

WTI Transport Newsletter



WTI Honors 100 year old Navy Vet

Mr. Jessie Lee Neal and his family gathered here Tuesday afternoon, Nov. 24th for a ceremony honoring Mr. Neal's service and sacrifice to our country. Mr. Neal, who is over 100 years old, served our country during World War II as a Seaman First Class. Mr. Neal was presented with a Certificate of Appreciation and gifts that included pajama set, t-shirts, socks & shoes; items his VA rep said were needed. In addition, the Neal family received a ham, turkey and a compliment of food items.

As part of WTI's efforts to help local veterans and their families, WTI staff collected cans goods and other items. Partnering with The Tuscaloosa VA Medical Center local Veterans families who would appreciate this gesture were selected. According to Billie Jean Clayville, Family Care Specialist, "Melanie the VA rep told me that they were just blown away that we had contacted them wanting to help some Veterans!"

Beginning Monday, November 1st, staff brought non-perishable food items thru the end of the day on Friday, November 13th. This turned into a friendly competition among the departments. On the 13th the department which brought the most was announced as the winner!

WTI staff collected a total of 2,857 items that were distributed to several families. Our Maintenance Department was the Winner - - collecting 1,382 items to donate!!! During the closing moments of the contest they brought their items in on a forklift. Congratulations to Larry Baker (Director of Fleet Maintenance) and his team of maintenance employees. Their spirit of giving was appreciated greatly.



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A Message from Rendy Taylor



If you haven't noticed, by all the decorations and the heavy traffic, it is beginning to look a lot like Christmas! As the year comes to an end, let's all be thankful for the year 2015. It hasn't been the year that we all thought it was going to be, as in the economic boom, or lack thereof, but we held our own!

I just want to take a moment to Thank all the associates at WTI for their hard work and dedication! I know we have the best! To all of our office staff, I challenge you, to THANK each and every one of our drivers for their hard work and sacrifices they make each week by being out on the road away from their family! We love each and every one of our drivers and their families, because we all know that without them we would not be WTI!

This year has really flown by, as the old saying goes "Time flies when you are having fun." Well in my case that part is true but there is another part to that as well, and it is "Time flies as you get older." We all know that as we get older the Holidays at this time of the year become more and more important to us. It is a time that we get to spend enjoying our families, eating all that good food and celebrating our family traditions. Also, at this time of the year, we are drawn closer to our families and friends, especially with all the unrest and insecurities that we are experiencing in our world. Most importantly, let's not forget the real reason for our celebrations is the birth of our Lord and Savior, Jesus Christ.

At this time, I want to wish to each of you a Very Merry Christmas and A Happy New Year!

And let's make 2016 the Best Year Ever here at WTI.

Rendy Taylor

A Time to Reflect

As we enter the Christmas season it really opens my eyes to the people around us. The people who work hard to make WTI the great company it is. It is our drivers who spend many days a year away from home to make their family a living and help WTI be successful. Your families in many cases are taking care of all the hard work at home. You also miss many activities so you can provide for them, but I can assure you that I appreciate all you do (and your families). It is these times that we should all reflect and also enjoy our family time together. My wife and I have a 15 year old son and we recently talked about how time gets by so fast. So stop and take time to share with those family/friends around you.

One of the proposals by our president recently was to offer a 2% bonus (incentive) for all of our drivers. This would take place from December 1st until February 29th. You will receive an additional 2% of your gross revenue during that time period and it will be paid the first week in March. It is our hope that it will help offset any issues incurred during the winter months. I think that is a great gesture and I am sure everyone could use the money. I have been working with the numbers and for most it will be like receiving an additional paycheck. If you have any questions about this incentive please get with your Fleet Manager.

Last but not last least I want to wish you and your family a Merry Christmas and a Happy New Year!

Darren Lee
V.P. of Operations



World of Work

In October West Alabama's Worlds of Work Career Expo concluded at Shelton State Community College. Over 4,000 eighth and twelfth grade students had the chance to interact with local businesses in Agriculture, Construction, Energy/Utilities, Engineering/Environment, Healthcare, Hospitality/Tourism, Manufacturing/Auto/Logistics, Public Safety and Transportation.

Rendy Taylor served as chairman of the World of Transportation. Joining in with WTI, Rumsey Environmental and Southland International provided students the opportunity to learn more about a career in Transportation. Besides learning about load security and getting behind the wheel, students also had a chance to view a 6 minute video titled "A Day in the Life of a Driver".

WTI appreciates driver Ryan Blake who helped tell this story and staff who met and talked with students during this 2 day event. To learn more about this Career Expo you can visit www.WorldsofWork.com.



News from Recruiting

Thanks again for a great year of Referrals.

For the year 2015 our drivers were responsible for 85 referrals being hired on. This equates to 30% of our total hires for the year. Without our drivers out on the road recruiting for us we could not be successful! Thanks for all of your time and let's make 2016 the best year yet.

Merry Christmas and Happy New Year from the Recruiting Department!

Josh King
Director Driver Recruiting



wish you
MERRY
Christmas



News from Safety

It is our sincere wish to each and every member of the WTI family for a blessed and joyous Holiday Season. May this be the merriest Christmas for you and your loved ones. We also send happy and best wishes for the New Year.

No Christmas newsletter article from the Safety Department would be complete without caution for the holiday traffic that always increases this time of the year. Fuel prices have been much lower recently, people traveling in cars will be buying gas and traveling by car much more so than in recent years. You, the professional driver, always know to plan your trips, leave out with plenty of time while expecting traffic delays and giving yourself plenty of time to reach your destinations. Defensive driving is always important as you can always expect other motorists and even CMV drivers out there, in the hustle and bustle of holiday rush. Be prepared and always expect the unexpected.

It's always pleasing to be kind, considerate and caring for others even more during this holiday season. May this Christmas be very special for you this year. It's the time for "giving and getting" and we want you to experience the true joy of Christmas.

There are some new things in our industry that just keep popping up. Electronic logs are coming for the industry, CSA continues to be an important Safety Measurement for both individual driver records as well as trucking companies, and some new medical qualifications for drivers that will be here in the coming year or so. Please make a point to stay informed. Our Safety Department and entire management team is always just one phone call away.

Merry Christmas, Happy New Year and always be safe.

Jem Blair
VP Safety

De-Stressing this Holiday Season

The holiday season can be a stressful time for truck driving professionals. Professional drivers are often away from family and friends for extended periods of times and increased traffic on the road that can lead to tight deadlines. Here are some tips that will help you lower your stress level during this holiday season.

1. **Get moving:** Taking a brief walk or doing some step ups while at the pump can make a big difference in your attitude. Adding exercise can turn your day around from tense and stressful to calm and focused. Exercise releases endorphins, which elevate your mood and allow the body to relax. Plus it doesn't hurt to burn off some of those holiday cookies.
2. **Take a deep breath:** Don't underestimate the value of simply taking a deep breath. When your schedule is tight or you're feeling the pressures of the day, taking a moment to catch your breath can provide instant relaxation. Inhale through your nose and fill your lungs to get best results. Giving your lungs an extra healthy dose of oxygen can make you feel refreshed.
3. **Treat yourself:** Take advantage of your alone time. Have a layover? Take time to check a new movie, read a book or etc. Make it a special treat.
4. **Focus on what is important:** Maybe someone cut you off in traffic or you had a longer load time, no matter what stressful situation you find yourself in in this holiday season, it is important to remember to count your blessings. By focusing on the positives of your life, you can keep minor annoyance in check.

Christie Baker
Director of Safety and Risk Management



Driver Associate of the Month

Beginning January, 2016, each month WTI will select a Driver Associate of the Month. Monthly, three driver associates will be nominated from each of the 4 categories below:

- Company Driver
- Owner Operator
- Lease Purchase Driver
- Lease Maintenance Driver

These 12 nominees will be presented to our committee who will select the top driver associate.

The Driver Associate of the Month will:

- Have photo taken (posted on FB, put in newsletter, will be included on the tv slideshow in the lobby)
- Receive a certificate
- Be awarded 10,000 points on their Drive For Gold account
- Receive a \$ 25.00 Darden Restaurant Gift Card

At the end of the year in 2016, a Driver Associate of the Year will be chosen (by the committee) from all of the Driver Associate of the Month winners.



WTI Transport Wins ATA Safety Awards

On November 4th, in Little Rock Arkansas, Jem Blair, VP Safety was presented with two Safety Awards from the ATA Safety Management Council. In the ATA's National Truck Safety Contest, WTI placed first in the Flatbed/Line-haul Division, Over 10 Million Miles Category and first in the Flatbed/Local Division, Unlimited Miles Category.

Jem in announcing the awards said: "These awards are evidence of WTI's Commitment to Safety and is awarded to all of our drivers and each of you as you continue to work diligently each day to promote, maintain and enhance our Safety Culture. I am very proud to make this announcement. Let's remember, that it takes Safe Drivers to bring home awards such as these".

Happy
NEW YEAR



It's Getting Cooler Outside

It happens each year about the same time every year; it is starting to turn cooler! With the changes in the temperatures, what are some things that we need to do to prepare for this?

- Listen to your truck as you start to crank it each morning, does it drag as the motor spins over, if it does it once, more than likely it will do it again and maybe next time you may not be as lucky that it cranked. Call into the maintenance department and get this checked out immediately. For those trucks that have the APU/BPU's on them, are you engaging the switch that automatically starts the truck in case the battery voltage drops below a certain level?
- The front of your truck is very important to the life of your engine in the winter months, because of the air that passes across the radiator, charged air cooler and the transmission cooler. In some cases you have got to make sure these are cleaned. Without proper air flow your engine is working harder, thus effecting performance & fuel mileage. When you are bringing your truck into the shop make sure you plan for enough time for us to check to make sure this portion of the service is done.
- During your Pre-Trip & Post trip inspections, make sure if you are adding anything to the coolant tank make sure it is antifreeze only and not water, this is true at all times of the year not just the cold weather season.
- Bunk heaters that we have installed on most of the newer trucks need to be checked at each service interval, if you are experiencing any heater problems make sure you contact us and let someone know of the problem.
- Tire air pressures need to be checked each day and for those who do not check them for pressures or condition, you are setting yourself up for a potential problem. This only takes a few minutes per day, but can save you hours.

Since this newsletter is coming out in the Christmas Season, the Maintenance Staff would like to wish you all a MERRY CHRISTMAS and hope that each of you have a safe and Happy New Year! Thank you for all you do each day!

Alan Martin
VP Maintenance

WTI Staff Service Salute

Thank you for your service and hard work.

October		Clifton Byrd	2 Years	Anthony Minch	7 Years	Brandon Malone	1 Year
Tony D. White	17 Years	John Kennedy	2 Years	Kelvin Grady	6 Years		
Wayne Tillman	14 Years	Ronald Works	1 Year	Leandrew Banks	4 Years	December	
Danny Wall	11 Years	Bryan Nelson	1 Year	Jason Ferguson	3 Years	Matthew Hill	6 Years
Troy Morris	6 Years	Vernon Coleman	1 Year	Richard Hoffman	2 Years	Terrance Maxwell	5 Years
Eric Carpenter	6 Years	Eugene Johnson	1 Year	Shain Miller	2 Years	Lagrone Pack	5 Years
Jeffrey Fochtman	5 Years	Joshua Land	1 Year	Christopher Ussery	2 Years	Rusty Drury	4 Years
Jimmial Harrison	4 Years			William Hearron	2 Years	Terry Hunt	1 Year
Nicoleyer Richards	3 Years	November		Michael Martin	2 Years	Charlie Brown	1 Year
Norman Gilreath	3 Years	William Knox	19 Years	Jerome Tyus	1 Year	James Vanhorn	1 Year
Jerry Boykin	3 Years	Joseph Edwards	13 Years	Curtis Sanders	1 Year	Jason Montgomery	1 Year
Andrew Jackson	3 Years	Michael Gaines	7 Years	Taylor Deininger	1 Year		

Billie Jean Moore
HR Specialist



Staff Years of Service

Thank you for your service and hard work.

October

Charles Bearden 9 Years
Larry Baker 6 Years
Guy Martorana 3 Years
Michael Simmons 1 Year

November

Eugene Sims 7 Years

December

Michael Holmes 13 Years John Jernigan 1 Year
Jason Quinn 9 Years Neal Tidmore 1 Year
Bryan Blocker 2 Year Kim Lett 1 Year

*Billie Jean Moore
HR Specialist*

Best of the Best MPG

SEPTEMBER TOP 10 MPG'S

Willie Peebles 7.70
Michael Martin 7.60
Jimmy Lewis 7.50
William Norwood 7.50
James Vanhorn 7.50
Joseph Edwards 7.40
Richard Hoffman 7.40
Michael Roby 7.40
Terry Simpson 7.40
Johnny Corley 7.30

OCTOBER TOP 10 MPG'S

Demoric Harris 7.90
Willie Peebles 7.80
James Vanhorn 7.70
Robert Radney 7.60
Ricky Statham 7.50
Joseph Edwards 7.40
Jeffrey Fochtman 7.40
Richard Hoffman 7.40
David Cofield 7.30
Michael Frison 7.30

NOVEMBER TOP 10 MPG'S

Norman Scarbrough 7.60
James Vanhorn 7.50
Robert Radney 7.40
Willie Peebles 7.40
Joseph Edwards 7.30
Michael Frison 7.30
Jeffrey Fochtman 7.30
Ricky Statham 7.20
Randy Wright 7.20
Johnny Corley 7.20

Lease Purchase News

I would like to personally thank all of the drivers who are in Lease Purchase or Lease Maintenance Trucks for helping WTI have a successful year. I know we are in the midst of the holiday season where freight begins to slow down. As an LP or LM driver your customer service skills are vital to keep our customers happy and to continue to keep freight rolling in this season. Communication and planning ahead is very important as well, because you must treat this like a business to become successful. We will start back signing you all back up to Lease a Trucks around February/March. In the meantime all company drivers wanting to go LM or LP must get to know the lanes of the company and find out what works best for you so you will be well prepared when your name is called to lease a truck.

Congratulations to all who started the LP and LM programs at the beginning of this Quarter: Aaron Clark, Dashaunte Cobbs, Ricky Colburn, Rashard Durant, Jason Loudermilk, Terry Martin, Tony Neal, Timothy Racer, Justin Rogers.

*Walter Crawford
Lease Purchase Manager*



WTI Birthdays

We'd like to wish our associates a Happy Birthday.

October Birthdays

Donald Kirkbride
Maribeth Essary
Demetrius Mcdougale
Luis Reynoso
Isaac Caldwell
Otis Giles
Rhonda Mercier
Karl Taylor
Damian Golik
Benny Gates
Richard Morns
Tim Racer
Calvin Pope
David Smith
Helen Brasfield
Eric Mugo
Scott Reddick
Jason Borden
Vernon Coleman
Eugene Johnson
Adam Rogers
Leland Adams
Samuel Parker
Milford Samuels
Cameron Windom
Norman Smith
Guy Martorana
Stephen Burke

William Edwards
Johnny Anderson
Christopher Daniel
Billy Atwood
Douglas Asbridge
Michael Petty

November Birthdays

Rashard Durant
John Jernigan
Michael Simmons
Hubert Worthen
Russell Watkins
Paul Padgett
Willie Stephenson
Charles Bearden
Kenneth Guy
Lex Page
Danita Coger
Wallace Jefferson
David Keller
Rodriguez Smith
Steven Carpenter
Daryl Harper
Prezell Mason
James Turner
James Merry
Christopher Render
Tony Jones

Bryce Barnes
Lawrence Gadson
Steven Ritchea
Jesse Hines
Justin Barefoot
Michael Madison
Joshua Costley
Taylor Deininger
Raynard Parker
Charles Sampson
William Whately
Anthony Johnson
John Butler
Garfield Bryson
Heather Prewitt
Stephen Francis
Royce Hughes
Eugene Sims

December Birthdays

Ivy Willis
Richard Gann
Shawn Coll
Michael Miley
Jodie Skipworth
Kelvin Grady
Joe Hughes
Liberato Lupo
Brian Mitchell

Jason Quinn
Joe Morley
Meko Stewart
Nicoleyer Richards
Terry Hunt
Terrance Maxwell
Shaundra Mcdowell
Wesley Odom
Jerome Tyus
James Cook
Jimmy Lewis
Kenneth Lovvorn
Gregory Smith
Allyn Williford
Michael Roy
Luther Beaird
Larry Malone
Christopher Pierce
Leandrew Banks
Charlie Ponder
Wayne Dye
William Bilbro
Demetrius Brown
William Richardson
Gerald "B" Jones
Kevin Hartage

Happy Birthday Celebrations for our Drivers' Spouses

October Birthdays

Alisa Love
Kimberly Nelson
Lora Giles
Carolyn Gates
Tammy Haggerstrom
Cheryl Webb
Angelina Duhon
Dawn Allen
Tekesan Johnson
Michelle Thompson
Conswayla Stevenson
Misty Dunlap
Nancy Cottrill
Kim Edwards

Amelia Perry
Marquilla Brooks
Dorothy Jones

November Birthdays

Lakerri Byrd
Gloria Reddick
Rachel Ussery
Nancy Anderson
Lori Raines
Joy Hearron
Joella Link
Daisy Watson
Mary Beth Morris

December Birthdays

Jeanne Croft
Stephanie Kelly
Leaann Banks
Jessica Osborn
Irene Clair
Kay Fell
Rachele Sanford
Alexis Ashford
Debel Manuel
Tina Luckey
Jennifer Jones
Tisha Johnson
Torla Mason
Tammy Clark

Linda Cook
Connie Baab
Linda Bell
Shelly Bilbro
Donza Brown
Tamik Mitchen
Lakeisha Butler
Ingrid Carpenter
Andrea Costley
Cantina Donaldson
Shelia Donaldson
Penny Ellison
Glenda Gadson
Vivian Hill
Sheila Hollins

CONTINUED ON PAGE 9

If your birthday was during october, november or december & you aren't listed, Please email bclayville@wtitransport.Com with your name and your birthday.

Happy Birthday Celebrations for our Drivers' Children (age 18 & younger)

October Birthdays

Dekaris Gadson
Alex Johnson
Karsyn Wright
Wyatt Willis
Tykashia Smith
Jaedin Payne
Joshua Jennings
Coby Salter
Kevin Buchanan
Michael O'neal
Aaron Gill
Kayden Wright
Zoe Puoluite
Gabrielle Samuels
Mackinsey Gann
Abby Salster
Jakiya Cobbs
Ayanna Lampkin
Maddy Buchanan

Taylor Whaley
Justin Rogers, Jr.
Nevaeh Hamilton
Carlee Copeland
Jeremiah Malone
Taylor Gibbs
Andrea Harris
Jasmine Vanhorn

November Birthdays

Christian Loudermilk
Jordan Townsel
Cherniece Stevenson
Keziah Lupo
Jeremiah Pasteur
Devin Godchaux
Dovon Godchaux
Leeanna Raines
Zachary Griffin
Kya Woods

Ethan Cannon
Shaelyn Hinske
Gracie Hoskins
Ginny Sharpe
Marilyn Hill
Sage Mcdowell
Mya Nichols
Bentley Osborn
Caitlyn Ferguson
Martiyanna Hedgeman
Lucas Schneider
Stephen Dean
Amber Ross
Jeremiah Hoskins
Holly Jones

December Birthdays

Breanne Cook
Amara Lupo
Jasmine Mcdowell

Christian Rabalais
Tayla Fox
Lila Foshee
Amber Thompson
Haleigh Jaynes
Jonathan Walton
Mayla Chapman
Elijah Lupo
Aubree Harris
Megan Clark
Asonte Bilbro
Aiden Francis
Quavon Worthen
Arianna Barnes
Jerwin Beaird

If your child's birthday was during October, November or December & they aren't listed, please email bmoore@wtitransport.com with child's name and birthday (month, day & year).

The Food Truck



HOMEMADE BEEF STEW

Appliance used

12V Slow Cooker or a 150w Inverter and a 60w Slow Cooker

Also needed

Can Opener, Knife, Cutting Board or Paper Plate, Small bowl or cup

Ingredients needed:

½ pound of beef stew meat
1 sweet onion, sliced (you may substitute onion powder or onion flakes)
2 cups of baby carrots
2 tablespoons of Worcestershire Sauce

1 can of peas
2 celery ribs, sliced
2 fresh potatoes, diced
1 can of diced tomatoes
2 tablespoons of flour
4 cups of water
1 teaspoon of garlic, salt, and pepper

Directions for cooking

Add meat to crock-pot. Add remainder of ingredients, leaving out flour. Cook for approximately 5–6 hours or until meat tears with fork. Mix flour with 4 Tbs. of water in small bowl or cup. Mix until thin flour paste forms. Add to stew, stirring until mixed well. Cook for additional 30 minutes.

• If you would like to submit a recipe for The Food Truck, please email it to: mstewart@wtitransport.com

Meko Stewart
Recruiting Specialist




WE
 WISH YOU

 **A** 
Berry
CHRISTMAS
 *** AND ***
Happy New Year



The Gift That Takes a Lifetime to Unwrap

The countdown started well before Thanksgiving, and with each passing day the excitement and preparations for its arrival have been accelerating. Lights and decorations are up, stores are full, and music is filling the air. A lot of people, especially children, are eagerly anticipating a very special event that is now only a few days away! Truly, it's a very busy time of the year! And, it's all in preparation for what? Well, any child can tell you - "A visit from Santa Claus, of course!" And remember, "He knows if you've been bad or good, so be good for goodness sake! You better watch out, you better not cry - you better not pout, I'm telling you why - Santa Claus is coming to town!"

Isn't it fun to watch the excitement grow on the faces of children as Christmas Day approaches? With each passing day the grins grow and the expectation almost bursts forth. I am excited for you this Christmas because many of you will get what you want. You may want a lap top computer or a new television, but I can assure you of one thing: "Whatever you get it is going to wear out." Now it may wear out because you use it so much or it may wear out because you get bored with it and never pick it up, but I assure you that everything you get this Christmas is going to wear out.

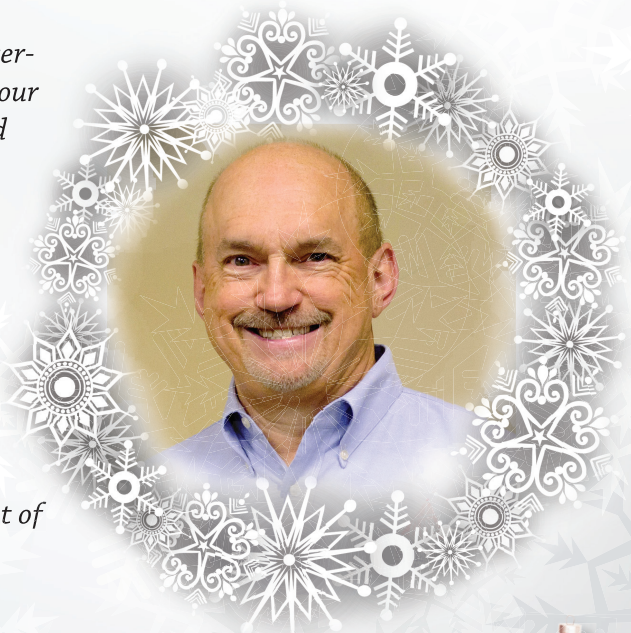
We need to be excited about that first gift ever given - Jesus Christ. He is the gift that continues to be new and wonderful and never wears out! We remember the little town of Bethlehem where the hopes and fears of all the years were met on a night long ago. The story of Jesus' birth is familiar from the many times we have heard it told and retold. Perhaps the Christmas story has become too familiar. If we are not careful, we can lose the sense of wonder the story demands. Let's pause and remember the first gift ever given on that first Christmas in a lowly manger.

The bible tells us **"Every good action and every perfect gift is from God. These good gifts come down from the Creator of the sun, moon, and stars, who does not change like their shifting shadows. God decided to give us life through the word of truth so we might be the most important of all the things He made."** James 1:17-18 NCV

Where is your excitement level this Christmas season? Are you overburdened by your list of things "to do" which seems twice as long as your children's "wish list?" Are you excited about seeing what you will find under the tree on Christmas morning? Are you excited to see family and friends that you haven't seen in some time? Be excited about all of that, but pause and remember the excitement, not that Santa is coming, but that Jesus Christ was born.

When Jesus was born that day in Bethlehem, it was just the beginning of the gift unwrapping. He came wrapped in swaddling clothes...a gift for us all to unwrap, and not just once, but everyday of our lives on this earth. He is the gift that takes a lifetime to unwrap. He is a gift that is meant to be unwrapped everyday for the rest of our lives. He is Emmanuel, God with us!

Gaylon Benton
Senior Certified Chaplain



WTI Transport, Inc
P.O. Box 020968
Tuscaloosa, AL 35402

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Tuscaloosa, AL.

Follow us on:



WTI Transport's Mission Statement

"WTI Transport's mission is to safely serve our customers, drivers, and associates with pride and integrity. We will meet these needs and expectations through communication, technology, honesty, and a strong work ethic."