

Spring 2016





Redefining *the* Road

The official magazine of the Women In Trucking Association



A Winning Strategy: Strategic Planning with WIT Directors

Also Inside:

-  Mark Your Calendars for the Accelerate! Conference & Expo
-  The 2016 Salute to Women Behind the Wheel
-  Your Guide to Recruiting
-  Increasing the Number of Women Engineers in the Industry



Do you, or someone you know, want to become a licensed CDL driver?

Let the Howes Truckers of Tomorrow
\$1,000 Scholarship Program lead the way.

Funded by Howes Lubricator, the scholarship
can be used at all 25 SAGE Truck Driving Schools
across the country. SAGE provides one-on-one
CDL training of entry-level commercial truck
drivers. With their premium brand of additive
products, Howes Lubricator is ready to help
you enter the industry and protect your truck
for the long haul. So what are you waiting for?
Apply Now!



Helping SAGE put Truckers Behind the Wheel,
One Student at a Time.



Scholarship applications are available at www.sageschools.com
or www.howeslube.com. Details are also available on the Howes
Lubricator Facebook page or by calling 1-800 GET HOWES.

August Winner
Katie Philbrook



Howes

Lubricator

Professional Grade Performance Since 1920

1-800 GET HOWES (438-4693) • www.howeslube.com



SAGE

Truck Driving Schools



Truckers 1, Winter 0.

Watch out winter, Howes Diesel Treat is changing the game! Why take chances with your diesel fuel gelling when Howes can give you a 100% GUARANTEE against it? While competing products disperse water, Howes Diesel Treat displaces it, leaving only pure fuel to burn. If you want winning performance all winter long, stay in the game with Howes Diesel Treat.

- ✓ Prevents Diesel Fuel From Gelling, Guaranteed!
- ✓ Saves Money and Eliminates Downtime
- ✓ Increases Power and Fuel Economy
- ✓ Eliminates Smoking and Rough Idle
- ✓ Treats More Fuel than Competing Brands
- ✓ Warranty Safe for all Diesel Emission Systems

Howes
Lubricator
Professional Grade Performance Since 1920

1-800 GET HOWES (438-4693) • www.howeslube.com



Howes Collectible Pocket Knife

when you purchase six bottles of Diesel Treat ½ gallons.
Visit www.howeslube.com or call 1-800 GET HOWES
Offer ends: 3/31/16, available while supplies last.



Laurie Michaels, Pilot Transportation Carhauler



Theresa Leonard, Van Driver;
Myrna Pagan, Car Hauler; Dana Hodie, Van Driver;
Naomia McCullough, Office Manager



Kathleen McCann, CEO

Women... United by the Road

At United Road, women not only stand strong, we stand united. As the nation's premier car-hauling expert, we transport over three million vehicles throughout North America each and every year. We employ nearly 1,800 car-hauling professionals and lease to nearly 500 Owner-Operators with opportunities that range from local, regional and over-the-road positions in 75 strategic locations in every region of the United States. We are differentiated by our diverse service offering, highly trained driving professionals, industry-best capacity, an expansive geographic footprint and patented OVISS technology.

We always seek outstanding candidates to join our team, and offer a great compensation package, which includes competitive pay, a 401(k) plan, performance bonuses, longevity pay, referral programs, and even paid training to become a professional car-hauler. We also feature family friendly policies and industry leading benefits including medical, dental, and prescription with no annual deductibles.

Call us today to learn more about the advantages of joining the industry-leader and employer of choice in finished vehicle logistics.



www.unitedroad.com • 888.270.5181 - option 6





**Every day Exceptional Women Are
Answering the call of the road.**

Let Trimac help you rise to your full potential on and off the road.

Trimac is committed to offering exciting opportunities to drivers, owner operators, technicians, operations, and administrative associates. Choosing a career with Trimac means you are not only dedicated to the cultivation and advancement of your career, but you are ready to rise to your full potential.

If you are ready to rise with Trimac, call a recruiter today or apply online.

888-409-2890 • trimac.com



HOME TIME WHEN YOU WANT, FOR AS LONG AS YOU NEED.

Run with TNi for **UNBEATABLE** home time & earning power.



*Congratulations to Erma G., our
latest million mile safe driver!*

WE OFFER DRIVERS:

- Weekly Practical Mile Pay
- Competitive benefits
- The best home time in the industry
- Huge bonus opportunities
- Yearly pay increases
- \$2,000 solo sign-on bonus
- \$10,000 team sign-on bonus
- 2014-2016 Volvo tractors
- Bonus pay on Canadian loads
- 90% drop & hook
- 100% no touch freight
- High miles on Midwest routes

TERMINAL LOCATIONS:

Arkansas, Ohio, Missouri, Texas

>>CURRENT OPPORTUNITIES IN NAPOLEON, OH!<<

\$2,000 SOLO SIGN-ON BONUS | \$10,000 TEAM SIGN-ON BONUS



Proud Member of Women In Trucking

Join TNi today!

877-807-0676

drive4trinat.com

TNi
Tri-National, Inc.

Redefining the Road

Published for: Women In Trucking Association

PO Box 400

Plover, WI 54467-0400

Phone: 1-888-464-9482

ellen@womenintruck.org

www.womenintruck.org

Printed by:

Matrix Group Publishing Inc.

5605 Riggins Court, Second Floor

PO Box 41270

Reno, NV 89504

Toll-free: (866) 999-1299

Toll-free fax: (866) 244-2544

sales@matrixgroupinc.net

www.matrixgroupinc.net

President & CEO

Jack Andress

Operations Manager

Shoshana Weinberg

sweinberg@matrixgroupinc.net

Publishers

Peter Schulz

Jessica Potter

Editor-in-Chief

Shannon Savory

ssavory@matrixgroupinc.net

Editor

Alexandra Walld

awalld@matrixgroupinc.net

Finance/Administration

Pat Andress, Nathan Redekop, Lloyd Weinberg

accounting@matrixgroupinc.net

Director of Circulation & Distribution

Lloyd Weinberg

lweinberg@matrixgroupinc.net

Sales Manager

Neil Gottfred

Sales Team Leader

Colleen Bell

Matrix Group Publishing Inc.
Account Executives

Bonnie Petrovsky, Brian MacIntyre, Cathy Ditchburn, Chad Morris, Deborah Iversen, Frank Kenyeres, Jeff Cash, Jim Hamilton, Keonie Lefevre, Kevin Richards, Lynne Chernin, Mallory Owens, Renée Kent, Rick Kuzie, Rob Allan, Rob Gibson, Shalynn Ramsden, Stephanie May, Taneesha Daiken, Valerie Warren

Layout & Design

Travis Bevan

Advertising Design

James Robinson

©2016 Matrix Group Publishing Inc. All rights reserved. Contents may not be reproduced by any means, in whole or in part, without the prior written permission of the publisher. The opinions expressed in this publication are not necessarily those of Matrix Group Publishing Inc. Printed in Canada.



Messages

- 9** Greetings from the President of Women In Trucking—Ellen Voie
- 11** Announcing WIT's Summer Photo Contest
- 11** Goodbye, Jan Hamblin

Cover Story

- 12** Women In Trucking Association Starts the Year with Strategic Planning Session Focused on Continued Growth

Feature Stories

- 14** Mark Your Calendars for Women In Trucking's Biggest Event of the Year: Accelerate! 2016
- 18** Celebrating Women Drivers at the 2016 Salute to Women Behind the Wheel
- 23** Your Guide to Recruiting
- 24** Increasing the Number of Women Engineers in the Industry
- 27** WIT Truck Stop Directory Powered by ProMiles: Where & Where Not to Stop
- 29** Tracking Women's Influence at Publicly-Held Carriers

News

- 30** An Update from the WIT Foundation
- 31** An Update from the WIT Image Team
- 32** WIT Hires New Association Management Company to Provide More Member Value, Support Growth
- 33** Upcoming Events 2016
- 34** The Value of the Women In Trucking Association
- 36** WIT's Corporate Members
- 38** **Buyer's Guide**

ON THE COVER

This cover of *Redefining the Road* features the Women In Trucking (WIT) Foundation Board of Directors, the WIT Team, and the WIT Board of Directors.

Upper left: The WIT Foundation Board of Directors

Left to right: Jeana Hysell, J. J. Keller & Associates, Inc.; Jason Henderson, Feeding America; Les Rozander, Trimac; Nicole Correll, Ryder; and Joyce Brenny, Brenny Transportation, Inc./Brenny Specialized, Inc.

Upper right: The WIT Team

Seated, left to right: Char Pingel, WIT; Lana Nichols, WIT; and Ellen Voie, WIT. Standing, left to right: Robert Rothstein, Seaton & Husk; Carleen Herndon, MindShare Strategies; Leigh Foxall, WIT; and Brian Everett, MindShare Strategies.

Bottom: The WIT Board of Directors

Seated, left to right: Linda Caffee, Owner/Operator, Landstar Express America; Mary Aufdenberg, Freightliner Trucks; Mary Clark Brown, C.H. Robinson; and Phyllis Cochran, retired from Navistar Financial Corporation. Standing, left to right: Mark Rousseau, Frito-Lay; John White, U.S. Xpress, Inc.; Stan Hampton, J.B. Hunt Transport; Jeff Hammonds, Walmart Transportation; John Dietze, BMO Transportation Finance; and Brian Most, Walmart Transportation.

SHE'S NOT MEANT FOR THE ROAD.
SHE CAN'T TAKE THE HEAT.
SHE WILL NEVER MAKE IT.
SHE'S HIGH MAINTENANCE.
SHE'S TOO EMOTIONAL.
SHE'S UNCOMMITTED.
SHE'S PREOCCUPIED.

SHE'S JUST A GIRL.

SHE'S TOO YOUNG.
SHE'S UNFOCUSED.
SHE CAN'T DO IT.
SHE'S TOO TIMID.

TO ALL THOSE WHO THINK
TRUCKS BELONG TO THE BOYS,

SHUT UP AND DRIVE.

DRIVEWERNER.COM
800.848.5379

WERNER
WE KEEP AMERICA MOVING



Greetings from the President of
Women In Trucking

Ellen Voie



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

Looking Back & Looking Forward...

LAST YEAR WAS the most exciting year for Women In Trucking Association. We grew dramatically—both in members and in financial stability—at a pace I could only have imagined. When I think back to the small group of dedicated and passionate women who formed the very first Women In Trucking Board of Directors, I can't help but wonder how our vision of the future has been transformed into present-day reality.

In March 2007, 12 women sat down to write a mission statement and determine the direction Women In Trucking Association would take in the future. With the aid of our attorney Robert Rothstein (who has never charged us a dime), we maneuvered through the process of establishing a non-profit association. None of us could have realized the impact we would make on women across the globe nearly 10 years later.

Next year, we will celebrate our 10th anniversary. It will be huge. I promise. We will have accomplished things we hadn't imagined. Recently, the American Trucking Associations reported the number of female drivers in the industry increased by 28,000 in 2014. I would like to say that we had a part in that increase. Okay, let's take credit for it!

We've created resources for carriers to better understand their female driver population through our driver recruiting guide.

We've helped address harassment concerns with our anti-harassment employment guide. We've educated recruiters and carriers on how and where to recruit women. We've created a WIT Index to track the number of women on boards and in management at publicly-traded carriers and will soon release the percentage of female drivers and managers at the top 100 for-hire and private carriers.

We've created a Trucks are for Girls! transportation patch with the Girl Scouts (and Girl Guides in Canada). We've held a contest for the best photos and videos in our "I HEART Trucking" contest. We've hosted the largest gathering of female drivers in North America at our Salute to the Women Behind the Wheel for six years in a row.

We've created an award for the Influential Woman in Trucking, sponsored by Navistar. We honor the Distinguished Woman in Logistics, sponsored by TMW and Truckstop.com. We've created an Image Team of female professional drivers who gave rides and interviews, and have assisted us at trade shows and events.

We held our first Accelerate! Conference & Expo and crossed our fingers to attract 200 attendees and were thrilled that 350 of you showed up. We post our accomplishments on social media to almost 10,000 friends on Facebook, nearly 14,000 followers on Twitter, and almost 6,000 in our LinkedIn group, as well as over 4,500 subscribers to our weekly newsletter, the WIT e-News. And the list goes on...

We are truly proud of the accomplishments we have made in the past eight years. But, we have only just begun. With women comprising less than six percent of the driver population and about 14 percent of management, we have a long way to go.

We're not satisfied with these numbers and we hope you aren't, either. Diversity is crucial to success.

Warren Buffet once said, "The closer that America comes to fully employing the talents of all its citizens, the greater the output of goods and services will be." He's right; we need to increase the percentage of women employed in the trucking industry and tap into the unrealized potential of women who can, and will, improve the environment for all of us.

Thank you for being a member of Women In Trucking Association, Inc. We could not exist without the support of those who believe in our mission. 🚛

WIT's New Logo: A Bolder Design



The Women In Trucking Association's (WIT) 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 more strongly emphasize the name of the association that supports this important mission, the WIT logo has been slightly modified. The new design more strongly emphasizes the name of the association, while retaining the look of the original logo. The new design will be gradually rolled out into all WIT operations and marketing channels.

LET'S GET THE JOB DONE



Great Dane

Great Dane
Proudly Supports
Women In Trucking,
and is a
Gold-Level Partner

GreatDaneTrailers.com



GREAT DANE AND THE DOG ARE REGISTERED TRADEMARKS OF GREAT DANE LIMITED PARTNERSHIP



THE ROAD TO SUCCESS

• VAN • REEFER • FLATBED
HOT SHOT • EXPEDITED
STEPDECK • HEAVY/SPECIALIZED

**"FREEDOM,
FAMILY TIME AND
FINANCIAL SUCCESS,
THAT'S WHAT I GET
WITH LANDSTAR"**

-Landstar BCO
Michelle Bump

**SPEAK TO US
IN PERSON
AT THE
MID-AMERICA
TRUCKING SHOW
MARCH 31-APRIL 2
Stop by Booth
#16048**

**www.lease2landstar.com
1-877-237-3442**

- Earn a share of the revenue for every load hauled.
- 100% of all billed fuel surcharges paid straight to you.
- Big fuel discounts at the point-of-sale.
- More home time.

LANDSTAR LOAD BOARD WEBEX DEMONSTRATIONS
CONTACT US TO SIGN UP: RECRUITER@LANDSTAR.COM OR 1-877-237-3442



Announcing WIT's *Summer* Photo Contest

START SNAPPING THOSE photos! This summer, Women In Trucking will launch its “**Trucks are for GIRLS!**” photo contest.

“One of the things that draws women into the trucking industry is the view from the truck,” said Ellen Voie, WIT President/CEO. “This photo contest combines that love of their trucks and the goal to attract more women to the industry into one opportunity to offer a glimpse into the life of a female driver. We hope to encourage more women to join their ranks and experience the view from the cab.”

Your photo must include a truck and a female of any age. Watch the WIT website and the WIT e-News for details of the contest and when the contest begins. The winners will be announced at the Women In Trucking reception at the Great American Trucking Show in Dallas, TX this August. 🚚



“Rise and Shine” by Kim Grimm. Winner of WIT’s 2015 “I HEART Trucking” Contest.

Goodbye,

Jan Hamblin

FORTY YEARS AGO, Jan Hamblin began her long career at J. J. Keller & Associates, Inc. in Neenah, WI. Her role and responsibilities changed as the Keller family leadership entered its third generation.

Jan joined the Women In Trucking Association (WIT) board of directors in 2010 and became the liaison as chair of the WIT Foundation soon after. Her leadership brought the foundation from a start-up with no funds to a strong charitable foundation that funded a total of 15 scholarship recipients last year.

The foundation raised funds at many venues and most recently held a line-dancing party at the WIT Accelerate! Conference & Expo in September 2015. Jan was always in the middle of any fundraising event. Her commitment was evident as she made a

personal donation to the charitable organization annually to take advantage of the J. J. Keller & Associates, Inc. matching fund program.

Jan has retired and resigned her position on the WIT Foundation board of directors. To honor her commitment to WIT and to celebrate her four decades of service, the J. J. Keller Foundation, Inc. has created the Jan Hamblin WIT Scholarship Fund and donated \$10,000.



“We sincerely appreciate the generosity of the J. J. Keller Foundation and will miss the passion and energy of Jan Hamblin,” said WIT’s CEO/President Ellen Voie. “Jan’s legacy will positively affect the worthy recipients of the Jan Hamblin WIT Scholarship Fund.” 🚚



Women In Trucking Association Starts the Year with

Strategic Planning Session

Focused on Continued Growth



The Women In Trucking Association (WIT) Board of Directors met to set the organization's goals for the coming years. The board spent two days focusing on the past successes and future challenges for the WIT Association. The strategic planning session was led by Joel McGinley, Managing Director, TranStrategy Partners, Inc.

MindShare Strategies, Inc. was introduced as WIT's new association

management firm. The group will support the staff in the day-to-day operations in addition to managing the second annual Accelerate! Conference & Expo, which will be held in Dallas, TX this November.

The organization is entering its ninth year and has grown to include over 4,000 corporate and individual members located in the U.S., Canada, Puerto Rico, Japan, Sweden, Australia and South Africa.

Seventeen percent of the group's members are men who support the mission to increase the percentage of women employed in the trucking industry.

The WIT Foundation Board of Directors held its first in-person meeting in conjunction with the association's session. Both organizations focused on their missions and forward momentum during the planning sessions.

"As we continue to grow and increase our impact on the industry, we look at ways to anticipate how we can be a resource and a leader in attracting women into the trucking industry," said Ellen Voie, WIT president/CEO and founder. "Whether they are drivers, technicians, managers, or CEOs, our mission is to increase their numbers and create a more diverse environment."

WIT's accomplishments include the implementation of an Image Team comprised of professional drivers, a recruiting guide, ride-alongs with a CRASH safety advocate and with FMCSA Deputy Administrator Daphne Jefferson, a successful conference held last September, and a WIT Index to track the number of women on boards of publicly-traded companies. Future initiatives include more media ride-alongs, a truck stop rating program, more recognition programs, and other initiatives to attract women into the trucking industry.



The WIT Board of Directors. Seated, left to right: Linda Caffee, Owner/Operator, Landstar Express America; Mary Aufdemberg, Freightliner Trucks; Mary Clark Brown, C.H. Robinson; and Phyllis Cochran, retired from Navistar Financial Corporation. Standing, left to right: Mark Rousseau, Frito-Lay; John White, U.S. Xpress, Inc.; Stan Hampton, J.B. Hunt Transport; Jeff Hammonds, Walmart Transportation; John Dietze, BMO Transportation Finance; and Brian Most, Walmart Transportation.

"As we continue to grow and increase our impact on the industry, we look at ways to anticipate how we can be a resource and a leader in attracting women into the trucking industry."


The current board of directors includes Chairwomen Mary Aufdenberg, director of product marketing at Freightliner Trucks; vice-chairman Stan Hampton, vice-president of driver personnel at J.B. Hunt Transport, Inc.; secretary/treasurer Mary Brown, general manager at C.H. Robinson; Linda Caffee, owner-operator leased to Landstar Express America; Phyllis Cochran, retired (former president/CEO of Navistar Financial Corporation); John Dietze, senior vice-president of dealer sales at BMO Transportation Finance; Brandie Fuller, vice-president of marketing for Great Dane Trailers; Jeff Hammonds, vice-president at Walmart Transportation; Marne Krikava-Keller, president/CEO of J. J. Keller & Associates, Inc.; Patrick Pendergast, group director of recruiting services at Ryder System, Inc.; Andreea Raaber, vice-president of business development at Bendix Commercial Vehicle Systems, LLC.; Mark Rousseau, national logistics manager at Frito-Lay, Inc.; and John White, chief marketing officer at U.S. Xpress, Inc. 🚚



SCHNEIDER

*"This is what **makes me happy.**"*
-Abby Langan, Schneider company driver

**MORE WOMEN ARE ASKING:
"WHY NOT ME?"**



More women than ever are discovering the freedom of the open road. Schneider is leading the way once again in providing opportunities for all drivers.


VAN TRUCKLOAD


TANKER


DEDICATED


INTERMODAL


PORT DRAY

Solo and team options – rule the road however you like
Safe nationwide facility network – 24/7 amenities
Better equipment – Safer, more comfortable, easier to operate
Superior home time – 75% get home weekly or more

DO WHAT MAKES YOU HAPPY. APPLY NOW.

schneiderjobs.com
800-44-PRIDE

schneiderowneroperators.com
800-28-LEASE



The National Association
Of Small Trucking Companies

800.264.8580
www.nastc.com



is dedicated to serving the insurance needs of trucking operations of all sizes. Our aim is to build a long-term relationship with your company by delivering the security you need, coupled with specialized services that help you reduce risks.

800.264.8580
www.nastcinsurance.com



Managing Your Small Trucking Company

MYSTC is not just 'Dispatch' software or 'Accounting' software - it is a fully functioning Management tool created to help you and your staff manage the profitability of your business.

800.264.8580
www.nastek.com

Mark Your Calendars for Women In Trucking's Biggest Event of the Year:

Accelerate! 2016

"We cannot change what we are not aware of, and once we are aware, we cannot help but change."
—Sheryl Sandberg, COO, Facebook

By Carleen Herndon, WIT Member Services & Sales

The journey into the world of transportation for women is often a compelling one filled with trials and tribulations, challenges that were overcome, and a can-do attitude. Through the help of Women In Trucking's tireless efforts in raising the awareness of diversity and inclusion, times are changing, and with it, so is the industry.

Join the most powerful and successful women and men in transportation, logistics and the supply chain at the Women In Trucking's 2016 Accelerate! Conference & Expo, November 7 to 9 at Embassy Suites by Hilton Dallas Frisco Hotel Convention Center & Spa. The Accelerate! Conference is the place where you can come and truly connect with women who are trailblazers in the industry and those who continue on their journey to "make it."

Women In Trucking (WIT) debuted the Accelerate! Conference & Expo last fall in an effort to further its mission to encourage the employment of women in the trucking industry, promote their accomplishments, and minimize obstacles in the trucking industry. Featuring top-notch educational content in an environment conducive

to networking and building business, the Accelerate! Conference was a hit. The second annual event promises to be even bigger and better.

"We were absolutely thrilled with the turnout last year. More than 350 attendees and over 60 sponsors and exhibitors participated. This year, we are looking at 550 attendees and about 100 sponsors and exhibitors," said Ellen Voie, CEO and president of WIT. "We are putting together an exciting line-up of speakers who promise to be educating, enlightening and entertaining."

Where else can you leverage a diverse workforce, develop women leaders and learn strategies to engage more female drivers? Participate in facilitated small group interactive roundtable discussions where you can ask questions and have your voice heard. Broaden your skill-set with industry, professional, and personal development featuring more than 20 educational sessions on an array of topics from industry trends, challenges, and capacity, to management issues, cost control and driver recruiting. Couple that with 100-plus brands as



part of the expo, where you can network with peers, top executives and providers of logistics services and products, and you have a recipe for success!

Be an integral part of the change. Strengthen your reputation by tying it to key issues of inclusion and diversity. Build your brand and name recognition through powerful online and emarketing strategies year-round. Reach key transportation decision-makers by participating as a sponsor or exhibitor. Sales of booths and sponsorship are already underway. In fact, 25 percent of our space is sold.



Women Make A POSITIVE Impact On Transportation

Women-Owned Businesses Grow 47% Faster



Those \$10+ million in revenue grow faster than others.

Women Control 40% Investable Assets



Women control over \$11 trillion in total U.S. investable assets.

Women Make Exceptional Leaders



Common strengths include intuitive/logical thinking, team-building, communication.

Hundreds Expected to Attend



Leverage a diverse workforce, develop women leaders, strategies to engage more female drivers.

20+ Educational Sessions



Covering industry trends, challenges, capacity, management issues, cost control, and much more!

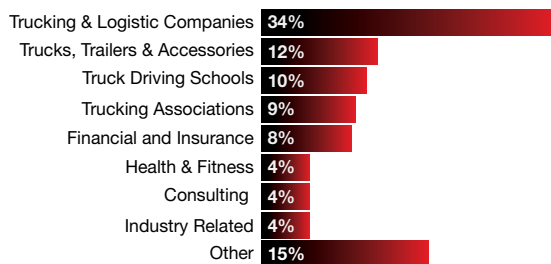
100+ Brands As Part of Expo



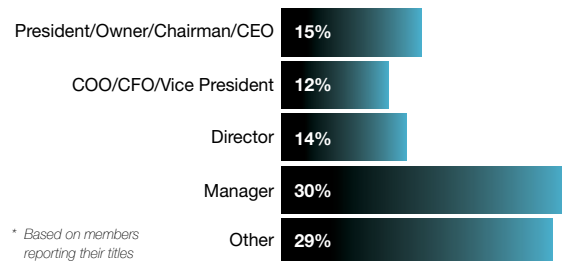
Network with peers, top executives, providers of logistics services and products.

Women In Trucking Membership

Industries



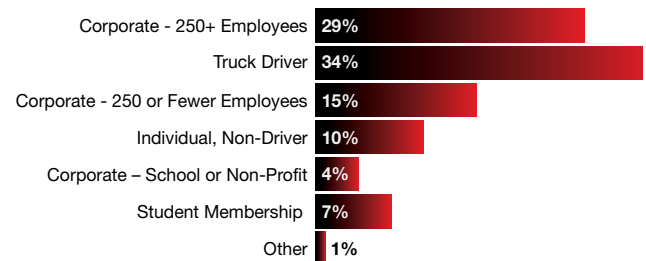
Titles*



Gender



Type





Attendees hit the dance floor and kick up their heels at the first Accelerate! Conference & Expo in 2015.

WIT brings together a diverse group of companies ranging from motor carriers of all sizes and third party logistics providers to original equipment manufacturers, technology innovators, and private fleets of leading retailers and manufacturers. Companies already committed to participate include Walmart, FedEx Freight, FedEx Custom Critical, Cummins, Michelin, Eaton, Freightliner, Saia, C.H. Robinson,

and Brenny Transportation, to name a few. These companies are united by the common goal of encouraging the employment of women and minimizing obstacles they face in the industry. To discuss opportunities to exhibit or sponsor this event, call Carleen Herndon at (615) 696-1870.


Women's positive impact on transportation is changing the industry. Be a part of the change. 🚚

"We are putting together an exciting line-up of speakers who promise to be educating, enlightening and entertaining."


Women In Trucking's 2016 Accelerate! Conference & Expo

November 7 to 9, 2016 at the Embassy Suites by Hilton Dallas Frisco Hotel Convention Center & Spa.

For details about sponsoring or exhibiting, call Carleen Herndon at (615) 969-1870 or go to the website, www.womenintruckin.org.




Stop Wasting Fuel!




Counteract
Internal Tire Balancing Beads

The only tire and complete wheel assembly balancing technology proven to improve fuel economy in two separate SAE and TMC Type II fuel tests


Endorsed by Kevin Rutherford
Trucking Business & Beyond



Improve fuel economy



Increase tire life



Reduce vibrations

www.counteractbalancing.com

1 800 572 8952

Accelerate!

CONFERENCE & EXPO
BY WOMEN IN TRUCKING ASSOCIATION



**November 7-9, 2016
Frisco, Texas**

- > Learn how workforce diversity, productivity closely link in transportation and logistics.
- > 20+ educational sessions on trends, economic conditions, best practices.
- > Peer-to-peer discussions to share common challenges.
- > Enhance your skills, bring more value to your organization.
- > Find solutions, products and services through the Expo.



WomenInTrucking.org

WIT President/CEO Ellen Voie Named One of Supply & Demand Chain Executive Magazine's 2016 Pros to Know

The annual Pros to Know awards honor select supply chain executives who are leading initiatives to help their clients, companies, or the supply chain community at large to prepare for the significant challenges in the year ahead.

Voie is recognized for her efforts to raise awareness for the dramatic shortage of women in the transportation industry. She works tirelessly to communicate the need for more women at all levels of the industry, from truck drivers to leaders in the corporate realm. Today, just six percent of drivers and 14 percent of managers in the industry are female.

Drive Regional Magazine 877-375-2520

WHERE YOUR EXPERIENCE
TAKES YOU FURTHER

DRIVE THE SOUTHEAST
DAVIS
DAVIS EXPRESS
STARKE, FL.



(EXPERIENCE WITH DAVIS)

	SEMI PAY	1 ST	2 ND	3 RD	4 TH	5 TH
1 ST	41¢	43¢	45¢	47¢	49¢	50¢
2 ND	42¢	44¢	46¢	48¢	49¢	50¢
3 RD	43¢	45¢	47¢	48¢	49¢	50¢
4 TH	44¢	46¢	47¢	48¢	49¢	50¢
5 TH	45¢	46¢	47¢	48¢	49¢	50¢

all the way up to \$.55 per mile at 10 years



SEE HOW FAR
YOU'LL GO AT
DAVIS EXPRESS.

Earn greater pay the
longer you stay!

We offer:

- Excellent pay with quarterly bonuses
- TripPay APUs
- 1800 watt Power Inverters
- Extra stop, detention and layover pay
- 100% no touch freight

And YOU choose your home time:
Drivers can choose between 7 days out with 2
days home or 12 days out with 2 days home!

877-375-2520
drivedavisexpress.com

WHEREVER YOU GO,
WE'VE GOT YOU COVERED.

MORE THAN INSURANCE...

Whether you're dealing with ongoing changes in CSA rules and enforcement, finding and keeping the best drivers, or dealing with independent contractor issues...

CLINE WOOD CAN HELP.

We tailor insurance and risk management products and services that improve your bottom line.

Cline Wood is now offering Health & Benefit options. Call today for more information.



CLINE WOOD
a Marsh & McLennan Agency LLC company

CUSTOMIZED
INSURANCE
PROTECTION

(888) 451-3900 Toll-Free
www.clinewood.com

Celebrating Women Drivers

at the 2016 Salute to Women Behind the Wheel

I cannot believe this will be our 7th Annual Salute to Women Behind the Wheel. If you have never attended this celebration, I urge you to put it on your calendar and be there. It is always held on the last day (Saturday, April 2) of the Mid-America Trucking Show in Louisville, KY.

Our first event was held in 2010. We asked Anne Ferro, who was the administrator of the Federal Motor Carrier Safety Administration, to be our keynote speaker. Anne welcomed the nearly 300 women who she called “role models.” That year, there were 92 women who had driven one million or more miles.

“You inspire women and girls as role models,” Ferro said, “You’re role models for me, too,” before she presented certificates to each attendee.

Originally, our goal was to break the Guinness World Records entry for the largest gathering of female commercial

license holders, which was achieved in the Netherlands in 2004. The record is 416 women, who gathered for a convoy in Dronten, Netherlands. Although we weren’t able to beat the record, we did confirm that our Salute was the largest group of female professional drivers ever gathered in North America!

In 2011, we asked then National Transportation Safety Board chairman, Deborah Hersman, to be our featured speaker. We offered to provide transportation from her office in Washington, DC to the expo center in Louisville, KY, which she accepted. She spent two days riding with five different drivers, stopping for a full Level I inspection at a scale in Maryland and eating lunch at a TA Travel Center in Hurricane, WV.

Hersman blogged about her experience along the way, talking to each driver about her career as a professional driver, during the 632-mile trip.



“There is no better way to get a feel for the issues facing the industry than spending time in the cab with professional truck drivers,” she said.

We truly appreciated her willingness to learn about the challenges drivers face as they deliver the nation’s freight. There were 204 female CDL holders who attended the second salute.

For our third event in 2012, we asked our first Influential Woman in Trucking Award recipient, Joyce Brenny, to address the audience. Brenny was the first female chairwoman of the Minnesota Trucking Association and is President of Brenny Transportation and Brenny Specialized.

“Women In Trucking (WIT) encourages women to explore career opportunities in the transportation industry and assists in minimizing obstacles which keep women from succeeding. The organization also celebrates the success of women working in the trucking industry. Walmart Transportation is proud to be a gold-level sponsor of WIT and the Salute to Women Behind the Wheel, held each year at the Mid-America Truck Show in Louisville, Kentucky. One of Walmart’s top priorities is ensuring a diverse and multicultural workforce, which helps us build a better business. We strongly believe the partnership with WIT is a step in this direction, as we help women learn about opportunities at Walmart.”

—Walmart Transportation

In 2013, we continued our tradition of honoring the Influential Woman in Trucking by asking her to be our featured speaker at the Salute to Women Behind the Wheel. Sandra Ambrose-Clark, owner of ESJ Carrier Corp., talked about her new venture: Without a Doubt Truck & Trailer Repair. Ambrose-Clark, along with NASCAR driver, Jennifer Jo Cobb, and Ice Road Truckers star, Lisa Kelly, addressed the 200 female drivers.

We celebrated our fifth Salute anniversary in 2014 with a huge tractor-trailer-shaped cake and lots of music, prizes, and amazing bags filled with goodies from the sponsors. Rebecca Brewster, COO and president of the American Transportation Research Institute, spoke to the audience and thanked them for their years of service. Brewster had the opportunity to ride from her home in Atlanta to the event in Louisville, KY with two professional drivers.

The nearly 200 professional drivers were honored for their years of service, and seven women were recognized for reaching a record of driving four-million-miles in each of their careers. The Best Recruiting Ad contest winners were announced and Republic Services took home the top prize for its marketing efforts.

Last year's sixth annual Salute to Women Behind the Wheel included some amazing door prizes for our female professional drivers. The top prize was a \$1,000 Walmart gift card; other door prizes included a \$100 gift card from Petro Stopping Centers, a \$100 Alliance Truck Parts gift card, and 10 iPads. The 2014 Influential Woman in Trucking Award recipient, Marcia Taylor, CEO of Bennett International

Group, was our speaker. A plaque was awarded to Walmart Transportation for the most female drivers attending the event.

Each year, we strive to make the event better. In addition to the red t-shirt each female driver receives when registering, she will be given a goodie bag filled with items from the event sponsors. We will again have the huge, tractor-trailer-shaped cake, in addition to the two fountains (chocolate and butterscotch). Entertainment will be provided by Brad James. Visit several of the sponsors who will have table displays. We will once again have some amazing door prizes! And at the conclusion, our famous Salute group photo, taken by Paul Hartley of AddMedia.

This year, our 2015 Influential Woman in Trucking award winner, Kari Rihm, president and CEO of Rihm Kenworth, will share a few words with our attendees.

We plan on an amazing day to honor the women who move the nation's freight and to thank them for their service and safety in the male-dominated career as a professional driver. 🚚

The 7th Annual Salute to Women Behind the Wheel

Date: Saturday, April 2, 2016

Location: Mid-America Trucking Show, Louisville, KY

Rooms: C201-C204, South Wing

Registration - Thursday or Friday: WIT booth #40557 in the North Wing Lobby

Registration - Saturday: South Wing rooms C201-C204

For more information: Contact the WIT office at (888) 464-9482

Gold Sponsors



Silver Sponsors

Bennett International Group
Holland, Inc.
J.B. Hunt Transport
Total Transportation of Mississippi

Bronze Sponsors

Great American Insurance Group
Landstar
Pilot Plus
R&R Trucking, Inc.
Ryder System, Inc.
TravelCenters of America / Petro Stopping Centers

Copper Sponsors

Acuity
Averitt Express
Heniff Transportation Systems
Prime Inc.
Republic Services
Trimac Transportation

Nickel Sponsors

Brenny Transportation, Inc.
Dart Transit Company
E.A. Dion
Rand McNally
TrucBrush
Werner Enterprises

"XPO Logistics is proud to be a gold sponsor of the Salute to Women Behind the Wheel. Women are an important part of our success, both on the road and in other positions within our company. Our female drivers are exemplary professionals with a strong track record of accident-free, on-time performance. We actively encourage more women to explore a professional career in transportation and logistics—a goal we share with Women In Trucking. And we recognize that as a leading industry employer, we have a key role in fostering a culture of mutual respect and opportunity. The women of Team XPO have a voice in determining their professional careers and the future of our company."

—XPO Logistics

MAKE YOUR RESOLUTION A LIFESTYLE!

Fitness is all about numbers, and our numbers prove we're helping professional truck drivers keep their numbers in check:

- Nearly **60** FREE Fitness Rooms
- Over **150** FREE Walking Trails
- Over **50** FREE Basketball Courts
- Over **20** Available Medical Service Facilities
- Over **250** Sites Proudly Serving Hundreds of Better-For-You Entrees and Grab 'N Go Snacks



Get Moving. Eat Healthy. Stay Fit.

From TA and Petro, where we're proud to be part of your solution to eating healthier and exercising while you're on the road.



Look For the StayFit Logo on Our Menus and Store Shelves!



TA
LISTED
NYSE

Visit ta-petro.com/amenities/stayfit for the most up-to-date map and site listings.

Visit ta-petro.com or find us on



Individuals should always check with a physician before starting an exercise regimen or making any changes to their diets.



YOU BREAK DOWN. WE SHOW UP.

**Fast Response • Fast Roll Time • 24/7/365 Roadside Repair
One Low Rate — Every Day, Every Hour**

LARGEST, MOST EXTENSIVE NETWORK • NATIONAL DISPATCH CENTER

1-800-824-SHOP

No Membership Required

(7467)



PAY, MILES, AND A HOMETOWN FAMILY ENVIRONMENT!

Earn up to \$65,000/year, Paid Vacations, & Paid Holidays
Weekly Quality Home Time! 99% No Touch Freight
Training program for newly graduated CDL drivers
E-Logs Maximizing YOUR Miles & Earnings
Paid weekly with full benefits
Bonus pay for Hazmat

Veterans and Minorities encouraged to apply

Driving Options:
Over the Road
and Regional



Call Stephanie at 800-356-9350 for more information
or apply online at www.skinnertransfer.com

Why do Professional Women Drivers want to work for

ESTES

- Company stability
- Terrific work environment
- Comprehensive benefits
- Growth opportunities
- Great schedules
- Competitive wages

EOE/M/F/Vet/Disabled

Positions are now available for:

- Drivers (Class A CDL with Hazmat and Doubles)
- Mechanics
- Dock
- Clerical
- Supervisors



Visit www.work4estes.com
for more information or call our
toll-free recruitment line at
1-877-WRK4ESTES (1-877-975-4378).

Redefining the Road

To learn more about the Women In Trucking Association, connect with them on Facebook, follow them on Twitter or go to www.womenintrucking.org.



C.A.T. Inc. has been proudly "pulling" for Women In Trucking for years - 10% of C.A.T.'s Professional Drivers are women and that number is growing!



Quebec – Ontario – North Carolina – Texas
855-JOBSCAT (562-7228)
jobscat@cat.ca

Your *Guide* to Recruiting

One of the top challenges for the trucking industry over the coming year will be to deal with the capacity crunch. The goal is to attract and retain qualified professional drivers. One way to do this is to increase the percentage of women who currently comprise less than six percent of the driver population, despite a presence of over 50 percent of the workforce as a whole.

The Women In Trucking Association, Inc. (WIT) has partnered with many of the industry's top authorities to compile a guide on how to attract female professional drivers. This 23-page publication includes research on what women look for in a carrier and what attracts women into the industry.

Research conducted by graduate students at the University of Wisconsin-Stout show the top-five job attributes cited by female drivers. The students also studied recruiting strategies and what works best for various age groups of the female respondents. They identified how certain words and graphics attract a women's attention to a recruiting ad.

In 2014, WIT held a recruiting ad contest with the winning ad chosen by female drivers. The comments were especially insightful and provided a greater understanding of how potential female drivers perceive the ad's descriptions and graphics.

Information from industry sources include data from Staymetrics and Strategic Programs, Inc. and contributed data about driver pay and turnover relating to gender. The guide includes comparisons between female drivers and their male counterparts.


"This publication is the result of years of research and extensive data collection from our industry partners and the students at UW-Stout," said Ellen Voie, WIT president and CEO. "Our mission at Women In Trucking includes increasing the percentage of women employed in trucking, and drivers are an important part of this goal. This guide breaks down the recruiting aspect into why, how, and where to recruit female drivers."

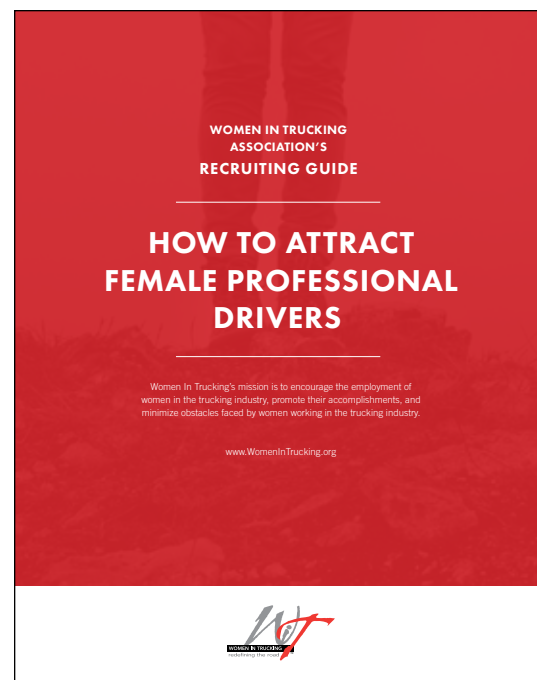


The Women In Trucking Association's Recruiting Guide: How to Attract Female Professional Drivers, designed by Woolly, is only available—free of charge—to corporate members of WIT.

Another guide that is available for free to WIT corporate members is Addressing Harassment Issues: A Guide for Employers in the Trucking Industry. This guide was prepared by J. J. Keller & Associates, Inc. human resource professionals who are familiar with writing company policies for the trucking industry. The 30-page document begins with a definition of sexual harassment and offers suggestions in selecting, qualifying, and working with trainers and their supervisors in understanding and preventing complaints from trainees.

The manual suggests policies to recognize and handle concerns before they become complaints, and also provides procedures to report and handle harassment issues. Attachments include a general expectations agreement for both drivers to discuss and sign before heading out for training. It includes a sexual harassment policy and an opposite sex trainer-trainee arrangement form, in addition to other pertinent documents that a carrier should consider.

Send an email to the WIT office at wit@womenintrucking.org to request a copy of these guides. 



The Women In Trucking Association's Recruiting Guide: How to Attract Female Professional Drivers includes research on what women look for in a carrier and what attracts women into the industry. The publication is only available to WIT corporate members (for free).

Increasing the Number of Women Engineers in the Industry

By Paul Adair



Michele Rodgers, engineering manager at Peterbilt Motors Company.



Kary Schaefer, general manager of product strategy and marketing at Daimler Trucks North America.



Tracey Basher Tradii, senior manager of the global project management office at Meritor, Inc.

It's no secret that for generations the transportation industry has been predominantly male, with women generally regarded as underrepresented. And with young girls traditionally being nudged away from considering careers based in mathematics and sciences, this can prove to be doubly true for those women wanting to pursue futures in transportation engineering and design.

However, as demographics slowly shift and societal attitudes evolve, women are more often playing key roles in the future of the national transportation industry.

"When little boys are growing up, they're thinking about trains and trucks and

planes, but we, as little girls, aren't often encouraged to do that," said Tracey Basher Tradii, senior manager of the global project management office at Meritor, Inc.

"That being said, there are many women such as myself who are attracted to the transportation industry. We love cars and we love transportation, and it is very important we feel we belong in this industry."

Although not overtly prohibitive to women, the transportation industry of today may not always be viewed as the most welcoming of employers. As such, there are a hurdles remaining that may challenge a woman's comfort level in the

workplace, similar to those found in other male-dominated fields.

Despite having the right education and training, women will assuredly find themselves outnumbered in the fields of engineering and design. This lack of representation and mentorship can often result in female professionals struggling to find a place in their field and establish forward momentum in their chosen occupations.

"This really is a challenge for women," said Tradii. "It can be so easy to become intimidated when you are embarking in this career, and you look around to realize there is nobody in the room who looks

like you. Having felt this at various times in my career, I make a conscious effort to help women understand and navigate this industry. I also try to help male colleagues understand the benefits to all of us—and to business overall—when we have diversity in the workplace.”

While women are well-regarded for their ability to organize, coordinate and foster cooperation in the workplace, they can also be a little more risk-adverse than their male counterparts when it comes to furthering their ideas, too often associating assertiveness with aggression.

“Women need to have the self-assurance to be able pitch their ideas, identify issues and provide solutions,” said Michele Rodgers, engineering manager at Peterbilt Motors Company.

“We have to be engaged in the conversation and be willing to keep pushing our ideas and have the confidence to push what we believe in.”

Women carry the same skill-set as men but offer a fresh perspective on the transportation industry, helping to challenge the routine and advance new ideas. This is why it is so important the industry embraces

gender diversity and let it be known that women are not just welcome but are well sought-after. To accomplish this, the transportation industry needs to build greater awareness of the many opportunities available for those who are willing to pursue a future in transportation.

Many women presently in the industry share a responsibility to help bring up the next generation and to lead by example. By simply being visible in their field, these women engineers and designers can act as role models and mentors for future female engineers and designers, sending the message that a career within the transportation industry is not only attainable for women but is also desirable.

In addition, it is also important this message be delivered as early as possible to better engage the imagination of young girls before they are told their enthusiasm would be better spent in other pursuits.

“There are many initiatives that are underway,” said Rodgers. “Schools are offering [introductory] engineering classes at the high school level. We, at Peterbilt, often visit local schools to generate interest among students about careers in

engineering, presenting to girls in Grades 6 through 8 about math and science careers. We also encourage them to seek out more information about engineering and support them to consider it as a career path.”

Engineering is an exciting field to be in, regardless of gender. The many engineering disciplines in the trucking industry, in particular, can prove to be especially interesting because of their fundamental importance to the national economy, offering women a tangible way to help shape the future of the transportation industry and the impact it has on the daily life of Americans.

“It can be pretty motivating to see the trucks you design on the road and the drivers using your products,” said Kary Schaefer, general manager of product strategy and marketing at Daimler Trucks North America.

“And don’t forget that everything you see on the shelves at the store got there because of something that you may have helped build, design, sell, or service. For me, I can’t think of any other industry where women can have this same kind of influence.” 🚚

PRIDE
TRANSPORT

I AM MORE
*I am a Mother, a Wife and a
Pride Transport Driver*

BEING A TRUCK DRIVER DOES NOT DEFINE WHO I AM
IT'S A PART OF OF WHAT MAKES ME MORE

JOIN OUR FLEET & DRIVE FOR THE BEST

OWNED AND FAMLY OPERATED SINCE 1979
800-877-1320
www.pridetransport.com

Pride Driver- Jenni Kebler
Driver Ambassador
Visit pridetransport.com to see the
Women in Trucking profile on Jenni

POLISH WITH PRECISION

**AUTOMATE YOUR MAINTENANCE & IMPROVE SAFETY
FOR YOUR FLEET WITH THE VIS-POLISH MACHINE**



**Restore to a Mirror-like Shine Fast • Tire On or Off
Polishes and Refurbishes • Great ROI**



Vehicle Inspection Systems
407-206-3615 • info@vischeck.net
www.VISpolish.com

BALCH LOGISTICS, LLC

The Smarter Way to Ship
National Vehicle Transportation Broker



7710-T Cherry Park Drive #428
Houston, TX 77095
281-859-4400 877-859-4401

Sue@BalchLogistics.com
www.balchlogistics.com
Proud Members of WIT



Dixon Insurance, Inc.

dixoninsurance.com
800-258-5369

- ✓ Insurance
- ✓ DOT Safety Compliance
- ✓ Risk Management Solutions
- ✓ Licensing, Tax & FMCSA Registration

DRIVING SAFER

DOESN'T HAPPEN BY ACCIDENT.

Our nation's roadways are increasingly busy, and the need has never been greater for solutions to help commercial vehicle drivers respond to the situations they encounter every day – especially in today's CSA (Compliance, Safety, Accountability) environment. Bendix is leading the way to improved highway safety with an ever-increasing portfolio of road-tested, advanced commercial vehicle technologies that are affordable and effective.

We offer robust active and supportive safety technologies that help fleets:

- » improve stability
- » reduce collisions
- » increase stopping power
- » strengthen driver performance with actionable data

**Our solutions are driving
in a new era of safety.**

Learn more.

Call **1.800.247.2725** or visit bendix.com today. Follow us on Twitter @Bendix_CVS.



©Bendix Commercial Vehicle Systems LLC, a member of the Knorr-Bremse Group. All Rights Reserved. 2015

WIT Truck Stop Directory *Powered by ProMiles:* Where & Where Not to Stop

There is not a day that goes by without someone making a comment about a truck stop on the Women In Trucking Association, Inc. (WIT) facebook group page. For those who follow us on facebook, you know it is not unusual to see comments about truck stops from people who love or highly recommend a stop, or the not so favorable comments that range from parking to safety to cleanliness issues. All comments are worthy of helping drivers make informed decisions of where to exit and find a truck stop. But how do you search facebook to find all the comments before making a decision?

Comments on the WIT facebook page do not go unnoticed. We are always looking for ways to bring helpful and useful tools to members of WIT. Why not allow WIT members the opportunity to rate a truck stop? Sort of like a YELP for members of WIT.

With thousands of truck stops across the U.S. and Canada, many people may have

traveled an interstate for years but never known the amenities of certain stops.

The challenge was finding a company to develop a WIT Truck Stop Directory that listed all of the stops and allowed the flexibility of rating each stop. An Image Team member was helpful in the decision to pick ProMiles as WIT's truck stop directory engine.

ProMiles has provided services to the trucking industry for over 18 years and is the industry leader in reporting up-to-the minute updates on diesel fuel pricing, IFTA tax reporting, and fuel optimization services.

The WIT Truck Stop Directory will allow anyone to search for a specific truck stop by city and state or for a truck stop along a route. WIT members will be rating the truck stops.

To rate a specific truck stop, a WIT member will log in with a username and password, and then rate the truck stop from one to five (one being the lowest and five being

the highest). When rating a truck stop, keep these factors in mind:

- Safety: Well-lighted.
- Food: Variety, quality, and speed of service.
- Showers: Availability, cleanliness, and amenities.
- Parking: Ease of access, spaces, paved, security, fenced, and availability.
- Quality: An overall rating.

The stop you rated can then easily be added to your list of favorites, which becomes your customized truck stop directory. This easy-to-use tool will help other drivers in making decisions about which truck stops to visit while traveling.

The WIT Association continues to listen to our driver members regarding possible service offerings that will help in making better decisions in their business and travels. Watch for the press release or the WIT e-News for when the WIT Truck Stop Directory is available. 🚚

EXPERIENCED SINGLE AND TEAM OWNER-OPERATORS

Clark Transfer

Let's Get the Show On The Road™

High Earnings on Low Miles
Single \$150,000 - \$200,000
Teams \$200,000 - \$250,000

Family owned and operated since 1949, our elite 100% Owner-Operator fleet sets the standard for live entertainment trucking. Are you ready to join us?

- Weekly Settlements with Direct Deposit
- Paid Fuel Permits
- Paid Cargo/Liability Insurance
- Paid Fuel Taxes
- Paid Tolls
- Paid Fuel Surcharge on ALL dispatched miles
- Cash Safety Bonus
- Base plate program
- Referral Bonus Program

Must be 23 years old with 2-3 years verifiable OTR, DOT physical/drug test, clean MVR, with no more than 2 violations in the past 3 years.

800-440-6361
www.clarktransfer.com

Hydraulic Cargo Load Bars

- 8.8 Lbs. - Lightest & Strongest Available
- Hydraulics Tested Over 30,000 Uses
- No Trailer Damage
- Will Not Freeze Up
- Safe & Easy To Use

Save-A-Load® Z-Bar

Save-A-Load® Cargo Bars will last longer, hold better and will not damage your trailers.

SAVE-A-LOAD®
Hydraulic Cargo Bracing Bars

www.saveaload.com 800-728-5623
"Proud to Support the Women In Trucking Association"

THE TOTAL SAFETY Advantage

SAFE DRIVING Pays!

ASK ABOUT OUR **\$2,500 SIGN ON BONUS**

ROAD DRIVER: EXTRA PAY FOR HAZMAT
1¢ PER MILE INCREASE EACH YEAR - NO PAY CAP!
ADDITIONAL 1¢ PER MILE ANNUAL SAFETY BONUS

TRUCK DRIVER: START AT 35¢ PER MILE
ASK ABOUT OUR TUITION REIMBURSEMENT

OTR & Regional Runs • Consistent Home Time
Rider and Pet Policies • Great Miles, Paid Empty or Loaded
Paid Weekly • All Trucks 2013-2016
750+ Trucks and Growing • And Much, Much, More...

877-394-3313 Drive4Total.com

You're the owner.
You're the operator.

WE LOVE THAT!

Company Highway Drivers:
\$0.514/mile

JOIN US!
rosedale.ca

THE ROSEDALE GROUP

Tracking Women's Influence at Publicly-Held Carriers



Moving the needle means first measuring baselines for women in the trucking industry

By Stephanie S. Ivey, Ph.D, Director, Southeast Transportation Workforce Center, University of Memphis

News articles and publications abound lamenting the lack of women in various fields that are traditionally male-dominated, with the transportation (specifically, trucking) industry comprising a large number of jobs where women are significantly under-represented. There is a need for increased numbers of women in these roles; not just to increase the number of qualified candidates in areas where the industry faces high demand and limited supply but to access the value that women bring through different perspectives and skill-set strengths.

There is also an economic case for an increased percentage of women in the industry, as research indicates companies where women are well-represented—particularly in leadership—are more competitive and see greater corporate performance.

In response, many programs have been developed through education and training institutions, public sector agencies, and private companies to try to address barriers for women entry and retention in these fields, such as:

- Lack of awareness;
- Limited support from parents, teachers, guidance counselors, or friends for pursuing a non-traditional career path;
- Misconceptions about occupation requirements;
- Lack of female role models and mentors;
- Access to training;
- Workplace culture; and
- Lack of sponsors.

But, do these programs make a difference? How do we know when we really start to “move the needle” and make

large-scale change? It doesn't happen overnight, and the only way to identify a workforce shift, investigate successful practices, and know when we achieve a true impact is to measure a baseline and track progress, as the 2015 Asia Pacific Economic Community Women in Transportation Data Framework and Best Practices report emphasizes.

WIT and the Southeast Transportation Workforce Center (SETWC) at the University of Memphis are partnering to do just this—measure baseline indicators for women across the board in the trucking industry—from drivers to the C-Suite level (see the October 2015 article on WIT's website for public carrier board member and executive level findings).

How do we know when we really start to “move the needle” and make large-scale change?

The WIT Index will establish a baseline in 2016 for percentages of women of total employees, of drivers, and of manager level or higher positions. Preliminary data shows that the achievements of public and private carriers are varied; of the 30 responses received at the time this magazine was published, the percentage of total employees who are women ranges from five to 74 percent.

The companies with the greatest percentage of female employees are also (with a few notable exceptions) those with the



smallest total number of employees (most respondents in this range had fewer than 45 employees).

For manager level or higher employees, the same trend is observed, with smaller companies reporting greater percentages of women in these roles. The percentages of women drivers reported are bleak—only three respondents indicated that female drivers account for more than 10 percent of their driver totals (with a high reported at 35 percent), and 17 companies reported percentages of two percent or less.

So, what does this mean? With only 30 responses thus far, there is still a lot of work to be done to establish a solid baseline index. However, this index will provide a framework for tracking progress. Public and private carriers can submit data for the index through SETWC's online survey (memphis.edu/setwc/women_in_transportation/witindex.php). Companies that are willing to be interviewed and share stories of successes (or challenges) are also encouraged to submit contact information along with their data (no identifying information will be published with the index).

Only through strong participation within the industry will the WIT index lead to information that will be valuable for moving the needle on the issue of women's representation in trucking. Join us in this effort by participating today! 🚚

An *Update* from the WIT Foundation



Exciting things are happening with the Women In Trucking (WIT) Foundation. The Foundation board recently held its first in-person meeting and strategic planning session in January. The group set a goal of raising \$1 million over the next five years to “forward the future” careers of women and men in the transportation industry. The board also voted to increase the scholarship award to a minimum of \$1,000.

These exciting initiatives were spurred by two major donations received at the end of 2015.

A \$10,000 grant from the J.J. Keller Foundation, Inc. honors Jan Hamblin’s 40 years of service to J.J. Keller & Associates, Inc. and her commitment to the WIT organization. The Jan Hamblin WIT Scholarship Fund was designed to provide the financial resources for women who choose to pursue or enhance their education related to the trucking industry. Jan served as chair of the foundation from its inception until her retirement in October 2015.

The Ryder Foundation donated \$25,000; the largest one-time donation since the WIT Foundation’s inception in 2011. The funds will be used to provide scholarships to worthy recipients who are seeking a career in the trucking industry. A Ryder representative will help in the selection of the recipients and the amount awarded.

The 2015 Foundation Holiday Auction raised nearly \$1,800 to provide scholarships to women and men to begin or advance their careers in the trucking industry. The board looks forward to additional fundraising events in 2016.

The foundation board is thrilled to have two individuals join in its mission to strengthen the legacy of education in trucking.



John Dietze, who serves on the WIT Association board was appointed as a foundation board member. John is the senior vice-president-dealer sales leader for BMO Transportation Finance.



Nicole Correll was voted onto the foundation board. Nicole is the Business Development Manager for Ryder Fleets Products, a wholly-owned subsidiary of Ryder Systems, Inc.

During the January annual meeting, the board also elected officers. Debora Babin Katz, TrucBrush Corp., who had been serving as interim chair upon Jan Hamblin’s retirement, was elected as chair. Jeana Hysell, J. J. Keller & Associates, Inc., was re-elected as vice-chair, Nicole Correll was elected as secretary, and Jason Henderson, Feeding America Eastern Wisconsin, was elected as treasurer.

As a non-profit 501(c)(3), the WIT Foundation board is thrilled with the momentum it has gained and is working diligently to increase both awareness of its scholarship program and corporate donations. The foundation strives to serve its community and continue to grow with the help of its donors and volunteers who make its mission possible. To make a donation or for more information about the scholarship program, visit www.womenintruckfoundation.org. 🚚

The foundation strives
to serve its community
and continue to grow
with the help of its
donors and volunteers
who make its mission
possible.

An *Update* from the WIT Image Team

The Women In Trucking Association (WIT) Image Team was created in 2015. Its purpose is to represent the goals of the association while bringing awareness of the need for more women in the trucking industry and the obstacles that women face.

These female professionals are the face of WIT and attend major truck shows, write articles from their point of view, and give media interviews. They speak articulately and enthusiastically about the trucking industry. These women also serve as mentors for new Image Team members.

Once a woman is selected for the WIT Image Team, she will always be an Image Team member. She can be called upon at any time to fulfill an assignment.

The first Image Team was announced at the Salute to Women Behind the Wheel event at the Mid-America Trucking Show in Louisville, KY in 2015. The charter members consist of Allyson Hay and Carol Nixon, Walmart Transportation; Ingrid Brown, Rollin' B LLC; Stephanie Klang, XPO Logistics; and Wyzeena Heeny, Covenant. The team has guidance and participation from WIT Association board member Linda Caffee, owner-operator, Landstar Express America.

These women average 26 years of experience as professional truck drivers and represent the industry while speaking with the media and conducting ride-alongs with industry leaders, regulators and legislators. Our highly qualified, safety-conscious Image Team members reflect the first-hand experiences and challenges as drivers in the industry.

The most memorable ride-along of the year was with Image Team member Carol Nixon and safety advocate Ron Wood. Ron's mother, sister, and three nephews were killed in an accident in 2004 when a fatigued



Ron Wood, CRASH safety advocate, and Carol Nixon, professional driver for Walmart Private Fleet.

driver crossed the median and stuck his family's SUV head-on. Ron became active in the Truck Safety Coalition and Citizens for Reliable and Safe Highways (CRASH), a safety advocacy group formed in 1990.

"The ride-along on the Walmart truck was highly informative and an unexpected, important step in my healing process. The safety features, practices and professionalism in the Walmart trucking fleet are amazing and way beyond what I expected," said Ron. "I only wish these safety measures were standard across all the trucking companies in the U.S."

Carol was thrilled to represent Walmart during the ride-along and show the positives of the trucking industry through education and accurate information about safety measures within the industry.

Although the first year's Image Team consisted of only professional drivers, in 2016, that requirement has been opened up to include other professionals within the industry. This means that any professional

within the industry was welcome to apply (i.e., driver, technician, dispatcher, etc.). The applicant must have an outstanding safety record and speak convincingly about her commitment to safety and represent the trucking industry's best.

"We are excited to be adding to our current WIT Image Team. The first year was successful and we look forward to growing that impact," said Ellen Voie, president and CEO, WIT. "Women are still an anomaly in the trucking industry and the media is often intrigued to learn more about the females who are perceived as doing a 'man's job.' This diverse Image Team will break that stereotype and its members will serve as role models for the women who enter the trucking industry in the future."

The top qualifying applicants participated in a selection interview process in February. The 2016 Image Team will be announced at the Salute to Women Behind the Wheel event at the Mid-America Trucking Show on April 2, 2016. 🚚

"This diverse Image Team will break that stereotype and its members will serve as role models for the women who enter the trucking industry in the future."

WIT Hires New Association Management Company to Provide *More Member Value, Support Growth*

Never before has there been a more exciting time to belong to the Women In Trucking Association. There are more programs, more resources, more opportunities to network, and now, even the association's own conference!

As part of its mission to minimize obstacles and encourage the employment of women in the industry, WIT recently hired MindShare Strategies to provide support in operations, strategy, and membership growth and retention. MindShare Strategies provides clients in the transportation and

logistics industries with a broad range of marketing, sales, and management capabilities that generate business results. This expanded relationship follows after MindShare Strategies helped Women In Trucking to successfully launch its inaugural Accelerate! Conference & Expo last September. The association, with the help of MindShare Strategies, will be hosting its second annual conference November 7 to 9, 2016 in Dallas, TX.

"Women In Trucking plays a significant role in advancing the roles of women in the industry, promoting their accomplishments and minimizing the obstacles they face," said Ellen Voie, WIT president and CEO. "As we continue to advance our mission and expand our membership and influence, we will need more advanced and scalable association management capabilities and resources. As an association management company that focuses in commercial freight transportation and logistics, MindShare Strategies is the ideal solution for us."

"We are thrilled to offer Women In Trucking expanded association management expertise and resources that will advance their mission, which is so critical to the transportation and logistics industry," said Brian Everett, senior partner of MindShare Strategies. Everett will provide regular strategic counsel for the association.

In addition, Carleen Herndon, who has 25 years of experience in association management, sales, and public relations, will be the primary contact for members of Women In Trucking. In her five-year career with MindShare Strategies, she has previously supported initiatives involving client associations such as the National Shippers Strategic Transportation Council and the Transportation Marketing & Sales Association. The staff at MindShare Strategies will be working directly with Voie, along with existing Women In Trucking staff members. 🚚



The MindShare Strategies team members who serve the Women In Trucking Association: Carleen Herndon (Member Services & Sales), Pamela Lies (Website & Technology Support), Brian Everett (Strategy & Management), Karen Everett (Administration & Finance Support), Nancy LaRoche (Graphic Design & Web Management), and Michele Wade (Marketing & Communications).

PROTECT YOUR FLEET

WITH CUSTOM BLENDED FUEL CHEMICALS
DESIGNED AS **TOP PERFORMING DIESEL**
ADDITIVES & GASOLINE ADDITIVES.



AM FLEET

COMMERCIAL-FUEL
CHEMICALS

CALL US AT 713-816-1581

WE FOCUS ON HIGH QUALITY PRODUCTS
& HIGH PERFORMANCE RESULTS FOR
EVERY FUEL MARKET WE SERVE.

- + INCREASES MILEAGE
- + BOOSTS HORSEPOWER
- + CLEANS INJECTORS
- + REDUCES MAINTENANCE
- + INCREASES CETANE
- + LUBRICATES SYSTEMS

MEGATANE + POWERLENE + DIESEL CLEAN + ARCTIC PLUS

WWW.AMFLEET.COM

Upcoming Events 2016

Visit the Women In Trucking Association website (www.womenintrucking.org) for more information on events.

MARCH

March 31-April 2

Mid-America Trucking Show
Louisville, KY

APRIL

April 2

The 7th Annual Salute to Women Behind the Wheel
Louisville, KY

April 14-16

Truck World 2016
Mississauga, ON, Canada

April 15-16

The 15th Annual MARMON Truck Gathering
McKinney, TX

JUNE

June 4

Canadian Trucking Show
Winnipeg, MB

June 26-29

Connections 2016
Chicago, IL

JULY

June 26-29

Connections 2016
Chicago, IL July 15-16
Expedite Expo 2016
Lexington, KY

AUGUST

August 25-27

Great American Trucking Show
Dallas, TX

NOVEMBER

November 7-9

WIT Accelerate! Conference & Expo
Frisco, TX

Women In Trucking radio segments on Road Dog Truckin' Radio on SiriusXM Satellite Radio channel 146.

- 1:00 p.m. Eastern, the last Wednesday of every month: Marge Bailey & Ellen Voie with Meredith Ochs and Chris T. on Freewheelin'. We welcome your call! Dial (888) Roaddog for comments or questions. Replayed weeknights, 10:00 p.m. Eastern.
- 8:00 a.m. Eastern, the third Monday of every month: Ellen Voie with Dave Nemo. Learn about the Dave Nemo Show at www.davenemo.com.



Pride

Delivered by J.B. Hunt

"I've always been an ambitious person. Trucking has empowered me to be more patient and be proud to inspire other women and answer their questions about driving a truck."

Monica O.
Proud J.B. Hunt professional driver

  #truckingempowersme

Contact us:
johunt.jobs | 800.626.9940



The *Value* of the Women In Trucking Association



Margaret Mead once said, “Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.”

Women In Trucking Association (WIT) started with a small group of thoughtful, committed citizens who were focused on increasing the percentage of women employed in the trucking industry. In the eight years since its inception, the organization is successfully moving its mission forward.

For many women, the need for a dedicated organization to attract female drivers, mechanics, safety directors, leaders, and more makes sense. Others scratch their heads and ask why we need “special treatment” for women in the trucking industry.

All we’re asking for is a level playing field.

According to the department of labor, women comprise 44 percent of full-time workers in the labor force. Women make up 52 percent of management in all occupations.

However, in the trucking industry, only six percent of the driver population is comprised of women. Additionally, women make up only 21 percent of transportation, storage and distribution managers, and 18 percent of supervisors of transportation and material handling workers.

Recently, we released our WIT Index, which tracked both female board members and female executives at the 15 publicly traded trucking companies. Ten of these companies had no women executives and seven had no women serving on their boards of directors. Compare this to the

19 percent of director positions held by women outside of the industry.

If you feel these numbers are unacceptable, then I urge you to join WIT and support our efforts to increase the percentage of female drivers, supervisors, directors, and executives.

How are we accomplishing this mission? The first step is to measure our current state of the industry. The University of Memphis, under the direction of Dr. Stephanie Ivey, is completing a survey of the top 100 for-hire and private carriers and recording the percentage of female drivers and managers. We’ll release this information later this year.

Our second goal is to address reasons why women aren’t fairly represented in these roles. We’ve conducted extensive

research on what women look for in a company as well as what they want in a career. We've released our driver recruiting guide, which explains what women look for in an ad and what values attract women to a company, as well as where to find potential female drivers.

For drivers, we have made significant strides in truck cab design and ergonomics through the efforts of Ryder and the truck manufacturers. From seats to steps, to the dash and the sleeper berth, changes are being made to accommodate a greater range of body shapes and sizes.

Safety is an area of concern for all drivers, but more appreciably for women, who might be more vulnerable on the road. We've challenged manufacturers to include safety alarms in the cab to alert a sleeping driver of an intruder. We also teach women (and men) techniques to stay safe in a truck stop and on the road. We work with the truck stop industry to create a safer environment for all drivers. Our anti-harassment employment guide provides carriers with a resource to address harassment between drivers who are in team or training situations.

To attract women into leadership roles, we arm companies with facts and data regarding hiring, promoting, and retaining women in management. Becoming aware of unconscious bias in hiring and promoting women occurs in male-dominated environments by both men and women. For example, studies have shown that women are often promoted based on their accomplishments and men are often promoted for their potential. Education is the tool to address these concerns and WIT's goal is to be the resource to increase diversity and attract more women.

Our biggest challenge is the image the industry has of being too masculine for women. We're breaking that stereotype with our Girl Scout (and Girl Guide) Transportation patch, children's activity book, and school appropriate literature.

Women In Trucking is not an association for women; it's a group of men and women who care about more diversity in transportation.

If you are a member, we thank you for your support. If you haven't joined yet, we invite you to visit www.womenintruck-ing.org and join us, this small group of thoughtful, committed citizens who are changing the world! 🚚

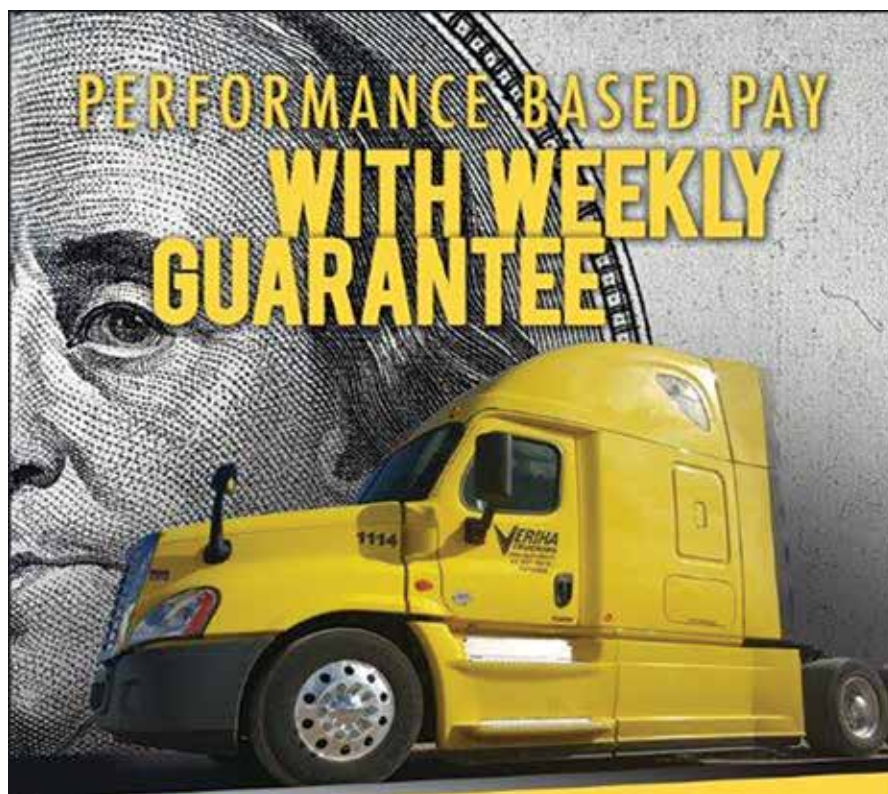


3820 Wismann Lane | Quincy, IL 62305

www.gullyicx.com

Call Today or Apply Online!

800-566-8960



BECAUSE YOU'RE WORTH MORE THAN JUST THE MILES THAT YOU RUN!



NOW HIRING driving professionals...

Experienced and Students OTR, Regional and Shorthaul Opportunities

Guaranteed weekly pay
provides income protection
Guaranteed home time
In-cab Direct TV

Bose Ride seats
On-site wellness coach
OTR, regional, and
short haul opportunities

Hiring in WI, MI, MN, MO, IA, IL, IN, KY, OH, PA, NJ, NY, CT, MD

CONTACT US TODAY (800)333-9291 | VERIHA.COM

Support Our Partners & Corporate Members



AAA School of Trucking, Inc.	Brenny Transportation, Inc. /	Dart Transit Company	IM-SAFE
ABF Freight System, Inc.	Brenny Specialized, Inc.	DAT Solutions	IMMI
Acacia Institute Inc.	Bulk or Liquid Transport, LLC	Davis Express, Inc.	Indiana Motor Truck
Accruit, LLC	(BOLT)	Dot Transportation, Inc.	Association
ACUTY	Burns Logistics Solutions, Inc.	DPF Cleaning Specialists Ltd.	Industrial Transport Services,
Air-Weigh	C.R. England	DriverSource, Inc.	LLC
Airodyne Industries, Inc.	CalArk Trucking Company	DriveWyze, Inc.	Innovative Access Solutions,
Airtab®, LLC	Calhoun Truck Lines	Driving Ambition, Inc.	LLC
Alexandria Technical &	California Construction	DTX	International Society of
Community College	Trucking Association	E.A. Dion, Inc.	Recruiting & Retention
Alisam Transportation	California Trucking Association	Eaton	Professionals
Solutions, LLC	Cargo Transporters, Inc.	Enoble Business Capital	International Trucking School, Inc.
ALK Technologies, Inc.	CarriersEdge	Epes Transport System, Inc.	Interstate Truck Driving School
Allready Logistics	Carter Express, Inc.	Evilsizer Process Servers, LLC	ITS Compliance, Inc.
AM Fleet Chemicals	CEMEX	EZ2290.com	J. J. Keller & Associates, Inc.
American Logistics Aid	Centerline	Fairway Transit, Inc.	J.S. Helwig & Son, LLC
Network (ALAN)	Central Tech Transportation &	FirstFleet, Inc.	JBS Carriers, Inc.
American Petroleum Institute	Safety Education	FirstLine Funding Group	JOC Group, Inc.
American Transportation	Century College	FleetSeek	Kansas Motor Carrier
Research Institute (ATRI)	Chalich Trucking, Inc.	Food Services of America	Association
American Truck Historical	Chambers Leasing	Fox Valley Technical College	Kenworth Truck Company
Society	Cheetah Software Systems, Inc.	Frey Miller	Kingsway Transportation
Andy Transport Inc.	Clark Transfer	Georgia Tank Lines, LLC	System
Armour Transportation Systems	Cline Wood Customized	Giltner, Inc.	Knichel Logistics
Arnold Transportation Services	Insurance	Giltner Logistic Services, Inc.	KRTS Transportation Specialists,
Arrow Truck Sales	Cobalt Transport Service, Inc.	Gordon Food Service	Inc.
ASR Solutions LLC	College of Southern Maryland	Great American Insurance	L.W. Bonney & Sons Ltd.
ATA's Technology &	Commercial Vehicle Safety	Group	LadyTruckDrivers.com
Maintenance Council (TMC)	Alliance	Great West Casualty Company	Lake Cumberland CDL Training
Averitt Express	Concierge Benefit Services	Group1201	School, Inc.
Badger Utility, Inc.	ContainerPort Group	H.O. Wolding, Inc.	Landstar Transportation
Balch Logistics, LLC	Conversion Interactive Agency, LLC	Hadley	Logistics, Inc.
Bennett International Group	Covenant Transport	Healthy Trucking Association	LaunchIt Public Relations
Berkley Fleet Services	Crete Carrier Corp.	of America	Linamar Transportation, Inc.
Bestpass, Inc.	Crop Production Services, Inc.	HELP, Inc.	Liquid Transport Corp.
Bestway Express, Inc.	CRST International, Inc.	Heniff Transportation Systems,	Logistics Quarterly
Bibby Transportation Finance	CSA Advisors, LLC	LLC	Long Beach City College
BigRoad Inc.	Cummins Inc.	HNI Risk Services, Inc.	MacKay & Company
Blue Edge Marketing Ltd.	D.J. Knoll Transport Ltd.	Holland, Inc.	MacKinnon Transport, Inc.
Bobit Business Media	D&D Transportation Services,	Howes Lubricator	Marathon Petroleum Company
Bose Ride	Inc.	Hub Group	Marten Transport, Ltd.

Marvin Keller Trucking	Ontario Truck Training Academy	S K Long Enterprises, LLC	TranStewart Trucking & Logistics
MBH Trucking, LLC	Orange Commercial Credit	SAF-Holland	TranStrategy Partners, Inc.
McLeod Software	Otto Transfer, Inc.	SafeKey Corp.	Tranzliquid Logistics Ltd.
Meadow Lark Companies	Over The Road-Canada	SAGE Truck Driving Schools	TravelCenters of America / Petro Stopping Centers
MegaCorp Logistics	Owner Operator DIRECT	Save-A-Load, Inc.	Tri Star Freight System, Inc.
Meijer	Owner-Operator's Business Association of Canada	Schneider	Tri-National, Inc.
Meritor, Inc.	P&B Trucking, Inc.	Scott Community College	Trimac
messageLOUD	Packard Logistics, Inc.	Scott Logistics Corp.	TrucBrush Corp.
Metropolitan Community College	Paschall Truck Lines, Inc.	Sentry Insurance	Truck City of Gary, Inc.
Midwestern Transit Service, Inc.	Patriot Lift Co., LLC	Service First Distribution	Truck Writers, Inc.
MindShare Strategies, Inc.	Penske Logistics	Shell Rotella®	TruckDriver.com
Minnesota Trucking Association	PEOPLEASE, LLC	Simplot Transportation	TruckDrivingJobs.com
MinuteClinic, CVS Caremark	PeopleNet	SleepSafe Drivers	Trucker Charity, Inc.
Mississippi Trucking Association	Perfect Pallets, Inc / Perfect Transportation, LLC	Smith & Solomon Training Solutions	Trucker Path
Motor Transport Underwriters, Inc.	Peterbilt Motors Company	Southeastern Freight Lines	Trucker Therapy
Motoring Matters Magazine Group	Pilot Flying J	Southern State Community College Truck Driving Academy	Truckers Choice
Mustang Expediting	Pinellas Technical College	Sprint	Trucking Industry Defense Association
NAL Insurance	PITT OHIO	St. Christopher Truckers Development & Relief Fund	Truckload Carriers Association
National Association of Independent Truckers, LLC	Porteo Group, LLC	Stagecoach Cartage & Distribution	Truckstop.com
National Association of Publicly Funded Truck Driving Schools	Pratt Logistics, LLC	Star Fleet Trucking, Inc.	TVC Pro-Driver
National Association of Small Trucking Companies (NASTC)	Precision Pulmonary Diagnostics	Suburban Seating & Safety	uFollowit, Inc.
National Carriers, Inc.	Premier Transportation	Suburban Truck Driver Training School	Unify Health Services, LLC
National Defense Transportation Association	Pride Transport	Sunrise Transport, Inc.	United Road Services
National Road Carriers, Inc.	Prime, Inc.	Sustainable America	University of Wisconsin-Superior
National Tractor Trailer School	Progressive Truck Driving School	T&K Logistics, Inc.	Upper Canada Truck Sales
National Truck League	Prosperio Group, Inc.	Taxation Solutions, Inc.	UPS State Government Affairs
National Women Business Owners Corp.	Quality Carriers	Taylor & Associates, Attorneys at Law, PL	Urgent Care Travel
Nationwide Transportation & Logistics Services, Inc.	R+L Global Logistics	Tennessee Trucking Association & Foundation	USA Truck
Navistar, Inc.	R&R Trucking, Inc.	The Trucker	Utility Trailer Manufacturing Co.
New England Kenworth	Rand McNally	TMW Systems, Inc.	Velvac
North Central Kansas Technical College	Rediehs Freightlines, Inc.	Total Transportation of MS, LLC	Veriha Trucking, Inc.
Northwest Trucking Academy	Republic Services	Trailer Wizards Ltd.	Volvo Trucks North America
NZ Trucking Association	Retread Tire Association	Transmark Logistics, LLC	Wabash National
Ohio Trucking Association	Revere Transportation Solutions, LLC	Transport Topics	Waller Truck Co., Inc.
Old Frontier Family, Inc.	RFX, Inc.	Transport Women Australia Ltd.	Werner Enterprises, Inc.
Olive-Harvey College	Rihm Kenworth	Transportation Intermediaries Association	Wisconsin Motor Carriers Association
ONBOARD OIL Technologies	Roadmaster Driver School	Transportation Marketing & Sales Association	Woolly
	Robinson Decorative Stone, Inc.		Wyoming Trucking Association
	Roehl Transport Inc.		XPO Logistics, Inc.
	S&E Productions, LLC		YRC Worldwide – YRC Freight
			Z Transport & Logistics, LLC

Association/Insurance Services Fleet Software

National Association of Small Trucking Companies13

Auto Transport

Balch Logistics.....26

Brakes & Safety Technology

Bendix Commercial Vehicle Systems LLC.....26

Commercial Fuel Chemicals

AM Fleet Chemical Company32

Entertainment Transportation & Logistics

Clark Transfer Inc.28

Freight Factoring, Funding Solutions

Century Finance.....IBC

Fuel Additives

Howes Lubricator IFC, 3

Full-Service Truck Stop

Travel Centers of America /
Petro Stopping Centers20, 21

Hydraulic Cargo Load Bars

Save-A-Load28

Insurance

Dixon Insurance26

Insurance & Risk Management

Cline Wood Agency17

Internal Tire Balancing Beads

Counteract Balancing Beads16

Most Diversified Provider of Finished Vehicle Logistics in North America

United Road Services Inc.4

Recruiter/Transport Company

J.B. Hunt33

Recruiting

Pride Transport25

Total Transportation of Mississippi LLC28

Veriha Trucking Inc.35

Trailer Manufacturer

Great Dane Trailers.....10

Transport Companies

C.A.T. Inc.....22

Davis Express Inc.17

Estes Express Lines22

Gully Transportation.....35

Holland.....38

Schneider National13

Skinner Transfer Corporation.....22

The Rosedale Group.....28

Trimac.....5

Walmart OBC

Transportation Management Solutions

Landstar Systems Inc.10

Wheel Polishing Equipment

Vehicle Inspection Systems Inc.....26

World-Class Carrier Company

Werner Enterprises8

Unbeatable Home Time

Tri-National, Inc.....6

Join a diverse team of
transportation professionals!
Drive for Holland.

With the country facing a truck driver shortage, Holland is seeking women drivers to join our team. New opportunities are opening up for women to start a career on the road. Holland offers all of our drivers:

- **Competitive salaries**
- **100% Company-paid health insurance** and available 401(k)
- **Weekly pay schedule**
- **Paid vacation** and sick time

Holland partners with organizations like Women In Trucking to employ women in the trucking industry. Visit hollandregional.com/careers to Discover Your Direction with Holland.



Holland is proud to have won the Quest for Quality Award annually since its inception.

YRC Worldwide is an Equal Opportunity/Affirmative Action Employer Minorities/Females/Persons with Disabilities/Protected Veterans



hollandregional.com
866.465.5263

©2016 YRC Worldwide Inc.



Century Finance



SINKING!!!

Call: 888-684-7195

Need Cash Today? Factoring It's Easy!

www.centuryfinance.com

PROUD TO BE A **GOLD PARTNER** OF WOMEN IN TRUCKING.



Walmart Drivers Deliver More Than Products.

They're the lifeline of our operations, bringing Every Day Low Prices to our customers and communities. Each and every time they get behind the wheel, they put a friendly face to our operations and are essential to our efforts to reduce our carbon footprint.

Our drivers – over 7,200 strong – are part of a diverse fleet where different talents and ideas are valued, making us a more powerful, smarter and productive workforce. It's just that simple.

So, how about it? Want to go big with your career? That's only possible at one of America's largest and safest private fleets. View the minimum qualifications and apply at www.drive4walmart.com today.

Wal-Mart Stores, Inc. is an Equal Opportunity Employer - By Choice.

www.drive4walmart.com

Walmart 

