

WARREN TRANSPORT



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Web Site: www.warrentransport-mt.com

WT Branch Office Updates



Daren Severson—
WT Operations
Director

WT- Billings “In the past few months the Billings Branch has gotten busier than I have ever seen it in my almost 8 years working here,” according to Dave Wambeke, Asst. Operations Manager. WT has seen many new trucks and trailers added to the fleet for all the various projects over in Williston. The pneumatics that supply **EMI** with ash to be bagged and then the flat bed runs that haul the bagged ash out have kept everyone on their toes. Although **BGI** has been slow recently, **Riverside Construction** has been using WT to cover small paving jobs over in Roscoe and up at the Billings Airport. In addition, Billings drivers are gearing up for the sugar beet season by building up the “sugar (limestone) rock” pile over at

Western Sugar. WT-South “It’s been a record year for rip-rap hauling for the counties and BNSF because of the on-going high water this year,” according to Jerry Dart. “It’s been de-

manding and hard on our side dumps yet we’re happy to have the challenge. Drivers have been loading rock to be shipped by rail from the Warren, MT, site. And, work will pick up even more once the beet campaign starts in late September.” Additionally,continued inside



With the unemployment problems across the nation and right here at home, WT

and it’s allied companies stand out as atypical and blessed with lots of growth this year. Since January 1st

48 employees have been hired!!

22 of that number have been re-

placements for turnover, but **26**

have been newly created positions. It’s been a huge challenge to keep up with all the ads, interviews, paperwork and orientation! Thanks go

out to **Judy Garrett** (new herself in March) our HR Manager, as well as all the **Branch Managers** who have been involved and **Mia Barzaga** and

Kay Small who assist with paperwork/orientation and payroll respectively. WT and our sister companies are doing our part and then some to improve the economy and lives of team members!!

Annual Safety Fair – Friday, May 20 —Recap

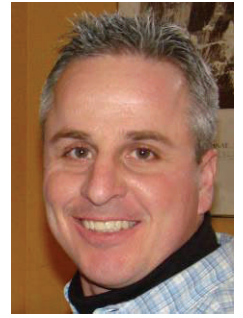
In spite of the rainy weather, the event had wonderful attendance and was a huge success! The theme of this year’s event was “Safety Through Growth”.

Jason Vollmer, General Manager, spoke of WT’s impressive growth during a tough national recession. With **over 150 employees**, WT’s positive impact on the regional jobs market is remarkable! This year’s keynote speaker was **Colonel Carl Hunter**, USAF, Retired. Colonel Hunter is a highly decorated combat veteran. He has repeated success as a leader with many different flying and staff organizations. His distinguished 29 year career is notable for his decisive leadership style with various sized organizations around the globe. He wrote, **Leadership Lessons from an Air Force Colonel who has Led Thousands: 50 Leadership Strategies that will Transform Any Organization**. Everyone who attended received a copy of his book. Colonel Hunter flew into Billings a few days before the safety fair and spent a lot of time learning about WT. Besides spending time at the Billings headquarters, he toured WT- East and went fly fishing with Jason. Wearing a green flight jumpsuit, he kept everyone’s attention with inspirational leadership stories based on his life experiences – ranging from active combat to being in the Pentagon on 09/11/2001 - just 100 yards from where the plane crashed into the building. Continued on back



From Jason Vollmer/ WT General Manager

Now that the flood waters of the 2011 Spring runoff are receding, the flood of work continues to build for our family of companies. Warren Transport has been responding to the continued growth and demand with increasing our fleet of company and lease truck/trailer units, making key staff position changes and additions, as well as planning the expansion of our WT Billings Headquarters Office and Shop. The construction drawings are being studied for another addition which we expect to start in the Spring 2012. WT is also exploring a property acquisition in Lovell, WY. That site is a key area for WT business growth to the South.



The ever-present challenges in these times are making sure all WT and customer site safety policies and practices are strictly adhered to. The WT team has done a great job in this effort. Continued diligence and a strong effort by the entire WT team will be needed to insure we meet our high standards of safety and customer service. Keep it up everyone! We have the best team and a strong future.

Branch Updates continued...



the South crew has been doing lots of road maintenance for MT Limestone Company. **Tim Schroeder** is South's Assistant Branch Manager. Tim worked for WT as a driver for 1 ½ years in the past and left to spend 5 years in management at Fox Lumber in Laurel. He came back to WT mid January in his new role and commutes from Bridger where he and Annie and their two teenagers reside. **WT-East** The Rocky Mountain Power Plant restarted operations July 18th after a nearly 3 month shut down because of the hydro power "take-over!" During that time three employees went on to other employment, others filled in on special projects or drew unemployment and are now returning. Tom Hewitt indicates they also got a lot of road work done for Westmoreland Mine. **WT-Rapid City** After only one to two loads per day running to **PPL, Colstrip**, for the past two months work has picked up to a steady three trucks per day. Also,

Fisher Sand and Gravel contracted with WT to haul rip-rap from Beulah, Wyoming, to Glendive, MT, a 600-mile round-trip with three double sets of side dumps. A total of 3,000 tons will be hauled through the summer. **WT-West** Duane Durham reports their staff of 17 will soon be growing to about 20 with the increased work of hauls from **Tri-dent** to the Bakken oil fields for EMI. While the cement hauls were slow during the wet Spring, those jobs are picking up too. **Thank you to all employees for your hard work! Keep it up and be safe!!**

On The Human Resources Front

WT Retirement Plan A retirement plan change is occurring...for the better. Over the years WT has offered a plan through Morgan Stanley that was a good plan, but not one in which a majority of employees participated. So, after lots of study, an "improved plan" will be put in place. Beginning January 1, 2012, all employees that have completed at least 6 months of service will be eligible to participate in the new **401k retirement plan**. **Employees may contribute pre-tax salary up to the IRS maximum level and WT will match your contributions dollar-for-dollar up to 5% of your gross paycheck each pay day.** In addition, each year that WT makes a profit, WT will make an additional 5% (of your annual contribution) profit-sharing contribution to your 401k! The plan will be administered by the local **Stifel Nicolaus** firm with **Stan Jones** as the local investment advisor. – Management is currently in the process of finalizing the plan details and we'll be sharing more information about this fantastic new benefit a little later this year during employee meetings when each WT Branch Office will be visited.

Life Insurance Reminder Employees regularly working 30 hours or more a week are eligible for a "WT paid for"-in-full \$25,000 group life insurance policy. Generally that enrollment takes place at date of hire and takes effect six months later. If you did not take advantage of this valuable benefit at that time, you can "opt in" anytime, no questions asked.

Expanded All-inclusive Controlled Substance Policy

While all employees are required to abide by WT's controlled substance policy, in the past only company drivers and others in safety sensitive positions such as shop mechanics and personnel working in EMI's bagging facilities have been subject to pre-employment, post accident, reasonable suspicion and random drug testing in compliance with DOT and OSHA regulations. **Effective October 1, 2011, to further ensure that the objectives of our corporate policy are met, the company is implementing an all inclusive controlled substance abuse program which will incorporate the same drug testing for all positions of WT and affiliated companies.**

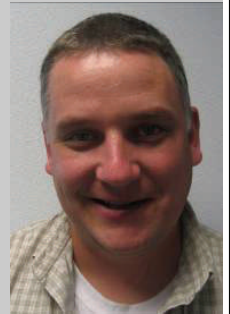
SAFETY FIRST — ALWAYS!!!

*******Allied Companies*******

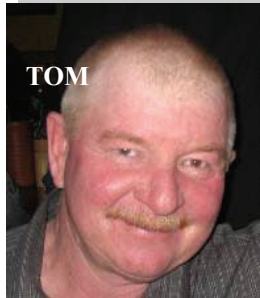
Environmental Materials, Inc (EMI) Growth and Expansion EMI has been experiencing dramatic growth in the last 18 months. The addition of 11 new employees, establishing offices in North Dakota, and a large, rapidly expanding customer base has fueled this growth for EMI. Supply of very high quality, bagged and bulk industrial by-product materials combined with knowledgeable service to oil-field drilling companies and reclamation companies has been the mainstay business-model generating this growth. Other opportunities and expansion avenues are being explored making this company and its influence on our family of companies exciting and vital to the business success we have been seeing. — Congratulations to the EMI Team! Your strong dedication and resulting efforts have been and will continue to be a key part of our allied business model.

Welcome to **Dennis Kurfiss** (5/9) and **Dane Hermansky** (7/22) both recently hired EMI Technical Sales Reps in ND. Also welcome to new employees at the Billings bagging site - **Alex Elliott** (6/15), **Loren Raver** (6/17), **George Forstner** (6/19), **Manuel Burnett** (7/11) **David Reichenberg** (7/25), **Jason Metzger** (7/25), **Michael Bakken** (7/25) and **Scott Kimble** (7/25). (EMI In-Safe bonuses for Baggers the last 3 months amounted to \$871.18)

EnviroWorks EW has a very busy schedule with the ongoing and remaining road stabilization projects on the books for 2011. Additionally, EW recently also made their entry into North Dakota's bustling oil fields. In doing so, EW purchased additional equipment to support that work and has hired **Justin Sartori** in the newly created position of **EW Operations Manager** heading up all work in ND and Eastern MT. Justin started work 7/25 based out of Williston where he will oversee EW pit reclamation projects, road work and generate other jobs. Justin has been working for Enermax in Williston the last couple years. So he has been established in his Sidney apartment commuting to ND and back to his home in Eureka, MT, where his wife Jamie and two younger children reside. We look forward to having Justin on board with the experience he brings to EW. Also new: **Jesse Baker**/Heavy Equipment Operator (8/1). — And we're excited about this expanded diversification of EW. **Check out the updated EnviroWorks website – www.enviroworksmt.com .**



Justin

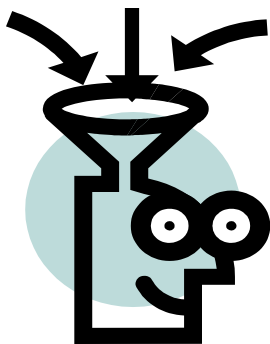


TOM

It's with great sadness that we report the passing of employee **Tom Gilreath** on July 21st. A team member of EW who also earlier worked for WT and the beet loading campaigns, Tom found out he had cancer late May which advanced rapidly. Our thoughts and prayers are with his wife Diane and family.

Quarry Services The QS team has been doing an outstanding job at the **Graymont Limestone Quarry** in Townsend. Congratulations and thanks to the entire QS crew for putting safety first and having no citations during the last MSHA (Mine Safety and Health Administration) inspection! Billings Management drove to Townsend to put on a BBQ there July 21 — to meet, communicate on issues, to just have fun and to say so-long to long-term QS employee, **Ron Campbell**, who resigned to go into partnership with his son with their own truck. We thank Ron for his many years of great service. He'll be missed!

New Employees: Welcome to new employees: **WT- Billings:** **John Lang**/ Driver (4/22), **Joanna Paloni**/WT Receivables (5/1), **Bill Dodds**/Driver (5/9), **Mike Ruhl**/returning Driver (5/10), **Karen Borer**/ WT Receptionist/ Payables (6/6), **Shannon Harper**/ Driver (6/10), **Russell Brown**/ Driver (6/10), **Tom Kennedy**/ Driver (6/24); **WT-West:** **James Gowin**/ Driver (5/16), **David Worthington**/Driver (5/16), **Christopher Davis**/ Driver (6/16), **Mark Skar**/ Driver (7/1), **William Hoskins**/ Driver (7/15), **Randall Flikkema**/ Driver (7/25); **WT- Rapid City:** **Larry Nelson**/ Driver (5/25), **Thomas Ament**/ Driver (7/22), **Douglas Houk** (8/1), **Jason Affeldt** (8/1), **Jason Daniels** (8/1) and **Clifford Mace** (8/1); **WT- East:** **Donald McKenzie**/ Driver (6/13).



**Diversified
Yet
Unified**

SAFETY FIRST — ALWAYS!!!

Driver / Mechanic Bonuses

Over the last three months WT has paid out **\$30,690.04** in Safety Bonuses and **\$23,279.37** in Fuel Bonuses. The breakdowns at WT were as follows:

WT IN -SAFE	\$13,636.88 (April)	\$8,933.64 (May)	\$8,119.52 (June)
WT Fuel	9,625.83	5,185.36	8,468.18

Safety Fair Continued....

Key Takeaways from his speech:

Employees are a company's #1 resource.

Have a "Can-do" attitude – Don't let change or crisis stop you from getting where you need to be.

Teamwork = Success.

Never be afraid to ask for help – not Asking for help is the reason for most accidents and failures.



Following the keynote speaker, attendees visited the following booths: Department of Transportation (DOT), Montana Highway Patrol (MHP), Qualcomm/Safety Report, Human Resources, and Yellowstone County Sheriff's Department. Russ Christopherson, from the DOT, said that all WT drivers need to **check brakes, wheels and tires very closely** as these are our main problem areas during checks. Officer Jason Grover, with MHP, recommended that **drivers wear safety vests and carry orange cones in their truck to place around the truck for safety if broken down and doing maintenance on the highway.** — The event wrapped up with a wonderful BBQ dinner, amazingly cooked in the rain by Rick Jacobs and crew. WT gives a HUGE thank you to all who worked so hard to organize and run this event!! *Lots of photos from the Safety Fair are on WT's facebook page*

Drivers Note: Please print clearly on your log sheets!!! Fill them out completely. Do not forget to write your shipment information down. -- Remember to

keep yourself hydrated with plenty of water. --- Drive defensively!! (With tourists in motor coaches and pulling 5th wheels as well as young drivers out of school on the roadways, there are a lot of distracted drivers. Don't be one of them!) -- Watch your speeds around road construction!! — Manager's are conducting tailgate safety meetings. With so many new employees and orientation to new sites still occurring, **SAFETY, SAFETY, SAFETY needs to be our focus!!**

