

Spring 2013

Redefining *the* Road

The official magazine of the Women In Trucking Association



Women In Trucking:

The Yearbook Edition

Also Inside:

- 🚛 Salute to Women Behind the Wheel
- 🚛 Health Care Down the Road
- 🚛 And More!





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Item	Image	Width	Length	Thk.	Hardness	Weight	Color	Qty/ 20'PCL
34" x 30" Premium Heavy Truck Mud Flap (Anti-Salt/Anti-Curl Rib) ATP1808		60.96cm 24"	76.2cm 30"	0.06cm .21"/.50"	55	5.03kg 11.11lbs	Black	Bulk: 10000/9-20'PCL Bulk: 12000/9-20'PCL Bulk: 4000/1-20'PCL
34" x 30" Premium Heavy Truck Mud Flap (Anti-Salt/Anti-Curl Rib) ATP1810		60.96cm 24"	51.4cm 20"	0.06cm .21"/.50"	55	5.79kg 12.76lbs	Black	Bulk: 12000/9-20'PCL Bulk: 8000/9-20'PCL Bulk: 3000/1-20'PCL
34" x 30" Heavy Truck Mud Flap (Chevron Pattern) ATP1812		60.96cm 24"	76.2cm 30"	0.06cm .21"/.50"	55	4.70kg 10.35lb	Black	Bulk: 10000/9-20'PCL Bulk: 12000/9-20'PCL Bulk: 4000/1-20'PCL
34" x 30" Heavy Truck Mud Flap (Chevron Pattern) ATP1813		60.96cm 24"	51.4cm 20"	0.06cm .21"/.50"	55	4.70kg 10.35lb	Black	Bulk: 10000/9-20'PCL Bulk: 12000/9-20'PCL Bulk: 4000/1-20'PCL
34" x 30" Heavy Truck Mud Flap (Chevron Pattern) ATP1814		60.96cm 24"	76.2cm 30"	0.06cm .21"/.50"	55	4.44kg 9.79lbs	Black	Bulk: 10000/9-20'PCL Bulk: 12000/9-20'PCL Bulk: 4000/1-20'PCL

Item	Image	Length	Width	Height	Hardness	Weight	Color	Qty / 20'PCL	
Spain Large		80cm 31.5"	54cm 21.3"	10mm 0.4"	55	4.2kg	Black Grey	5,000Pcs	
		68cm 26.7"	45cm 17.7"	10mm 0.4"	55	2.2kg	Black Grey	8,000Pcs	
Spain Medium		55cm 21.6"	35cm 13.7"	10mm 0.4"	55	1.25kg	Black Grey	14,000Pcs	
Spain Small		45cm 18"	35cm 13.7"	10mm 0.4"	55	1.25kg	Black	5,000 pcs	
Eye Design		75cm 45"	45cm 18"	1.3cm 0.4"	55	3.5kg	Black	5,000 pcs	
Weaving design		75cm 45"	45cm 18"	1.1cm 0.4"	55	3.4kg	Black	5,000 pcs	
Staircase mat (Rib Design & Knob Design)		75cm 29.5"	25cm 9.8"	0.4mm 0.16"	55	1.15kg 2.53lb	Black Black-Hard Bottom Buf. Grey	15,000Pcs	
Continuous Mat		10 mtr 10mtr	1mtr 1mtr	1.7mm 0.067"	55	25kg	Fine Ribbed	600 Roll	
		10 mtr 10mtr	1mtr 1mtr	3.5mm 0.138"	55	45kg	Med. Ribbed	500 Roll	
		10 mtr 10mtr	1mtr 1mtr	4mm 0.157"	55	45kg	Herringbone Broad Ribbed	500 Roll	
Universal Mat					55	4.8kg/ Set	Black-Type A Black-Type B Black-Type C Grey-Type C	3,100 [Sets]	
					55	1.5kg	PlainGrip	650 Mats	
EVA Wash Exercise Mat		50cm 19.7"	50cm 19.7"	2.2cm 0.86"	40	1.5kg			

Item	Image	Length	Width	Height	Hardness	Weight	Color	Qty / 20'PCL
OKTA Honeycomb		150cm 60"	100cm 40"	22mm 0.92"	55	21kg 46lb	Black Grey	Bulk : 800Pcs Palletized : 525Pcs
		120cm 80cm	80cm 31.5"	22mm 0.92"	55		Black	
OKTA Honeycomb		60cm 24"	40cm 16"	22mm 0.82"	55	3.1kg 5.7lb	Black Grey	5,000Pcs
QUARTA-Domino (Yellow Taper)		150cm 60"	100cm 40"	22mm 0.92"	55	14kg 35.6lb	Black Straight Edge Black Taper Yellow Taper	Bulk : 800Pcs Palletized : 500Pcs
		120cm 80cm	80cm 31.5"	22mm 0.92"	55		Black	
QUARTA-Domino (Straight Edges)		60cm 24"	40cm 16"	22mm 0.92"	55	2.4kg 3.5lb	Black Grey	4,000Pcs
Mat Connectors							Black	
Nova Mat		150cm 60"	100cm 40"	10mm 0.4"	55	12kg 25.7lb	Black Yellow Taper Grey	1,500 Pcs
		60cm 24"	40cm 16"	10mm 0.4"	55		Black Yellow Taper Soft Black	1,200 Pcs 1,400 Blk
Samepa		60cm 31.5"	80cm 31.5"	13.5mm 0.52"	45	5.8kg 12.7lb	Hard Comp. Black Yellow Taper Soft Black	1,200 Pcs 1,400 Blk
		75cm 90cm	34cm 13cm	14mm 0.55"	45	6.6 kg 14.5 lb	Asst Color	18,000pcs
Bath Mat-Large		90cm 35cm	34cm 13cm	14mm 0.55"	45	3.85 kg 8.5 lb	Asst Color	18,000pcs
Bath Mat-Small		58cm 23cm	30cm 12cm	14mm 0.55"	45	0.8 kg 1.7 lb	Asst Color	18,000pcs
Shower Mat		38cm 25cm	25cm 10cm	14mm 0.55"	45	0.15 kg 0.3 lb	Asst Color	100,000pcs
Tub Mat		38cm 25cm	25cm 10cm	14mm 0.55"	45	0.15 kg 0.3 lb	Asst Color	100,000pcs

Item	Image	Length	Width	Height	Hardness	Weight	Color	Qty / 20'PCL
Diamond Mat		60cm 31.5"	70cm 27.5"	12mm 0.5"	55	4.5kg	Hard Comp. Black Yellow Taper Soft Black	1,200Pcs 1,400 Blk
		183cm 72"	91.5cm 36"	14mm 0.55"	55	14.5kg	Black Grey	Bulk : 1,200Pcs Palletized : 800Pcs
Canadian Large		107cm 42"	75.2cm 29.5"	12mm 0.47"	55	7kg	Black Grey	Bulk : 3,000Pcs Palletized : 1,400Pcs
Canadian Medium		81.2cm 32"	61cm 24"	12mm 0.47"	55	4kg	Black Grey	5,000Pcs
Canadian Small		50cm 19.7"	50cm 19.7"	10mm 0.39"	60	3.6kg 8.03lb	Black	
(GYM MAT) Link Mat		30cm 12"	30cm 12"	10mm 0.4"	40		Econ. Black Black Colour	5,500 Pcs
(Child Play Mat) EVA Link Mat		30cm 12"	30cm 12"	10mm 0.4"	40		Black Grey	8,000 Pcs
Welove Large		50cm 19.5"	35cm 13.7"	10mm 0.4"	55	0.65kg	Black Grey	16,500Pcs
Welove Small		49 cm 19.3"	35 cm 13.7"	1.8cm 0.71"	55	10.11lb	Black	2,318 pcs
British Pod Mat		34.7" 22.7"	22.7" 14.7"	0.71" 0.55"	55	10.11lb	Mini Brush J/Pc	
Stud Mat Square Type		60cm 23.82"	40cm 15.74"	14mm 0.55"	55	3.14lb		4,000Pcs
		75cm 29.5"	42cm 16.5"	14mm 0.55"	55	3.2kg 7.1lb		4,500Pcs

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Redefining the Road

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Messages

- 9 Greetings from the President of Women In Trucking—Ellen Voie
- 13 Women In Trucking Yearbook
- 16 Highlights from WIT's Strategic Planning Session

Feature Stories

- 18 The 2013 Salute to Women Behind the Wheel
- 20 Meet WIT's Gold & Silver Level Partners
- 26 Health Care Down the Road
- 29 Meet WIT's Members of the Month!
- 32 Introducing WIT's New Image Team
- 34 Awarding Women In Trucking: The WIT Foundation Scholarship
- 36 Women In Trucking Goes to Washington

News

- 39 Women In Trucking Member Named to America's Road Team
- 41 Upcoming Events 2013
- 42 WIT's Corporate Members
- 44 **Buyer's Guide**

TBS CELEBRATES 100 YEARS OF WOMEN IN TRUCKING

"Whatever women do they must do twice as well as men to be thought half as good. Luckily this is not difficult." - Charlotte Whitton, former Mayor of Ottawa, Canada

1892

Annie Box Neal delivers gold via stagecoach.



1944

Rusty Dow drives the entire length of the 1,560-mile Alaska Highway.



1939-1945

WWII – Women account for almost 50 percent of truck drivers on the road.



1959

Marlene Marling starts a career that spans 35 years and 5 million accident-free miles.



2013 → YOU!

Tip of the trucker cap to the more than 200,000 lady truckers hauling freight down the byways of America, surviving and thriving against the odds in an industry thought by many to be "men's work." Women have been hauling freight since the days of the stagecoach and Pony Express, when Annie Box Neal and Mary Fields hauled gold and mail.



Lillie Drennan, of Texas, ran Drennan Truck Line for more than 24 years, including the Great Depression, before retiring at 80.



In 1944, Rusty Dow was lauded as the first woman to drive the entire length of the 1,560-mile Alaska Highway, a feat she accomplished in a truck loaded with five tons of cement, in just seven days.



In 1959, Marlene Marling started a truck-driving career that spanned 35 years and 5 million accident-free miles, hauling ice-packed chickens for Harrison Grain and Produce.

During WWII, women took to the road in record numbers, accounting for almost half of truck drivers at the time.

Here's to you, highway heroines, the modern-day Stagecoach Annies and Mary Fieldses. May the road rise up to meet you, and may the wind always be at your back.

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Greetings from the President of
Women In Trucking

Ellen Voie



Ellen Voie
Founder,
President & CEO
Women In Trucking
Association, Inc.

We Are Here to Serve You!

ANOTHER YEAR HAS passed and the Women In Trucking Association is now six years old! An organization like ours is focused on serving our members and you are our reason for existing. We make every effort to understand your concerns, your needs and your challenges.

If you are a driver, your challenges are much different than those of the women who own the trucks, sell the trucks, dispatch the trucks, fix the trucks and design the trucks! However, all of our members have a desire to make your job less

stressful, less physically demanding and more desirable. You are very important, whatever your position in the industry.

Recently, the board of directors and staff spent two days in a strategic planning session to define Women In Trucking Association's purpose and to identify activities that will support you and help you become more successful in your role. You can read more about these goals on page 16 of this magazine.

Please remember, we are here to serve you! 🚛

In order to better understand what our members like about the association, we asked you to give us your feedback. Here are some quotes from our members:

"WIT is a place where I can meet other women who do what I do. Due to the nature of the work, we don't necessarily get an opportunity to meet and talk with other females in the field and get the support we need. We needed a place to network and share info and ask questions."

Heather Barr, driver, member since January 2012

"I support this organization as a reflection on where women drivers had once been in the trucking industry. Without the support of this organization and its members, our today female drivers would not have gained the support or insight from our experienced drivers. Our experienced drivers have helped guide and shape our today's trucking and not just in our female trucker drivers. All the pain and humiliation that women in the earlier years endured has not gone wasted, as our today drivers have far more insight and a higher success rate thanks to organizations like Women In Trucking."

Jeana Hysell, former driver and now owner of Safety Compliance Professionals, Women In Trucking Foundation Director, member since March 2007

"WIT has provided me with the opportunity to meet with women who have been where I've been and young women who know where they want to go. What a thrill it is to answer someone's question and/or dilemma, and just as satisfying when I have a question or need a link or contact that I have an organization to turn to. I am a proud member of WIT."

Idella Hansen, owner-operator/president of I. M. Trucking, Inc., member since February 2008

"I support Women in Trucking for the networking opportunities, which, in turn, help me to become a more educated and informed driver."

Linda Caffee, owner-operator leased to FedEx Custom Critical, Women In Trucking Association Board of Directors, member since March 2007

"I support Women In Trucking Association for several reasons: to put faces to the drivers of both genders, the opportunity to assist those entering the profession and to further enforce the fact that women are valuable assets to the trucking industry in all areas."

Sandy Long, driver, member since May 2007

Please turn to page 11 to read more quotes.

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Lydia Halda-Alija
Company Driver



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"I belong to Women In Trucking because I believe in the mission of Women In Trucking! My heart has always been in helping to provide opportunities for women in the trucking industry! WIT helps my personal mission become a worldwide mission! I love this association; it speaks to my heart!"

Joyce Brenny, president of Brenny Transportation, Inc., Women In Trucking Foundation Board of Directors, 2012 Influential Woman in Trucking, member since December 2010

"I support Women In Trucking to help bring awareness to other female drivers out here that there are places for ideas and information. We are a small group but with the help of all of us, we can bring the positive side to being women in trucking."

Amy M. Dittberner, driver, member since July 2012

"We in the United Kingdom feel the same way as our friends overseas about women truck drivers and we support your group/club in everything you are doing."

Elizabeth Waters, United Kingdom

Don't Miss Out on Future Issues of Redefining the Road!



If your membership has lapsed, this may be your last issue of *Redefining the Road*. Please check the address label on the front of your magazine to see when your membership expires.

Renew NOW to make sure you're up-to-date and don't miss out on future issues. You can renew your membership by going to www.WomenInTrucking.org or calling (888) 464-9482.

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Women In Trucking

Yearbook



Ellen Voie and Char Pingel, the ladies behind the Women In Trucking Association.



The WIT signature chocolate fountain helped members celebrate the association's 5th birthday in 2012.



From left to right: Char Pingel, Hanky the Clown, Liza Roberts and Dick Pingel at the WIT 5th Birthday Party at the Great American Trucking Show in August 2012.



Ellen Voie and Australian WIT member Jacqueline Brotherton in Australia, July 2012.



Ellen Voie with Walmart Transportation driver Allyson Hay in November 2010.



From left to right: Ellen Voie, Ice Road Trucker Alex Debogorski and Leigh Foxall in September, 2009.



The Women In Trucking board of directors celebrates its first holiday season in 2007, just a few short months after the association was founded.



The first Salute to Women Behind the Wheel, in 2011.



From left to right: Jan Hamblin, Federal Motor Carrier Safety Administrator Anne Ferro, Jeff Hammonds, Ellen Voie, Leigh Foxall and Laura Roan at the Champions of Change event held at the White House in August 2012.



Deborah Hersman, Chairman of the National Transportation Safety Board, (center) honors America's women truck drivers (Alice Thomas on left and Heather Hogeland on right) at the 2011 Salute to Women Behind the Wheel, held in Louisville, KY.



Attendees listen to a presentation at the Great American Trucking Show reception in Dallas, TX.



The Women In Trucking Association encourages the employment of women in the trucking industry, promotes their accomplishments and minimizes obstacles faced by women working in the trucking industry.



Joyce Brenny, Brenny Transportation, receives the 2012 Influential Woman In Trucking Award, with runner-up Sandra Ambrose-Clark (middle) and Navistar sponsor representative Phyllis Cochran (right).



The group at Brenny Transportation Inc. show off a few of the silent auction prizes used to raise funds for the Women In Trucking Foundation.



These seven women were honored as Four Million Milers at the 2012 Salute to Women Behind the Wheel for each attaining four million safe driving miles during their careers.



Rochelle Bartholomew Gorman, CalArk CEO, receives the 2011 Influential Woman In Trucking Award.



The WIT tent reception held at the Mid-America Trucking Show in 2009.



Sweden's Queens of the Road and Ellen Voie (center) at the 2012 Elmia Lastbill truck show in Sweden.



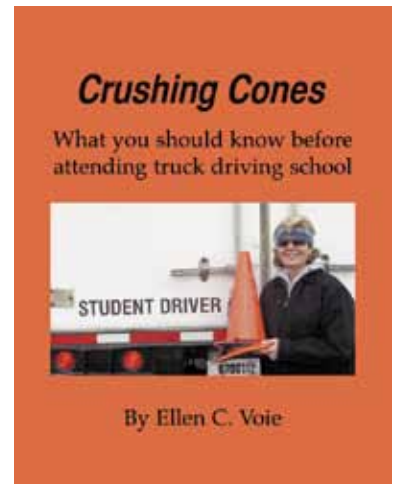
Women In Trucking staff and volunteers at the 2012 Salute to Women Behind the Wheel.



American Trucking Associations Chairman Ray Kuntz gives a speech at WIT's reception during a Management Conference & Exhibition held in Florida in 2007.



In 2008, Ellen goes to truck driving school and writes a book about her adventure.



What's Ahead for Women In Trucking Association?



The Women In Trucking 2013 Board of Directors

Back row, left to right: Jeff Hammonds, Walmart Transportation; Mary (Clark) Brown, C.H. Robinson; Mark Rousseau, Frito-Lay North America, Inc.; Laura Roan, Hyundai Translead; and Chris Burruss, Truckload Carriers Association.

Front row, left to right: Leigh Foxall, Internet Truckstop; Brandie Fuller, Great Dane Trailers; Phyllis Cochran, Navistar, Inc.; and Jan Hamblin, J.J. Keller & Associates, Inc. Directors absent from photo: Linda Caffee, FedEx Custom Critical Owner/Operator; and Andreea Raaber, Bendix Commercial Vehicle Systems LLC.

The Women In Trucking Association board of directors recently held a two-day strategic planning session for the purpose of setting expectations for the coming year. To give you some insight into the discussion around the table, here are some of the goals board members have determined will help us advance our mission.

Mission: Women In Trucking was established to encourage the employment of women in the trucking industry, promote their accomplishments and minimize obstacles faced by women working in the trucking industry.

While the mission describes high-level outcomes, the purpose of the organization is slightly different. The board determined that the overall purpose is to “improve the balance of women in the trucking industry to harness untapped potential.” What exactly does this mean?

The trucking industry would benefit from not only adding more women at all levels, (from driver to CEO) but in doing so, it would benefit from potential talent it might not experience without better gender diversity.

This is the underlying reason for the association. The board went further into identifying objectives to help us reach this goal.

The first major objective is to ensure WIT has the influence and recognition needed to further our mission by attaining the following:

- To be the association on record for gender-based quality issues in the workplace;
- To become a resource for the industry to find knowledge and talent;
- To grow in membership;

- To be the key influence in increasing women in trucking roles;
- To be viewed as the premier organization for women in the industry; and
- To be an industry resource for all transportation topics.

The second major objective is to increase the percentage of women in the industry by:

- Having more women become professional drivers; and
- Increasing the percentage of women as drivers.

These objectives are long-term, but resulted in numerous goals for the coming year. Since each of these is early in their implementation stages, we want to work on them before announcing the activities. However, a few of them are already in progress, such as a driver image team (which you can read about on page 32 of this magazine), a member of the month recognition (which can be found on page 29), and a list of Women Business Enterprise (WBE) trucking and logistics companies.

It is an exciting time for Women In Trucking Association as we continue to grow in members and in effectiveness. We look forward to serving you in the years ahead as we all work to increase the visibility and the influence of women in the trucking industry. 🚛

Meet WIT's Newest Board Member

Mary (Clark) Brown is currently a general manager at C.H. Robinson, one of the world's largest logistics companies. Mary started her career at American Backhaulers after she graduated from Indiana University in 1994. She was hired as a sales representative and was promoted to general manager in September 1997.

As a general manager, Mary is responsible for assisting in hiring new employees, providing training and education, analyzing and monitoring branch productivity and performance metrics, as well as overall branch performance.

As a female manager in the transportation industry, Mary is asked by other women to help guide them with their careers. Recently, she participated as a panel member in a Leadership Networking Circle organized by a C.H. Robinson human resources team. In 2009, Mary joined the National Association of Professional Women and connects with women from different organizations and shares best business practices.

Mary was raised in a suburb of Chicago and currently lives in Chicago with her husband, Adam, and two children, Nicole and Patrick.

"I am honored to be part of an impressive team that is dedicated to improving the experience on the road and increasing the number of women in the transportation industry," Brown says of her new role as a board member for the Women In Trucking Association.

"The intelligence, experience and energy level of the board members are monumental. The WIT organization has flourished since its inception and continues to make an imprint nationwide. Ellen, CEO of WIT, and the board are determined to help women excel in the transportation industry and make WIT a success."



Mary (Clark) Brown, general manager at C.H. Robinson, is the newest addition to the WIT board of directors.

The Salute to Women Behind the Wheel is here! Turn the page to learn more about this important event...

PROFESSIONAL FEMALE DRIVERS

We Salute You & Cordially Invite You ...
Salute to Women Behind the Wheel
 Women In Trucking Association will recognize the outstanding safety and performance accomplishments of the nation's professional female drivers. There will be refreshments, prizes, music, and a photo of all women drivers.

DATE: Saturday, March 23, 2013
LOCATION: Mid-America Trucking Show, Louisville, KY

Must register for the **Salute to Women Behind the Wheel** prior to the event at the Women In Trucking booth #40557 in the North Wing Lobby.

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The 2013 *Salute* to Women Behind the Wheel

By Ellen Voie, Founder and President/CEO, WIT



The 2012 Salute to Women Behind the Wheel. Photo by Paul Hartley, AddMedia.

Each March, the Women In Trucking Association honors women who work as professional drivers in a career dominated by men! The “Salute to Women Behind the Wheel” was established to honor these pioneers and role models. Join us Saturday, March 23, at the Kentucky Exposition Center (rooms C201-204 in the South Wing) in Louisville, KY. You can register for the Salute at our booth #40557 in the North Wing Lobby.

This year, 2013, marks our fourth celebration. Each year, we celebrate with hundreds of women who have been driving

for weeks, months and years, and in many cases, decades. Regardless of your time in the industry, we want you to know we appreciate you and welcome you into our ranks.

For those who are new to the industry, we want to be a resource for you to encourage and support you as you become more proficient as a driver. For those who have been around a few years, we need you to help us educate, mentor and encourage your “newbie” peers so they become as capable and successful as our experienced drivers. We hope you will

connect with others, find common interests and continue these friendships throughout the year.

Since our first event in 2010, we have learned, adjusted and changed the Salute to better accommodate you. Our speakers have included Anne Ferro, Administrator of the Federal Motor Carrier Safety Administration, and Deborah Hersman, Chair of the National Transportation Safety Board. Last year, we were thrilled to hear from Joyce Brenny, owner of Brenny Transportation, Inc. and President of the Minnesota Trucking Association. Joyce was named the 2012

"Frito-Lay, Inc. is proud to be a sponsor of the 'Salute to Women Behind the Wheel' event again this year. We have been a sponsor every year and consider this a great avenue to recognize women drivers. We look forward to continuing to support WIT's mission."

Mark Rousseau, Frito-Lay North America

Influential Woman in Trucking—sponsored by Navistar—and her speech reflected her passion for all drivers, especially women behind the wheel.

This year, we are looking forward to hearing from Sandra Ambrose-Clark, who owns ESJ Carrier Corp. She has spent 27 years in the industry, which includes brokering, trucking, warehousing and her newest endeavor, Without a Doubt Truck & Trailer Repair, established in 2007. Last year, ESJ Carrier Corp. was a finalist in the "Best Places to Work" in Cincinnati, OH.

We will continue to have our signature chocolate fountain accompanied by fruit, snacks and cake for dipping. Attendees will also enjoy popcorn and beverages, compliments of our corporate sponsors.

This year, we are so pleased to have the support of Walmart as a Gold level event sponsor. As of this writing, our Silver sponsors include Con-way, Inc., Frito-Lay North America and Volvo North America. Bronze sponsors are FedEx Freight, Hyundai Translead, Republic Services, Ryder, and Waste Management. Our Copper sponsors are Arrow Truck Sales, J. J. Keller & Associates, Inc., Travel Centers of America / Petro Stopping Centers, Trucker Charity, Inc., UPS Freight, PITT OHIO, Rand McNally, and U.S. Xpress, Inc. Nickel sponsors are Airtab®, Brenny Transportation, Inc., and J.B. Hunt. Attendees will be able to visit with many of these companies and learn more about them at sponsor exhibits prior to the celebration.

Last year, our celebration included entertainment by Terry Wooley and his band. We've asked them to return this year, since we noticed many of you decided to kick up your heels and do some fancy dancing to the music.

"This event celebrates and brings awareness to the many women who have driven millions of safe miles across our nation's highways. Volvo is proud to sponsor this program because we want to improve the lives of professional female drivers by providing trucks and technology to help keep them safe—every single mile."

Susan Alt, Volvo Group North America

We want you to have fun and to feel appreciated by WIT and our event sponsors. We want the "Salute to Women Behind the Wheel" to be all about you, female professional drivers. We'll be handing out goodie bags and free t-shirts to all who show us your commercial driver's license.

In the past, we have honored participants for their safe driving records; this year, we are going to focus on length of service in the industry instead. While safety is important, we want you to know that by just BEING a female professional driver, you deserve this recognition.

"We are proud to be one of the original sponsors of the annual Salute to Women Behind the Wheel. The Salute is a rare and fantastic opportunity for female truck drivers to meet each other, build relationships and enjoy professional development."

Jeff Hammonds,

Walmart Transportation

If you want more information about the event, visit www.Salute2Women.com. Our members will receive email updates about the celebration, so if you're not a current member, please sign up or renew online at www.womenintruck.org.

The Salute to Women Behind the Wheel is about you, female professional drivers. We hold this event to honor and thank you for your service to the trucking industry. We are looking forward to meeting you there! 🚛

Thank you to the 2013 Salute to Women Behind the Wheel sponsors!

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Meet WIT's Gold & Silver Level Partners

Women In Trucking was established to encourage the employment of women in the trucking industry, promote their accomplishments and minimize obstacles faced by women working in the trucking industry. We would like to thank our generous gold and silver level partners for their continued support of our mission.

Bendix Commercial Vehicle Systems, LLC



Gold Level Partner

Bendix Commercial Vehicle Systems, LLC, a member of the Knorr-Bremse Group, develops and supplies leading-edge active safety technologies, air brake charging and control systems and components under the Bendix® brand name for medium- and heavy-duty trucks, tractors, trailers, buses and other commercial vehicles throughout North America.

Andreea Raaber, vice-president for business development at Bendix, is serving a second term on the WIT board of directors.

Bendix has been a gold-level partner of WIT for two years and is glad to support an organization that strives to encourage the employment of women in the trucking industry.

"The potential for women in trucking is limitless," says Raaber. "Bendix is very proud to once again offer its corporate support to the Women in Trucking Association to continue its mission to encourage the employment of women in our industry and promote their accomplishments. From



the big rigs to the board room, women yield an ever-increasing influence within the trucking industry. Whether new to the industry or an experienced professional, we believe in the potential and the promise that this association delivers to every woman."

Daimler Trucks North America & Freightliner Trucks



Gold Level Partner

Daimler Trucks North America (DTNA) and Freightliner Trucks joined WIT as a gold-level partner last June. As a long-time corporate member, DTNA and Freightliner are increasing their support to the highest level of commitment to the organization.

Freightliner has been a sponsor of the Salute to Women Behind the Wheel, at which female professional drivers have been recognized for their contribution to the industry.

"Freightliner Trucks is a gold-level partner with WIT because we feel the growing

female presence in the trucking industry should be supported and encouraged," says Jennifer Edwards, manager of On-Highway Marketing Communications for Freightliner Trucks. "Women are a valuable asset in our industry, whether they are drivers, business owners, corporate representatives, etc. They offer a complementary perspective regarding issues and general business practices that only enhance our industry today. Freightliner Trucks is proud to have been a gold-level sponsor for two years and we enjoy our involvement with WIT and what it brings to the industry."

Daimler Trucks North America LLC



Frito-Lay North America



Gold Level Partner

Frito-Lay was WIT's first gold-level partner and has been a gold-level partner for three years now. Mark Rousseau, director of transportation and logistics, has worked with the company for 27 years and currently works with their 28 traffic locations, 300 managers and administrative personnel, and 1,600 drivers on moving product to the customer or sales force at the right cost and the right time.

"I worked with Ellen at WIT to create the gold-level partner program because Frito-Lay wanted a bigger role in supporting this organization. We believe

a diverse and inclusive organization is not only the right thing to do but is imperative to drive business results," says Rousseau. "Having a diverse organization that represents the diversity of the communities we do business in will help drive results. WIT is having a big impact, changing old perceptions and stereotypes about transportation jobs and providing a voice for women in transportation."

Frito-Lay is proud of the excellent job WIT has done so far in creating awareness of the need and recognition of the great work that women are doing in the



industry. The Salute to Women Behind the Wheel, the Influential Woman in Trucking award, and work with government agencies are examples of WIT's success last year. We look forward to being involved with WIT in 2013 and the coming years.

Great Dane Trailers



Gold Level Partner

Great Dane Trailers is pleased to continue its support for WIT as a gold-level partner. The company, which manufactures dry freight, refrigerated and platform trailers, has nine manufacturing plants throughout the United States. Being committed to building superior products and fulfilling customer needs has helped them grow from a small, steel fabricating company to the number-one trailer manufacturer in the world.

As a two-time gold-level partner of WIT—and, like the association—the company

strives to help others succeed in the transportation industry.

"Challenges for women in the workplace are dynamic, particularly in the trucking industry. Great Dane is pleased to join WIT, an organization that positions itself as a catalyst for positive change," says Brandie Fuller, vice-president of marketing at Great Dane, and a recent addition to WIT's board of directors.

"I am honored to have an opportunity to serve Women In Trucking Association on the



Great Dane

board of directors," she says. "I look forward to actively participating in an organization that supports, advocates and cultivates self-empowered professional women."

Hyundai Translead



Gold Level Partner

Hyundai Translead, a leading manufacturer of dry and refrigerated van trailers, domestic containers, container chassis and converter dollies for the North American transportation industry, is proud to be a two-time gold-level partner of WIT.

Established in 1989, Hyundai Translead is a wholly-owned subsidiary of Hyundai Motor Company Korea, is headquartered in San Diego, CA, and has three state-of-the-art manufacturing facilities in Tijuana, Mexico.

Hyundai Tranlead is excited to once again see the affect their involvement with WIT might have on the industry.

"Being a female from the South and working in a sales role for a male-dominated industry has presented me with some unique challenges," says Laura Roan, director of national account sales, who also serves on WIT's board of directors.

"When you read the mission statement for Women In Trucking and get to know me, you will get a clear understanding



of my passion to be involved with this organization. 'Women In Trucking was established to encourage the employment of women in the trucking industry, promote their accomplishments and minimize obstacles faced by women working in the trucking industry.' That says it all!"

Flip the page to read more about WIT's Gold and Silver Level Partners.

Walmart Transportation



Gold Level Partner



Walmart Transportation is proud to be a gold-level sponsor of Women In Trucking and is committed to promoting and encouraging diversity in all areas of business, including the transportation and logistics industry.

By recognizing and promoting diversity, each Walmart associate is encouraged to reach their full potential. Developing a diverse workforce is one of Walmart's top priorities.

"Walmart is proud to support Women In Trucking and non-traditional career opportunities for women in logistics and transportation," says Jeff Hammonds, vice-president of Walmart Transportation. Hammonds is also a member of the WIT board of directors.

"Our company annually sponsors the 'Salute to Women Behind the Wheel' at the

Mid-America Truck Show in Louisville, KY. Our partnership with Women In Trucking is one of the many ways we reach out to women and let them know about the career opportunities available at Walmart."

The Walmart Private Fleet annually hauls two million loads of freight and collectively travels almost 700 million miles—that's four trips to the sun and back each year!

While serving 4,625 (and growing) Walmart Stores and Sam's Clubs, the company continually explores ways to drive fewer miles, save fuel and deliver more freight. This reduces the impact to the environment while enhancing shareholder value.

"In over two decades with Walmart, I've seen three over-arching missions which make me especially proud: service to our

stores, safety on the roadways and savings for our customers," says Hammonds.

A Walmart driver is known as one of the most professional and safest drivers in the industry—and for good reason! Walmart Transportation receives numerous trucking association awards every year and is recognized as one of the country's safest fleets.

The 7,300 professional over-the-road truck drivers that wear the Walmart uniform spend many hours each month supporting the communities in which they live and do business, participating in events ranging from the Special Olympics to hunger relief to supporting our country's veterans.

Read more about becoming a Walmart driver and apply online at www.drive4walmart.com.

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C.H. Robinson



Silver Level Partner

C.H. Robinson, one of the world's largest third-party logistics companies, became a WIT silver-level partner last April, extending their support beyond membership, to a higher level of commitment to the organization for the second year in a row.

"When I started my career, there were very few women in the industry. I was told I wouldn't last more than one year because the transportation industry is heavily male-dominated. The challenge inspired me

to succeed and make the transportation business more friendly and appealing to women," says Mary (Clark) Brown, general manager at C.H. Robinson.

"C.H. Robinson has the opportunity to work directly with an organization with similar goals to advance the trucking industry, and recognize and support the rising demographic of women in the industry. The trucking industry is an essential part of our economy and, with the efforts of WIT, there is hope

for more people to become involved," Brown continues. "Women In Trucking provides a greater understanding of the unique challenges women face on the road. The association works closely with the transportation industry to eliminate the barriers that might prevent women and men from entering the industry."

Learn more about the Women In Trucking Association.

Visit the website, www.WomenInTrucking.org.

Check out "Secrets to Success!"



Frances and Robert. They're a team in life and on the road. They have one other thing in common: they're both True to Blue. Because at Con-way Truckload, they're treated like family. And after 12 years of marriage, they know a little something about that. Everyone says, "we treat our drivers like family," but for us it's more than just talk. We mean it. It's how we've earned one of the highest driver retention rates in the industry. So if you make safety a priority and you'd like to become part of our family, this could be the job you're looking for.

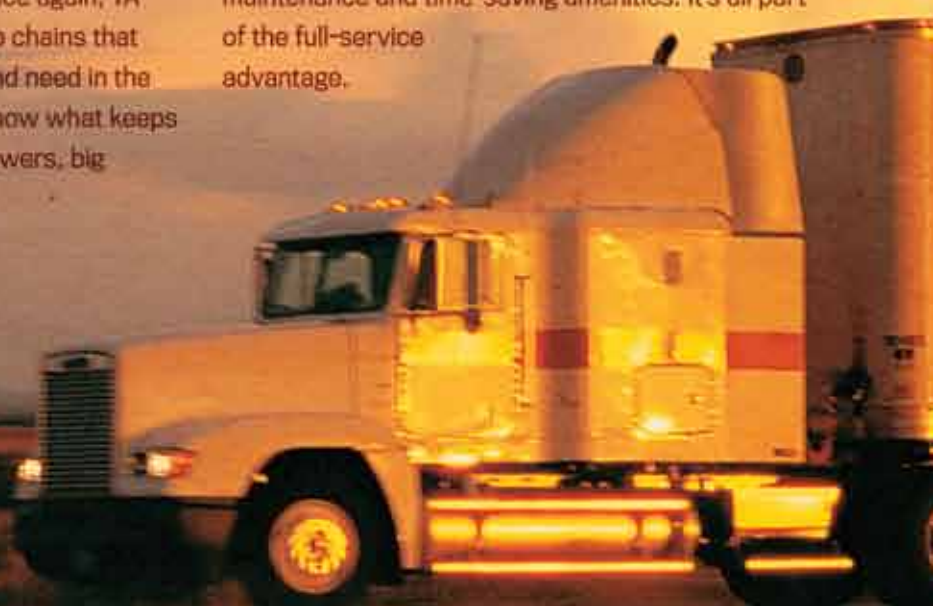
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Easiest Parking Lots to Maneuver
Preferred 4 to 1 over competition

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Preferred 3 to 1 over competition

Best Shower Amenities
Preferred 4 to 1 over competition

Cleanest Restrooms
Preferred 3 to 1 over competition

Best Breakfast
Preferred 4 to 1 over competition

Best Restaurant Coffee
Preferred 2 to 1 over competition

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Preferred 5 to 1 over competition

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Preferred 5 to 1 over competition

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Preferred 2 to 1 over competition

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Preferred 7 to 1 over competition

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Preferred 3 to 1 over competition

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Preferred 10 to 1 over competition

Best Rewards Program
Preferred 1.5 to 1 over competition

Best Smart Phone App
Preferred 2 to 1 over competition



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Health Care Down the Road



By Paul Adair

As of January 2014, the way that Americans access their health care will change forever. The Patient Protection and Affordable Care Act (ACA), also known as Obamacare, was signed into law in 2010 and, in the many months since, it has been inching its way to the American people in measured steps.

However, since much of the law has yet to come into effect, there seems to be a general lack of understanding as to what effects Obamacare will have on the country. Perhaps part of the reason for this unawareness lies with the sheer size and complexity of the legislation.

"I have been in the health insurance field for 28 years and I have never seen anything as complicated as this law is right now," says Fred Wilmsen, general partner with Atrius Partners. "We work with health insurance full-time and even we are having a difficult time following it."

The original purpose of the ACA was to improve accessibility for all Americans

and to help curtail the rising costs of health care. "What happened with Obamacare, though, is that it turned into a health insurance bill instead of a health care bill," says Wilmsen. "There really isn't a lot in the health care bill that addresses the high costs of health care and it basically just addresses what insurance companies need to do."

There can be positives and pitfalls found in any piece of legislation and the APA is no different in this regard. "There are some aspects of the APA that absolutely create some good things for people," says Wilmsen. "But we need to ask, 'at what price and at what cost?'"

Wilmsen says the ones who will gain are the people who currently can't get access to health insurance; that people who were being declined by an insurance company will now have guaranteed access—which is not a bad thing, he says, but will come at a much higher price.

"But, if you take a look at how it's financed, people will get a government

subsidy based on their income," Wilmsen continues. "With these government subsidies going all the way up to 400 percent of the poverty line, a family of four making \$92,000 will still be eligible to receive one. That—to me—doesn't sound like it's somebody who's in need for a health insurance subsidy. So, in the end, the taxpayers are going to be the ones who are going to bear the costs and they will really be the big losers in all this."

Within the rules of the APA, employer groups fewer than 50 employees can drop their health insurance and not have to worry about penalties. Their employees can go out and get their own health coverage. However, next year, for employer groups larger than 50, individual companies will have to carefully balance the cost of the health coverage with the price of the penalties imposed by the government.

"If the employer group decides to drop their health insurance, they have to pay a

\$2,000 penalty per year per employee, but since they are already paying over \$7,000 per employee per year, employers are saying that if they get out of insurance and just pay the penalty, they can save over \$5,000 per year per employee," says Wilmsen.

"It's not a real deterrent for a group to drop their coverage as the penalty is far less than what the employer is currently contributing. With guaranteed issue, this will make the individual have to go out and buy their health insurance."

Some estimates say that there will be upwards of 50-70 million people who will be switching health insurance in 2014, coming from state-run programs, from an employer group, off of an individual plan, or coming from the uninsured into the exchanges for the first time in order to avoid substantial tax penalties.

"Many people have never had to go out and buy their own health insurance and are going to be thrown into an extremely complicated time," says Wilmsen. "They are going to have to learn the process of obtaining health insurance all in very short order. I don't know if the insurance companies have the capacity to

absorb the amount of activity that will be happening."

With so many shifting variables surrounding the implementation of the APA, Wilmsen expects mass confusion and delays to occur when Obamacare arrives in full-force next January. However, individuals can start now in evaluating their needs to prepare themselves for next year.

"I believe that what a person should do is talk to an advisor and find out what they can do for the balance of this year," says Wilmsen. "There are a few things that people need to seriously look at, like 'When do I buy it? How do I buy it? Do I qualify for a subsidy? And if I don't buy it, what is the penalty or the tax for this?'"

"Everyone needs to know that the health care bill is going to affect everybody in some way, shape or form. But every person is going to have their unique issues and it's not going to be one-size-fits-all."

In all of this, some things are for certain: January 2014 will be here before we know it, and with the full arrival of Obamacare, there will be changes brought to your health

insurance. It is ultimately up to you to ascertain what these changes mean and to discover what you need to do to ease yourself through the transition. For more information, visit www.WITbenefits.com. 🚚



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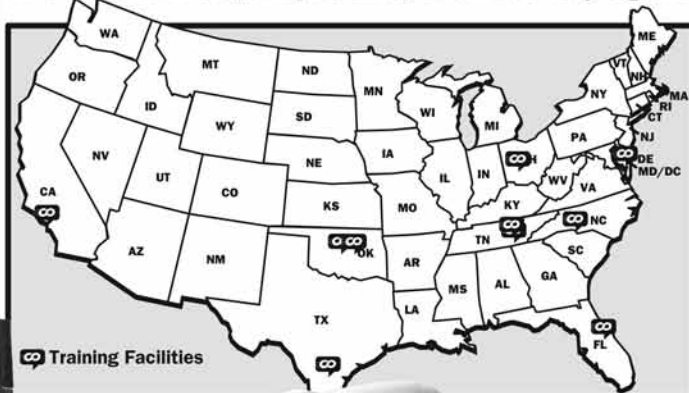
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Joyce Brenny, President of Brenny Transportation, Inc. and recipient of the 2012 WIT "Influential Woman in Trucking" Award, salutes you;

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Meet WIT's *Members* of the Month

The Women In Trucking Association is proud to honor a different "Member of Month" 12 times each year, featuring someone who reflects our mission. Along with a certificate, each recipient receives a \$50 gift card from Target Media Partners Trucking Division. If you are a WIT member and would like to submit your story, send it and a photo to mystory@womenin-trucking.org. And now, meet this past year's Members of the Month!

JANUARY



Sharon Bissell

DRIVES FOR: Alaska Tok Water Transport

BEEN DRIVING FOR: 13 years

IS A WOMAN DRIVER BECAUSE: "In 1999, I went to Washington, started my career as a woman truck driver and I've loved it ever since. Trucking is what you make it, no matter what kind of person you are. I tell people about the good things I've done, found and learned with driving."

VALUES HER WIT MEMBERSHIP BECAUSE: "They are a support group—not just for women but for men, too. You can relate to people who know the industry. It's been very positive for me."

women coming into the industry; a chance to make improvements for drivers. Membership allows me to mentor women drivers; I've made solid friends since joining WIT and will value that for the rest of my life."

MARCH



Angie Dix

DRIVES FOR: Fikes Truckline

BEEN DRIVING FOR: 5 years

IS A WOMAN DRIVER BECAUSE: "I'm an RN and was a single mom; I needed extra income, so I bought a truck. I started doing a few loads, then started buying trucks. Now I run my own company. The possibilities are why I do it and enjoy it to this day."

VALUES HER WIT MEMBERSHIP BECAUSE:

"There's a place to go where you feel comfortable; even though it's online, people will help or give you advice. I went to the Salute to Women Behind the Wheel and it was neat to see everyone so supportive of women drivers. WIT's mission is important; trucking is a better place for everybody."

BEEN TRAINING DRIVERS FOR: 11 years

IS IN THE INDUSTRY BECAUSE: "My passions are working with people and developing individuals to reach their potential. I specialize in developing commercial drivers for our roads. My lifelong goal is to leave a legacy of safe professional drivers. I want to be instrumental in scoping out new teaching material, new teaching methods and staying true to the valuable skills required by the companies that hire entry-level drivers; making a difference one new commercial driver at a time."

MAY



Zulma Portillio

DRIVES FOR: Waste Management, Houston, TX

BEEN DRIVING FOR: 8 years

IS A WOMAN DRIVER BECAUSE: "I saw an opportunity to support myself and my family working alongside my brother and uncle, who were already in the business. One of the best benefits is being home every night with my family."

VALUES HER WIT MEMBERSHIP BECAUSE: "I am proud to be a member of WIT because they encourage the employment of women in the trucking industry and promote the accomplishments of women drivers."

FEBRUARY



Sandy Long

DRIVES FOR: Weston Transportation, Kansas City, MO

BEEN DRIVING FOR: 40 years

IS A WOMAN DRIVER BECAUSE: "I am a woman driver because of the money I can make—there is always work to be had. When I was young, I wanted to roam, so trucking fits well with that aspect of my personality."

VALUES HER WIT MEMBERSHIP BECAUSE: "WIT provides a place to make a difference for

APRIL



Yvette Lagrois

OWNER OF: Ontario Truck Training Academy, Oshawa, ON, Canada

"WIT provides a place to make a difference for women coming into the industry; a chance to make improvements for drivers."

JUNE



Barbara Shade

DRIVES FOR: Panther Expediting

BEEN DRIVING FOR: 5 years

IS A WOMAN DRIVER BECAUSE: "After working in an office for 35 years, driving a truck was refreshing; no crazy coworkers, weird bosses, fancy wardrobe, boring commute or getting up early every morning. My husband and I drive as an "Elite" team and love operating our own business, seeing beautiful country and visiting relatives across the nation. Our success as a hotshot team—and a couple—comes from sharing the same work ethic: 'Get 'er done.'"

VALUES HER WIT MEMBERSHIP BECAUSE: "It warms my heart to see so many women driving big rigs. I have a lot of respect for them and the hard work they do."

JULY



Heather Barr

DRIVES FOR: UPS Freight, Denver, CO

BEEN DRIVING FOR: 18 years

IS A WOMAN DRIVER BECAUSE: "I love seeing the beautiful country, meeting new people, and the money is more than I could earn elsewhere."

VALUES HER WIT MEMBERSHIP BECAUSE: "I want to connect with other female drivers and help those interested in driving. I want to talk with women drivers who face the same challenges as I do."

"It warms my heart to see so many women driving big rigs."

AUGUST



Janice Johnson-Bernier

DRIVES FOR: Covenant Transportation, Chattanooga, TN

BEEN DRIVING FOR: 45 years

IS A WOMAN DRIVER BECAUSE: "Why, at 72, am I still driving? I married a trucker who lost his life in an accident. I went home, licked my wounds and got into a new truck. I love the road—the places, the people, the paychecks. I have seen women become providers for their families, and grow to fulfill their dreams."

VALUES HER WIT MEMBERSHIP BECAUSE: "It gives me a sense of belonging to a group that will make its voice heard around this country, and in others. I have a solid marriage with my second husband. My daughter drives for H & R in Vancouver, BC, Canada. You can have it all: a home, a family, a husband and a job that is fun, exciting and profitable. I hope WIT encourages ladies to set goals and work toward them."

SEPTEMBER



Susan Wirth-White

DRIVES FOR: Walmart Transportation

BEEN DRIVING FOR: 34 years

IS A WOMAN DRIVER BECAUSE: "All things are possible, born from a thought, a dream or a hope. We are women from all walks of life. In my late 20s, I was a mother of two, married and restless with my life and part-time jobs. On a trip, we met a truck driver and talked on the CB radio to Indiana. We had dinner before separating; we saw his truck and I knew this was my destiny. In 1979, I hit the road—it was exhilarating but scary. I obtained my degrees from the 'school

of hard knocks,' and earned my Master's. Thirty-four years later, I still have passion for driving."

VALUES HER WIT MEMBERSHIP BECAUSE: I will empower anyone who wants to begin a career in trucking. Although it's a different time, and the methodology to learning has changed, I wouldn't change my career and will always say, 'It's been a great ride!'"

OCTOBER



Terrylee Alberter

DRIVES FOR: Owner/Operator leased to SAV

BEEN DRIVING FOR: 16 years

IS A WOMAN DRIVER BECAUSE: "My step-father and father both had trucking companies when I was little. It was a challenge back then—there weren't many women driving and the challenge of becoming a woman driver was proving there can be woman drivers."

VALUES HER WIT MEMBERSHIP BECAUSE: "When WIT came out, that was the best thing for us; it's very informative. I've been a member for two years and it's great. You get newsletters to keep you on top of upcoming things—rules, regulations, and more. Ellen and Char are the best thing out there."

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NOVEMBER



Fran Bernard

OWNER OF: International Trucking School (ITS), Canton, MI

BEEN TRAINING DRIVERS FOR: 22 years

IS IN THE INDUSTRY BECAUSE: "I love how ITS impacts people to help change their lives, hearing success stories and seeing the great things people can do after being trained. ITS works with colleges and recently started an online program, opening possibilities for men and women looking for a new career. I'm proud to see all I've accomplished and look forward to continuing to set new industry standards in the future."

VALUES HER WIT MEMBERSHIP BECAUSE: "Ever since joining WIT, I've been happy to give away a free one-year membership to all women who graduate from ITS."

DECEMBER



Kathy Overbay

DRIVES FOR: Ryder Integrated Logistics

BEEN DRIVING FOR: 32 years

IS A WOMAN DRIVER BECAUSE: "I enjoy driving. Being on the road, you have so many different challenges; I feel proud to have conquered every one of them so far. You learn something new every day, which is what I love about this profession! You never get bored; there are always new challenges coming your way!"

VALUES HER WIT MEMBERSHIP BECAUSE: "I am very proud to express that we, as women, are professional drivers. I feel honored to be a part of this great organization!"

Share Your Story!

Do you have an inspiring story about your career in the industry? If you're a WIT member and want to share your story, we want to hear from you!

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Introducing WIT's New *Image Team*

By Andrea Danelak

Maggie Peterson remembers her first big media interview. “I can tell you that I was scared to death. I was afraid that I wouldn’t represent myself, my company and the trucking industry well,” she says. “That was my greatest fear.”

With the growth and expansion of the Women in Trucking Association (WIT) comes more opportunities for drivers to speak to a wide variety of groups, including media, legislators, others in the industry or even people outside of the industry who are considering a career in trucking. To ensure drivers are sufficiently trained to deal with those situations, WIT is in the process of developing an Image Team, a group of driver members who will work with the association on issues that affect the driver population and will also help represent WIT to the media, at trade shows and to other drivers.

“We’re going to select drivers who are willing to go the extra mile and communicate about the association and why it’s important, what it’s like to work in the trucking industry and women in trucking,” says Peterson, one of the founding members of the team.

Linda Caffee, also involved in the formation of the team, hopes that the team will learn more about the goals of women in the trucking industry and will help influence those goals. “Between

all of us, we’ll be more informed about what is happening in the industry by legislative bodies or by other drivers,” she says.

Discussions surrounding the creation of a team began in the fall of 2012. Organizers are currently formulating a rough outline as to what the team will be looking for in its members, as well as how drivers can apply.

“We have been compiling a lot of notes as to how different organizations have created road teams and focus groups, then taking that knowledge and putting it into a cohesive format,” says Caffee, who has been driving for eight years and strives to promote professionalism in the industry.

“We’re still in the very early stages of putting the whole concept together, so it’s very exciting,” adds Peterson.

Though the team is still a work in progress, organizers already have an idea of the qualifications of potential members. “Whoever applies has to be a WIT member for (what is currently) an undetermined period of time. They also have to be knowledgeable about the trucking industry—maybe someone who has a tenure of at least five years in the industry,” says Peterson, who has been driving since 1978.

So what exactly are organizers looking for? “The women who join would have to be up-to-date with the direction of the association and be able to speak confidently about both the association itself and the trucking industry,” says Peterson. “They also have to be willing to go in front of a camera to speak to the media or in front of a group of drivers.”

Peterson stresses that the time commitment will be minimal—a handful of events per year, some by telephone and some in person. “The number of people on the team will depend on the number of applications we receive,” she notes.

Information on how to apply to be a member of WIT’s Image Team will be available later this spring. After an initial selection process, members will go through additional training to help them hone their skills. “Everyone has their strong points and their own skills and talents—some people write beautifully but don’t want to get in front of a camera, and some people who love being on camera don’t like writing things down,” says Peterson. “That’s one thing about this industry—there are so many talented people.”

Coaching members in public speaking will be a cornerstone of the new team. “As media opportunities open up to people, I want people to feel comfortable with their public speaking skills so they don’t have the same fear I did,” says Peterson, who, as an America’s



Maggie Peterson, who has been driving since 1978, is one of the founding members of WIT’s Image Team.

“We’re going to select drivers who are willing to go the extra mile and communicate about the association and why it’s important, what it’s like to work in the trucking industry, and women in trucking.”

Road Team captain, represented the industry at numerous events. “There are many women and men in WIT who have amazing talent and would be terrific talking in front of a camera or meeting people at a trade show.”

And Caffee agrees, noting the training and supportive environment will offer some major benefits to drivers. “One of the things that I hope this team will do for drivers is to help them gain confidence when speaking to the public,” she says.

“We are going to learn public speaking—and how to talk to the media—and we’ll be able to lean on each other to further these goals. I believe that self-confidence will come out of that.”

Peterson hopes that the team will also help spark more interest in the industry, especially as it faces a significant driver shortage and legislative changes in the future. “I think that many people, without thinking, discount the industry as a viable option to provide a good living for themselves, their families and their retirement,” she says. “It’s always positive to have people who love their jobs talking about it and opening people’s eyes to the opportunities that are here in the trucking industry.”



Linda Caffee, a member of WIT’s Image Team, has been driving for eight years and strives to promote professionalism in the industry.

Both women are optimistic that WIT’s Image Team will be able to positively showcase both the trucking industry and the association, and are looking forward to the challenges ahead.

“I’m just very excited about this opportunity—it will be a great opportunity for our association to grow and for our members to grow personally,” says Peterson. “It will be a great way to showcase what has been, for me, a fabulous career.” 🚛



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Awarding Women in Trucking: The WIT Foundation *Scholarship*

By Jennifer Ryan

Take a moment to picture the transportation industry. Who do you see? The transportation industry—and more specifically, the trucking industry—has thousands upon thousands of positions for people with all sorts of skills and interests. Certainly, when one thinks of the trucking industry, the tendency is to picture those on the frontlines: the truck drivers themselves. But without the dispatchers, purchasers, mechanics, administrators, executives and myriad other roles (for instance, the millions of workers who perform vital support functions in the hospitality, security and manufacturing sectors), those truck drivers would be without a shipment, without a destination and without transportation.

Due to this increasing demand for quality workers with diverse skill sets, more and more women are entering the traditionally male-dominated world of trucking. Unfortunately, the image most people carry in their minds of those in the trucking industry, and especially of a typical truck driver, is male. As a result, women who want to enter the industry are likely to encounter obstacles that men do not.

The Women in Trucking Association (WIT) is working to dispel the longstanding gender stereotype by encouraging the employment of women in trucking,

promoting their accomplishments and minimizing the obstacles they face. The WIT Foundation was established in 2011 to assist women who are interested in a career in trucking. In fact, its mandate is to encourage the employment and advancement of women in the trucking industry by providing scholarships to worthy candidates.

“I began my career 37 years ago when few women were in our industry. Sometimes that was an obstacle to overcome,” says Jan Hamblin, Chairwoman of the WIT Foundation. “Other times, it was refreshing, as my customers were anxious to help me understand the many aspects of trucking. So if I can help make a difference in a person’s life to move forward in our industry, I will be proud to have helped in a small way.”

Paying the tuition for a training program is one major obstacle the Foundation hopes to eliminate by providing financial assistance to women interested in pursuing a career in trucking. “Scholarships are the reason the Women in Trucking Foundation exists,” says Hamblin.

Scholarships for women – and men

The Women In Trucking scholarship program is open to any member of WIT



Help the Women In Trucking Foundation Without Spending a Dime!

The Women In Trucking Association formed a scholarship foundation to provide tuition funding for members seeking training in safety, maintenance, leadership or professional driving. The foundation is a separate organization with its own board of directors and is funded solely through donations.

Now you can help us provide scholarship grants without spending a dime. If you have a phone that allows you to receive text messages and are willing to accept up to three texts each day (offering discounts specific to your interests), you can help us support the foundation.

We have partnered with I-texts, a company that helps organizations raise money for their charity. I-texts is a text message advertising platform that provide special discounts and offers to you. With each cell phone number enrolled through the I-texts platform, you can help us reach our funding goals for the Women In Trucking Foundation.

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The more people who participate, the greater the funding for the foundation, so please share this offer with your friends. Enroll today and enter the \$5,000 sweepstakes!



who will be attending a training facility for the purpose of beginning or advancing his or her career in the areas of safety, driving, technical, logistics or leadership in trucking.

The association currently has close to 2,400 members—about 13 percent of those members are men—who are also eligible to apply for a scholarship. Qualification criteria is based upon the applicants' financial need, a demonstrated desire to further their career in trucking and whether they are a member in good standing of the association. The scholarships are awarded without regard to sex, race, color, national origin or religion.

Scholarship recipients will be awarded a one-time payment upon completion of their training in the amount of \$500 to \$2,000 each. "Financial aid for education isn't always easy to find," says Hamblin. "Our scholarships may make a difference in the recipient's taking or not taking that course, or getting that certificate or degree."


How to apply

The recipients of this year's scholarships will be chosen later this year. In the

meantime, members of WIT are encouraged to apply by visiting the Women In Trucking Foundation website at www.womenintruckingfoundation.org.


Applicants will be asked to fill out basic information about themselves and their

training program. Then, they are asked to submit a short essay outlining their career objectives and how their training will help to meet their goals. The essays will be judged by the Foundation's board of directors. 🚛



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Women In Trucking Goes to *Washington*

In March of 2007, a group of influential women in the trucking industry became the first board of directors for the Women In Trucking Association (WIT). Six short years ago, these women could not have imagined the level of influence this organization would have in the coming years.

At the time, there weren't any members to represent and the issues were still undetermined. However, they did know that women needed to have a voice to create changes in the industry to make women more visible, more welcomed and more prevalent in all areas.

The mission is "to encourage the employment of women in the trucking industry, promote their accomplishments and minimize obstacles faced by women working in the trucking industry." In order to do that, the association had to establish its credibility with regulators, legislators and industry leaders.

More importantly, WIT needed members to represent! The more people behind

the organization, the greater the level of influence. In six years, the number of individuals and companies that have become members is over 2,300. Of these, over 600 are professional drivers (men and women).

Since WIT represents both drivers and carriers, we refrain from issues that divide our members. We will not take a stand on electronic on-board recorders or hours of service issues, as these are better left to the organizations that represent specific populations, such as the Owner-Operator Independent Drivers Association (OOIDA) for drivers, the American Trucking Associations, Inc. (ATA) for carriers, and the National Association of Small Trucking Companies (NASTC) for smaller carriers.

Our goal is to be a resource and to have a seat at the table when discussions about the trucking industry occur, especially when the issues affect women. We have developed a level of trust with regulators who see our association as a resource. We are often contacted for our opinion or

to provide insight into an industry issue, which gives us the opportunity to direct the department or legislator to the right resource.

Whether you agree with the regulations that affect you as a driver or carrier is not the issue. The value is in being asked for input when these decisions are being made. Remember, if you're not at the table, you're on the menu! Having a voice in the process is the goal. The outcome might not always reflect your ideal, but perhaps it could have resulted in more burdensome regulations.

Understanding the issues

The Women In Trucking Association has been invited to the United States Department of Transportation's (DOT) office numerous times to help Secretary of Transportation Ray LaHood and his staff better understand the issues that concern our members. In February of 2011, President/CEO Ellen Voie was invited by Secretary



Champions of Change was at the White House in August 2012.

LaHood to meet with him in Washington, D.C. Joining them was Anne Ferro, Federal Motor Carrier Safety Administrator. The DOT Secretary and his staff listened as Voie described some of the challenges facing women in the transportation industry. Issues such as driver harassment concerns, safety and security on the road, using technology to reduce physical limitations, and other topics were discussed.

Since that meeting, the DOT has hosted roundtable discussions for women working in transportation careers. Representatives from a broad array of transportation fields, including women who drive trucks and buses, operate ships, trains and pipelines, build roads and bridges, and fix airplanes, have shared common challenges. WIT has been instrumental in organizing these discussions with DOT representatives.

In May of 2011, The National Transportation Safety Board (NTSB) invited WIT to discuss truck safety issues at a public forum. Voie participated alongside representatives from advocacy groups, government agencies and driver and carrier groups. The parties and the technical panel discussed issues concerning driver health and safety, hours of service, carrier entrant and vehicle safety.

The Drug Testing Advisory Board invited Voie to participate in a hearing in 2011 regarding the use of hair follicle testing as an option for pre-employment screening by motor carriers. This was an issue raised by female drivers who prefer a less invasive process of drug screening than current methods.

In 2012, Voie participated on a panel discussion at the Transportation Research Board conference in Washington, D.C. The panelists were asked to present research on challenges women face in transportation.

Our goal is to be a resource and to have a seat at the table when discussions about the trucking industry occur, especially when the issues affect women. We have developed a level of trust with regulators who see our association as a resource.

Voie shared results from numerous studies as well as member input on equipment design concerns and offered solutions to make the cabs more adaptable for women.

The issue of harassment has prompted the association to create an “Anti-Harassment Employment Guide” for its carrier members using the expertise of J. J. Keller & Associates, Inc. Because of this problem for many female drivers, last year the Vice-President’s office and the Department of Justice invited WIT to meet with them to address violence against women concerns.

Last March, the United States Departments of Education, Labor and Transportation hosted a roundtable discussion at the White House to work on training for skills needed in transportation careers. Representatives from airlines, transit, rail, bus and trucking associations were invited to give their input on how to encourage youth to consider careers in transportation-related industries. Women In Trucking was the only organization representing our industry at this event.

Our relationship with the DOT has given us opportunities most Americans will

never experience. In July, we were honored to receive an invitation to observe President Obama sign the Transportation Bill (MAP 21). Board member Mark Rousseau was present for this event, which was held at the White House.

The goal of being a resource for the industry has allowed the Women In Trucking Association to be influential as a resource at the national level. For this reason, the White House honored Ellen Voie last August for being a “Transportation Innovator Champion of Change.” Secretary LaHood introduced Voie as someone who “thinks outside the box” as he congratulated her for this award.

Because of our relationships with the Department of Transportation, the National Transportation Safety Board, the Transportation Research Board and other government agencies, WIT is often called upon to provide insight on issues affecting our members. These partnerships allow us to represent your interests with the people who regulate your industry. We hope you will support us as we continue to represent you in Washington, D.C. 🚛



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Women In Trucking Member Named to America's

Road Team

It's been over six years since a woman has served as a Captain on America's Road Team. Every two years, a new group of professional drivers are chosen to represent—as American Trucking Associations President and CEO Bill Graves calls them, “the best of the best.” This year, Stephanie Klang, a 33-year, long-haul veteran with 2.3 million accident free miles, and a member of Women In Trucking Association, made the team.

Stephanie drives for Con-way Truckload and lives in Diamond, MO. In March of 2011, Stephanie participated in WIT's ride-along for National Transportation Safety Board Chairman Deborah Hersman, who called Stephanie, “a complete professional—totally unflappable.”

“I am very proud to be selected as one of the 19 new America's Road Team Captains,” Stephanie says. “I am looking forward to the opportunity to educate everyone about why trucks are essential, how to stay safe on our highways and why trucking is a great career.”

“I am looking forward to the opportunity to educate everyone about why trucks are essential, how to stay safe on our highways and why trucking is a great career.”

America's Road Team drivers are judged on their knowledge of the trucking industry, as well as their safe driving records and communication skills. While continuing to work for their companies, they represent

the industry at trade shows, conferences and media events, sharing a positive message of the trucking industry and its safety accomplishments.

“Part of the Women In Trucking Association's mission is to celebrate the success of our members,” says Ellen Voie, President/CEO of the organization. “Stephanie's visibility as a Road Team Captain will help encourage other young women to consider a career as a professional driver as well. We are so pleased that she is representing a segment of the industry that is under-represented in the driver population,” she says.

“I am honored to be the only woman to be selected for the 2013-2014 America's



Stephanie Klang, a 33-year, long-haul veteran and member of WIT, was selected as a 2013-14 America's Road Team Captain.

Road Team,” adds Stephanie, “and hope to encourage more women to get into the industry.” 🚛



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Mid-America Trucking Show
Louisville, KY
Booth 40557 – New booth location, same general area in North Wing Lobby
www.truckingshow.com

March 23

SALUTE to Women Behind the Wheel at the Mid-America Trucking Show
Louisville, KY
www.salute2women.com

APRIL

April 11-13

EXPOCAM 2013
Montreal, Quebec, Canada
Booth 8067
www.expocam.ca/index.cfm

April 21-24

NASSTRAC Shippers Conference & Transportation Expo
Orlando, FL
Booth 226
www.nasstrac.org/conference/default.asp

MAY

May 30-June 1

Great West Truck Show
Las Vegas, NV
www.greatwesttruckshow.com

JULY

July 11-13

Walcott Truckers Jamboree
Walcott, IA
www.iowa80truckstop.com/trucker-jamboree

July 26-27

Expedite Expo
Wilmington, OH
www.expediteexpo.com

AUGUST

August 9-10

Waupun Truck-N-Show
Waupun, WI
www.waupuntrucknshow.com

August 16-18

Eau Claire Big Rig Truck Show
Eau Claire, WI
www.eauclairebigrigtruckshow.com

August 20-24

ATA National Truck Driving Championships
Salt Lake City, UT
www.truckline.com/Federation/Councils/slpmc/NTDC/Pages/default.aspx

August 22-24

Great American Trucking Show
Dallas, TX
www.gatsonline.com

OCTOBER

October 19-22

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Auto Transport Balch Logistics LLC 38	Internet Jobs Board Driver Finder Network 37	Transportation Coldiron Companies 27 Heyl Truck Lines Inc 38
Bookkeeping, IFTA Tax Preparation Trip Sheet Central 27	Landing Gear Automation Patriot Lift Company 35	Transportation Management Software Tailwind Transportation Management Systems 45
Brakes and Safety Technology Bendix Commercial Vehicle Systems LLC 46	Logistics / Brokerage Brenny Transportation Inc. 28	Tribe Transportation Tribe Transport 44
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