

Redefining *the* Road

Edition 3 | 2017

The official magazine of the Women In Trucking Association

Get Plugged In

What You Need to Know
About Industry Issues & Why

INSIDE...

Influential Women
IN TRUCKING

Championing
Professional
Development

Family-Owned
**SUCCESS
STORIES**

 **LAST CALL FOR
TRUCK GIVEAWAY
CONTEST**


**PHOTO
CONTEST
WINNERS**



Century Finance



SINKING!!!

Call: 888 - 684 - 7195

Need Cash Today? Factoring It's Easy!

www.centuryfinance.com

Women...

United by The Road



At United Road, what makes us different makes us better. As the nation's premier car-hauling expert, we transport over three million vehicles throughout North America each and every year. And what makes us the best, besides our leading edge technology, industry-best capacity, and diverse service offerings?

OUR PEOPLE.

We invite you to learn more about the women and men that make the wheels of United Road turn.



Kathleen McCann,
Chairman and CEO



Contact us today!

unitedroad.com | 888.270.5181



I am
PROUD



WERNER
WE KEEP AMERICA MOVING

DRIVEWERNER.COM | 800.848.5379   

Published for:
 Women In Trucking Association
 P.O. Box 400
 Plover, WI 54467-0400 USA
 Phone: 1-888-464-9482
 www.WomenInTrucking.org

Published by:
 MindShare Strategies, Inc.
 9382 Oak Ave.
 Waconia, MN 55387 USA

Group Editorial Director and Publisher:
 Brian Everett, ABC
 952-442-8850 x201
 brian@WomenInTrucking.org

Managing Editor:
 Michele Wade
 612-309-4527
 michele@mindshare.bz

Editorial Content This Edition:
 Michele Wade
 Brynn Elise Everett
 Carleen Herndon

Advertising Sales:
 Carleen Herndon
 1-888-464-9482
 carleen@WomenInTrucking.org

Production Manager:
 Nancy LaRoche
 952-442-8850 x215
 nancy.laroche@mindshare.bz

Accounting/Administration/Circulation:
 Karen Everett
 952-442-8850 x203
 karen@WomenInTrucking.org

Cover image: Shutterstock

© 2017 MindShare Strategies, 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 MindShare Strategies, Inc., nor the Women In Trucking Association. Printed in USA.

COVER STORY

- 8 Get Plugged in: What You Need to Know About Industry Issues & Why

MESSAGES

- 4 Sitting at the Table by WIT President & CEO Ellen Voie
- 6 Encouraging Focused, Results-Oriented Behavior by Brian Everett, Editorial Director

FEATURE STORIES

- 11 3 Steps to Winterization from TA/Petro
- 12 Influential Women in Trucking
- 15 Peterbilt Creates Diverse Leadership
- 16 Thinking Outside the Box at CWRV
- 16 Use Your Own Money with A Dynamic Legal
- 18 Championing Professional Development
- 20 Family-Owned Success Stories
- 24 Gordon Food Service Fights Human Trafficking
- 26 Walmart Drivers Celebrate Women In Trucking
- 27 Autobon AI Links Training and Safety

WIT NEWS

- 28 Winners of the "I ♥ Trucking" Photo Contest
- 30 Meet WIT's Newest Board Member
- 31 Get Discounts at the Pump
- 32 WIT is a Hit at GATS
- 33 Truck Giveaway: Deadline Approaching
- 34 Auction Winner Throws First Pitch
- 34 Driver Recognized at Memorial Truck Show
- 35 WIT Foundation Update

WIT SUPPORTERS

- 36 WBE Leadership & Legal Resource Guide
- 38 WIT Partners & Corporate Members
- 40 WIT Calendar of Events



Sitting at the Table



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



American Politician Michael Enzi once said, “If you’re not at the table, you’re on the menu.” At the Women In Trucking (WIT) Association, our goal is to have a seat at the table. Whether it is with our state or national legislators or industry regulators, we need to have a voice.

However, since we are a member-based organization and we represent the interests of our corporate and individual members, there are many issues we avoid. In fact, legislation that affects drivers and carriers usually has two competing sides, so we prefer to leave the lobbying to the associations that represent their interests, such as the American Trucking Associations (ATA), Owner-Operator Independent Drivers Association (OOIDA) and National Association of Small Trucking Companies (NASTC).

So, what does it mean to have a seat at the table? It means we have the ear of some pretty influential people. In fact, through WIT, YOU have a voice as well.

If you’ve attended our *Accelerate!* Conference & Expo in the past two years, you’ve had the opportunity to listen to and meet Administrator Scott Darling and Deputy Administrator Daphne Jefferson from the Federal Motor Carrier Safety Administration (FMCSA). At this year’s event, you will have the opportunity to ask questions and learn about Phase II for the electronic logging device (ELD) implementation process.

In fact, we asked Secretary of Transportation Elaine Chao to speak at this year’s conference, and she was seriously trying to make it happen but had an unavoidable schedule conflict. She’s truly a notable woman with substantial influence in the trucking industry – and WIT is on her radar!

One issue that we can all agree on is that we want our drivers, both female and male, to be safe on the road. In 2015, I asked the FMCSA to help us make a driver’s environment safe. We had a voice, and they listened!

In August of this year, the FMCSA sent out a request for proposal to conduct research on “Crime Prevention for Truckers.” The final report will focus on data concerning the “prevalence and the nature of harassment and assaults against minority and female truckers and how many of these threats and assaults go unreported and why.” The report requires the contractor to include a representative from WIT on the panel of peer reviewers.

We are VERY proud of this initiative and especially proud to have started the conversation with the FMCSA. We will keep you posted on the progress around this research.

We represent you, our members, and will work hard to educate those who have the power to change things in the trucking industry. We’d rather have a seat at the table than be “on the menu.”





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

Run with TNi for UNBEATABLE home time & earning power.

\$4,000 SOLO SIGN-ON BONUS | \$11,000 TEAM SIGN-ON BONUS



TNi's First Women In Trucking Members:
Vickie C., Dana T., Arnita B., Stephanie B.,
Laura N., Carmen M., Brenda G., Tina F.,
Deborah H., Pat G.



WE OFFER DRIVERS:

- Weekly Practical Mile Pay
- Competitive benefits
- The best home time in the industry
- Huge bonus opportunities
- Yearly pay increases
- \$4,000 solo sign-on bonus
- \$11,000 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

Join TNi today! 877-807-0676 drive4trinat.com

Terminal Locations: Arkansas, Ohio, Missouri, Texas
Current Opportunities In Napoleon, OH!



Gapology: Encouraging Focused, Results-Oriented Behavior



Brian Everett, ABC Group Editorial Director and Publisher Redefining the Road magazine

If you attended the *Accelerate!* Conference & Expo last year in Dallas, you may have learned about the concept of Gapology. It's a way of thinking about behavior of others to create a desired outcome. Brian Brokhoff of Gapology taught us that winning leaders anticipate "performance gaps" and prevent them, but, when they do occur, they quickly close them.

Winning leaders are consistently working to minimize gaps in knowledge, importance and actions. *Knowledge gaps* are closed through solid training, teaching and talent. *Importance gaps* are closed through clear expectations, communication and prioritization. *Action gaps* are closed through accountability, commitment and culture (see illustration below). Leaders who focus on encouraging positive behavior by minimizing these gaps ultimately generate solid business results for their teams and organizations.

In this edition of *Redefining the Road* magazine, we recognize three finalists of the 2017 "Influential Woman in Trucking" award. It's clear these leaders commonly apply Gapology

principles to ensure their own success. For example, Traci Crane, Senior Manager – Fleet Maintenance for CFI, helps to build up direct reports through coaching and mentoring. Tana Greene, CEO of Blue Bloodhound, has encouraged effective behavior from her people – resulting in her company being recognized by American Express as one of the 50 fastest-growing woman-owned companies in 2017, and as one of *Inc.* Magazine's top 5000 fastest-growing national companies for six consecutive years. Daphne Jefferson, as Deputy Administrator of the Federal Motor Carrier Safety Administration, encourages results from her team by staying focused on FMCSA's primary mission: to reduce crashes, injuries and fatalities involving large trucks.

I encourage all of us to apply Gapology principles to our own lives, both personally and professionally. Consistently focus on behavior that will deliver intended results, and encourage that same behavior from those around you. Close the gaps in your life and make the difference!

Brian S. Everett



MORE: SOLUTIONS.



We Care About
Your Productivity.

One call to RoadSquad immediately puts the wheels in motion to get you rolling. Our agents will diagnose your repair, contact a highly skilled technician who will arrive with the tools, parts and expertise to complete your repair and get you back on the road fast.

TA TRUCK SERVICE

ROADSQUAD

YOU BREAK DOWN. WE SHOW UP.

800-824-SHOP

Visit ta-petro.com or find us on

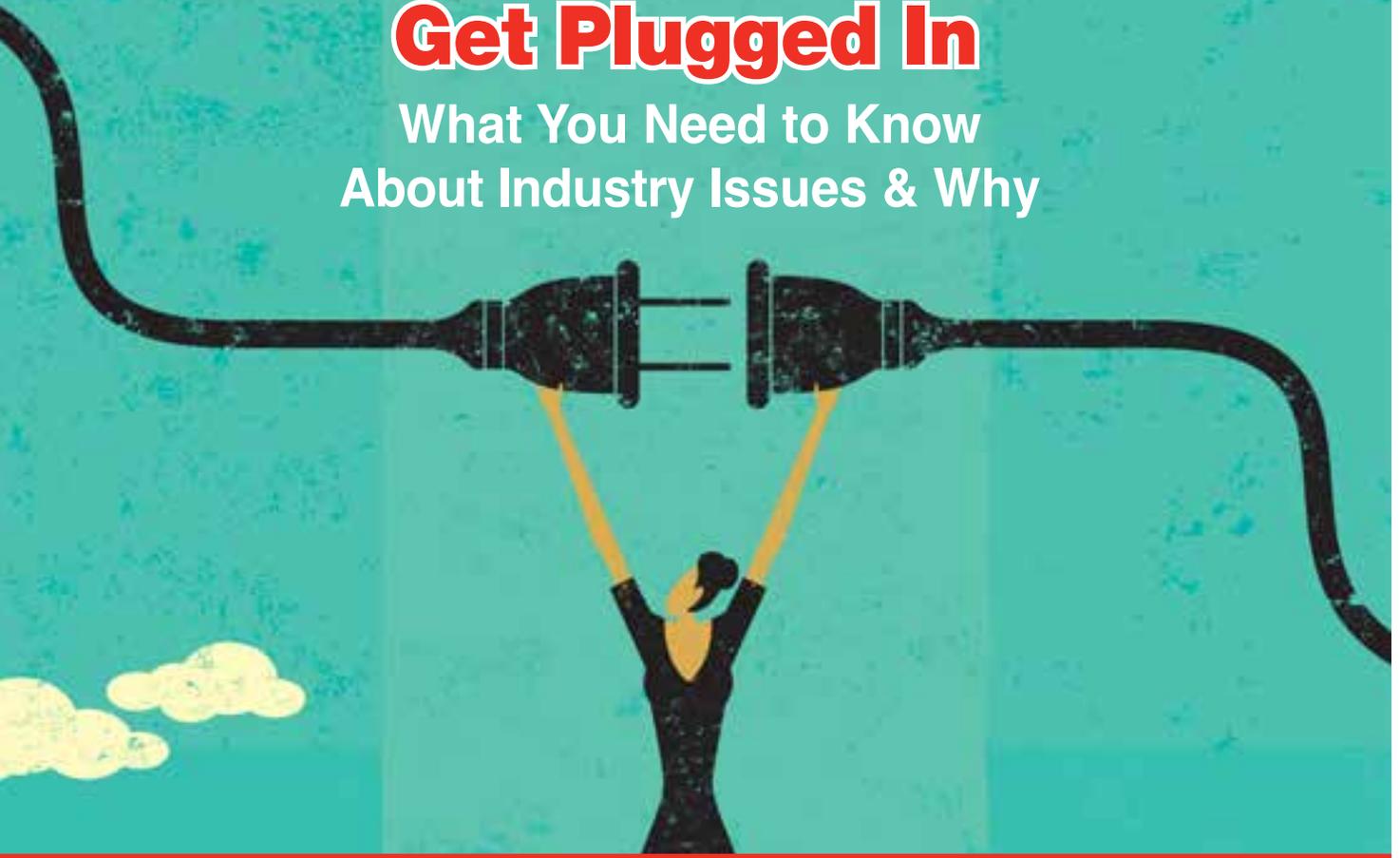


TA

Nasdaq Listed

Get Plugged In

What You Need to Know About Industry Issues & Why



When you think of getting “plugged in,” you might think about your smartphone, your computer, your social network... Perhaps one of the most important ways for women in transportation to keep in touch, however, is by educating themselves about the latest developments, trends and issues impacting our industry.

Legislation, regulations and other issues have a direct impact on the productivity and effectiveness of the transportation industry and those it employs. That makes it especially important to be informed about the potential impact that pending legislation can have.

TODAY'S KEY INDUSTRY ISSUES

The ELD Mandate and FSMA

The two highest-visibility issues this year are the congressionally mandated electronic logging device (ELD) rule and the Food & Drug Administration's (FDA) Food Safety Modernization Act (FSMA), says Attorney Bridgette Blitch of Florida-based Taylor & Associates.

The ELD Mandate is intended to help create a safer work environment for drivers and make it easier and faster to accurately track, manage and share data. An ELD automatically records driving time for easier, more accurate hours of service recording. Phased-in compliance is scheduled to begin Dec. 19, 2017 with full compliance required by Dec. 16, 2019.

While Congress may delay compliance requirements, companies still must incur considerable expense and work within a tight timeframe to get up to speed. "Companies should look closely at requirements and make sure they're in compliance," Blitch advises. "It can be a rigid and unforgiving process if you don't understand DOT regulations."

The FSMA aims to ensure the U.S. food supply is safe by shifting focus from responding to contamination to preventing it. Shippers, brokers, loaders, carriers and receivers of human and animal food are impacted by FSMA. Most companies were required to be in compliance with FSMA by April 6, 2107. The deadline is extended to April 2018 for a few groups such as smaller motor carriers and small businesses.

"This food handling statute is intended to protect the consumer, but it has a profound operational impact on how shippers and their transportation providers contract with each other," Blitch warns. "The stakes are high. Companies can be audited and assessed fines as high as half a million dollars. Shippers feel immense pressure and often pass it on to their providers."

The Gig Economy and Independent Contractors

There has been increasing focus on the distinction between "employees" and "independent contractors," notes Shannon Cohen, Partner at Indianapolis-based Scopelitis Garvin Light Hanson & Feary.

As the rapidly growing gig economy demands a more flexible workforce, the use of independent contracting is increasing dramatically. The Department of Labor (DOL) is concerned that some employers deliberately misclassify employees as independent contractors in order to cut costs. The DOL's Misclassification Initiative is intended to ensure that workers get the wages, benefits and protections they are entitled to by law – and preserve state and federal tax revenues. The on-going Uber lawsuit is a high-profile example of the complications that can occur when these competing interests collide.

continued on page 10

Face to Face in Washington

Most people probably won't forget their first trip to the White House, but it was particularly memorable for Sherri Garner Brumbaugh, President and CEO of Garner Trucking, and Tana Greene, CEO of Blue Bloodhound and the Greene Group.

In August, Greene and Brumbaugh joined representatives from small businesses across the country at the White House for a listening session organized by the Small Business Administration (SBA). The two women were recommended to represent the transportation industry at the event by the American Trucking Associations (ATA).

President Trump spoke briefly to the group of approximately 100 about the importance of small business and then left them to meet with his daughter and Assistant to the President, Ivanka Trump, as well as SBA Administrator Linda McMahon.

Greene and Brumbaugh were two of just six guests who were invited to ask a

question at the event. Greene expressed concern about how regulations affect her ability to grow her business and asked what can be done to relieve the burden on small businesses across the country.

"Sixty-six percent of all jobs in this country are created by small businesses," Greene says. "Focusing on them will get results."

Brumbaugh focused on the challenges of hiring a qualified workforce and asked how the administration could partner with industry.

"I'm not sure if Ivanka was aware of the driver shortage before the meeting, but she is now!" she says.

Clearly, these two businesswomen have given the administration insight into the concerns of the transportation industry.

Brumbaugh recognized the unique opportunity that the meeting provided: "Any time you can talk about the trucking industry with those in Washington, you've got to take advantage of that."



Sherri Garner Brumbaugh of Garner Trucking (left) and Tana Greene of The Greene Group (right) with Bill Sullivan, ATA Executive Vice President of Advocacy (center), at the White House.



Continued from page 9

The misclassification issue also could have a real impact on women in the workforce, Cohen says. Women are often drawn to the flexibility of opportunities for independent contractors, especially when they are reentering the workforce.

"It will be interesting to see how the Trump administration deals with workforce flexibility issues," Cohen says. "They may look at them with more favor. On the flip side, perceived regulatory protection for people in the workforce will be less likely."

California Equal Pay Act

Established in 2015, the California Equal Pay Act disallows unequal pay based on gender. In 2016, it was expanded to include race and ethnicity. Intended to prevent a continuous cycle of discrimination, the act was also amended to prohibit using prior salaries alone to justify disparities in pay based on sex, race or ethnicity.

"California tends to be one of the most aggressive states when it comes to worker

protection, so it is unclear how far-reaching the impact of this legislation could be on the transportation industry," Rebecca Trenner, another Partner at Scopelitis, explains.

EDUCATING LAWMAKERS

When legislation is passed, it can have a profound, and sometimes unforeseen, impact on both companies and individuals. "Our legislators need as much information as possible. The better they understand the issues, the better they can represent us," Blicht says.

The Women In Trucking (WIT) Association takes seriously the responsibility for educating lawmakers. Ellen Voie, WIT President and CEO, is active in her home state with the Wisconsin Motor Carriers Association (WMCA) and makes frequent trips to Washington D.C.

She is not there to lobby – simply to educate legislators and lawmakers. "I always encourage lawmakers to go on a ride-along with one of our professional drivers on the WIT Image Team," she says. "It gives them a taste of a day in the life of a driver, so they can better understand the challenges drivers face. That personal experience is powerful."

WIT has provided ride-alongs to a number of elected officials including Federal Motor Carrier Safety Administration (FMCSA) Administrator Scott Darling and Deputy Administrator Daphne Jefferson, U.S. Senator Ron Johnson, U.S. Congressman Reid Ribble, and former National Transportation Safety Board (NTSB) Chairwoman Deborah Hersman.

BE PART OF THE PROCESS

Stay abreast of new legislation and regulations related to transportation and women's issues. To become more informed, look at the Federal Register notices for proposed rule-making (fmcsa.dot.gov/regulations/notices).

"Pay attention to what's going on and participate," Cohen recommends. "Talk to the appropriate people in your own organization, but also contact your legislators and make your voice heard. They closely monitor public interest."

"Women in transportation have a strong voice that they can use to bring issues to the attention of local representatives and raise awareness," Blicht says. "Don't hesitate to reach out." ■



D.W. STORY & ASSOCIATES, INC.
P.O. BOX 1269
MABANK, TX 5147
903-887-1042
WWW.DWSTORY.COM

**SUBROGATION & COMMERCIAL
RECOVERY SINCE 1985**

3 Easy Steps to Stay Warm This Winter



Are you anxious about how your truck will run this winter? Remember these three tips to keep you on the road, hassle free.

The frigid cold of winter... we know it's coming, yet we never prepare for it. The diesel truck is viewed as a powerful machine, capable of moving thousands of pounds, but it can quickly be brought to a screeching halt by being ill-prepared for the cold to come.

Here are some winterization pointers to keep the wheels rolling in cold climates.

1. Charging and starting systems: Have your starting and charging system tested by professional equipment BEFORE the weather takes a turn. This should include load testing the batteries and checking the output of the alternator. Starting and charging cables should be tested for excessive voltage drop. Bad cables lead to poorly charged batteries and sluggish cranking.

2. Air systems: Water, oil and contamination destroy air systems, especially when temperatures drop below freezing. This can easily be prevented by servicing your air dryer desiccant at suggested maintenance intervals.

3. Tires: Tires are the only part of the truck that comes in contact with the road. Brakes don't stop vehicles; tires do. Engines don't make trucks go; tires do. The steering wheel does not steer your truck; tires do. All of these systems depend on the tires maintaining proper contact with the road, so inspect your tires for wear and damage.

Be sure to check these items before winter hits at one of our TA/Petro locations to keep you rolling safely and on time. ■



Homer Hogg is Manager of Technical Services for TA/Petro

everything goes with
Red
especially you

More women choose to drive for Averitt because they feel a sense of empowerment. With great benefits, ample home time, competitive pay, and security as one of Averitt's highest priorities it's easy to see why. For more details please visit averittcareers.com or call 888-605-5235.



EOE/AA including Veterans and Disabled. Females & Minorities encourage to apply.



What It Takes to be an Influential Woman in Trucking



“True leaders understand that leadership is not about them but about those they serve. It is not about exalting themselves but about lifting others up.”

This observation from author Sheri Dew perfectly captures the leadership approach of all three finalists for the 2017 “Influential Woman in Trucking” award.

Women In Trucking (WIT) established the award in 2010 to honor hard-working female leaders and to attract and advance women within the trucking industry. This year’s finalists,

Traci Crane from CFI, Tana Greene of the Greene Group and Daphne Jefferson of the Federal Motor Carrier Safety Administration (FMCSA), all stand out – not only because of their hard work and accomplishments, but also because of their commitment to helping others achieve success.

This year’s award will be presented to one of these extraordinary women at WIT’s *Accelerate!* Conference & Expo in November. All three finalists will participate on a panel at the event. Read on to learn more about these remarkable women.

★ TRACI CRANE

Traci Crane began her career in the Safety department at Contract Freighters, Inc. (now CFI) 20 years ago, starting as a Log Associate and working her way up to Compliance Manager. Crane maintained a full work schedule at CFI while taking classes toward her Bachelor degree in Business Administration.



Traci Crane

As Compliance Manager, Crane championed education and the implementation of CSA data to ensure a safer fleet. Through root cause analysis and data mining, Crane and her colleagues were able to identify trends that were used to develop safety initiatives, ultimately reducing accidents. In addition, she personally implemented hair follicle testing in the company’s pre-employment process.

Along the way, Crane won CFI’s Quarterly Leadership Award and has been a member of the company’s Voices and Values Team. She is a member of the Joplin Safety Alliance, a group of area business leaders focused on sharing safety knowledge and resources.

Recently, Crane was promoted to the position of Senior Manager over Fleet Services at CFI. She is the first female in the history of the company (which was founded in 1951) to hold a management position within the Maintenance Department.



INFLUENTIAL WOMAN IN TRUCKING

WOMEN IN TRUCKING ASSOCIATION

Crane says her true “aha” moment came when a coworker suggested reading Sheryl Sandberg’s “Lean In,” and she realized she was not alone with her struggles in the workplace.

“When I started with CFI, there were very few women managers available to provide guidance,” Crane explains. “I watched women, just as tenured and qualified, be passed over for promotions. Once I reached a level where I had credibility with other women at CFI, I wanted to enact change.”

Crane helped to found CFI’s Women in Leadership group – an active group of professional women developing leadership skills and building peer relationships. For over a year, the group sacrificed lunch hours to meet until they were officially sponsored by the company.

Crane is passionate about the trucking industry, the safety of everyone on the road and supporting women in the workplace.

Her advice to other women in the industry? “You are setting an example every day – whether to your peers, subordinates, managers or others – in how you conduct yourself and work with others. Don’t give up,” she says. “You don’t have to be in a management position to make a difference in how women are perceived. Even the smallest amount of influence can have a dramatic impact on those around you. Be heavy with your praise, kind with your words and always look for ways to lift everyone, regardless of gender, because YOU matter and YOU are the one making the change.”

★ TANA GREENE

At age 18, Tana Greene decided that she wanted to own her own company... by the time she turned 30. Not one to back down from a challenge, she and her husband Mike opened a clerical staffing company – in time to meet her self-imposed deadline.

With a little trial and error, the pair ultimately got it right. The Greene Group, a national staffing corporation based in North Carolina, now operates in more than twenty states and places more than 10,000 temporary employees in transportation and light industrial. The company is on track to hit \$80 million in revenue in 2017.

Not one to rest on her laurels, Greene recently raised \$10 million in venture funding to launch Blue Bloodhound, an online marketplace that connects qualified truck drivers to motor carriers, posting pay-by-run and long haul jobs throughout the United States.



Tana Greene

She argues that it is not a shortage of qualified drivers that’s causing trouble in the industry today, but rather an inefficient system. “We created Blue Bloodhound to transform how hiring works in the conservative world of trucking by building solutions to fix a broken system,” she explains.

Greene has proven to be an inspirational leader with a remarkable ability to connect with her staff and clients.

“The core of everything I stand for, professionally and personally, is about helping people – creating a world of difference in people’s lives,” Greene says. Blue Bloodhound is a prime example of her benevolent approach. Greene says she founded the company to give professional drivers a better way of life with the ability to make more money.

The Greene Group was recognized as one of the 50 fastest-growing woman-owned companies by American Express in 2016 and 2017 and has been named one of the top 5000 fastest-growing national companies by *Inc. Magazine* for the past six years. In August, Greene was invited to the White House to share her insights as part of a small business listening session (see article on page 9).

Greene has a strong message for women in the transportation industry today. “I would remind women that they are a stable, growing and influential part of this workforce,” she says. “Recognizing women in trucking is not just about celebrating diversity in our industry, it’s about acknowledging that we all have the potential to go as far in this industry as we choose. I am proof of that and will continue to encourage women to explore their full potential.”

continued on page 14

Sponsored by Freightliner Trucks, this year’s award will be presented to one of these extraordinary women at WIT’s Accelerate! Conference & Expo in November.

Continued from page 13

★ **DAPHNE JEFFERSON**

Daphne Jefferson currently serves as the Deputy Administrator of the FMCSA, as the senior career official responsible for truck and bus safety on the nation's roadways. Her passion for transportation safety and helping organizations perform at their best started early in her career at the Federal Aviation Administration and was cemented when she served on an operations team responding to the challenges to aviation safety and national security after 9/11.



Daphne Jefferson

In 2016, Jefferson received the Presidential Rank Award for Meritorious Service, the government's top award for excellence in civil service. (She is quick to share the honor with the many colleagues who have worked with her throughout her career.)

When she was first named Deputy Administrator, Jefferson joined two women drivers for a ride along to learn more about the trucking industry. "I appreciated the opportunity to get a first-hand understanding of the challenges and accomplishments of women drivers," she says. "I continue to learn every day and strive to keep an open mind to the perspectives of our diverse stakeholders."

Jefferson points out that women have long been a part of the trucking profession, albeit frequently in jobs behind the scenes. However, she notes, "Today, women are making profound impacts as owners and drivers, regulators and designers. We are leaders in an industry that is coming of age in this century."

While women have come a long way, Jefferson cites a Pew Research Center study which confirms that barriers still exist for women in

leadership, even though they are as capable as men. "As a public servant on the regulatory side of the trucking industry, I try every day to remove the barriers and dispel any myths about women in this industry and in leadership," she explains. "It is important that women, such as myself and the other nominees for this distinguished award, serve as a pipeline for future female leaders. When one of us succeeds, all of us succeed!"

Jefferson shares sage career advice for women at all levels of the industry. "Remember that the most effective way to position yourself is to make sure that, at each stop in your career, you: 1) learn the right lessons, 2) expand your skill set, 3) raise your hand in times of crisis and 4) produce strong work products. It is our responsibility to build our own portfolios of strong work products and experiences. We should not assume someone is going to watch out for us. We need to build strong mentoring relationships with each other to help identify opportunities and to give sage advice for development and personal improvement." ■

Empowerment

Delivered by J.B. Hunt™

“Trucking empowers me to be financially stable and independent. It’s good pay and allows me to take care of other family members.”

Cynthia M.

Empowered J.B. Hunt Truck Driver

   #truckingempowersme

800.626.9940 | DriveJBHunt.com



Creating a Diverse Leadership



Peterbilt Motors Company invests in being a diverse employer in an industry that has a reputation for being anything but. The results of these investments are the achievements of the people in the organization.

Cindie Melton is one of those people.

Melton has been a Peterbilt employee since 1983. She now holds the title of Human Resource Manager, but she didn't start there. When she started with Peterbilt, she began as

an Office Specialist. Throughout her career, she has blazed the trail for other women to follow in her path by taking advantage of the opportunities that set her on the path that she is on today.

Melton has a degree in Human Resources from Texas Woman's University. When asked what advice she would give other women considering a career in trucking, she says, "Be prepared to work hard and push yourself outside your comfort zone. Be open to trying new things, taking smart risks and focus on constantly improving. It is valuable work that is extremely rewarding. Some people don't understand how integrated transportation is to our daily lives, and this is your opportunity to influence the industry."

Peterbilt is making a conscientious effort to diversify its workforce – an effort reinforced by the company's leader, General Manager Kyle Quinn: "Having a diverse workforce makes all of us at Peterbilt better. That starts with having the best minds in the industry regardless of what makes them individuals. We want people that push us to improve. Cindie is a champion of that and is an active member of the Peterbilt Diversity Council and the Peterbilt Women's Initiative Network (PBWIN)." ■



Cindie Melton is Human Resource Manager at Peterbilt Motors Company

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

LANDSTAR'S LIVE LOAD BOARD DEMONSTRATIONS

recruiter@landstar.com
or 1-877-237-3442



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



Follow us on Twitter @LandstarSystem



www.facebook.com/LandstarOwnerOperators



- More home time.
- 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.

Thinking Outside the Box at CWRV

Eight percent of the drivers at CWRV Transport are women. That's higher than the national average. How does this company attract and retain women? Let's take a deeper dive and see what differentiates them.

"It's a fact. Eight percent of our fleet are women," says Rob Jackson, President of CWRV Transport, the exclusive carrier service for Camping World's 131 stores nationwide.

"Our female drivers have amassed 2.8 million miles, and our #5-ranked driver, Sharyl Snider, has over 250,000 safe driving miles with no incidents," he explains.

Jackson says there are many reasons the company attracts women and other minority groups (i.e., retirees and veterans). One of the

biggest differentiating factors is that drivers aren't required to hold a CDL. "This is an excellent entry-level transportation opportunity and attracts a more casual but professional driver. Drivers are delivering manageable fifth-wheel and travel-trailer RV commodities designed for the average person to own and operate," he says.

Another factor is the relatively low start-up cost. CWRV Transport's fleet of 450 independent contractors utilize their own trucks to deliver trailers around the nation. To become an independent contractor, all that is required is a three-fourth-ton or one-ton pickup.

Drivers like being in charge of their own schedules. "Our drivers are their own boss. They

go where they want and get paid to get there. Once they drop the trailer, they are on vacation. They can drive as many or as few days a month as they desire, with a minimum of one trip per month," Jackson explains.

Camping and RV sales are up, so there is no shortage of work. Jackson says they are trending to ship over 40,000 RVs in the contiguous 48 states this year. According to Recreation Vehicle Industry Association (RVIA) projections through July, total factory production is 289,000 built with an annualized trend of 490,000 total RVs.

"This is a 40-year all-time high, and 2018 looks even brighter," Jackson concludes. ■



With no CDL requirement, their own vehicles and flexible schedules, women find it easy to hit the road at CWRV Transport.

Use Your Own Money, Not Your Good Credit



Imagine: You're on the road, getting your job done. At the end of the month, you see open invoices and several are way past due, but the next day you need to be on the road and your office staff has to manage the schedules, routes, and county or state requirements for your transport. So, the invoices sit.

"The longer you wait to collect on your invoices, you diminish the amount you can collect and their collectability. Time is of the essence," says Terry Taylor, CEO of A Dynamic Legal Recovery (DLR). "Not only are you deprived of your money the longer you hold onto your past-due accounts, but, with the passage of time, the likelihood of collection decreases at a rate of 2.5 percent per week." That's over \$1,000 a month on a \$10,000 account.

With 58 years handling receivables, Taylor and his team teach companies how to collect their own outstanding receivables via their complimentary ebook and webinar. "Inform your customers of your credit policy and/or

terms of payment before they book any transport and reiterate the policy when payment is overdue," Taylor says. "By communicating effectively and working with financially troubled clients, you'll likely build the relationship and have devoted customers for life."

So, what do you do with the delinquent invoices you already have? "If, after all your efforts have been exhausted, there is still money on the table to collect, DLR is here for you," Taylor says. "We are a small but mighty collections boutique which allows us to have a personal relationship with our clients. With DLR, you get the results you want and deserve. You get paid!" See ad on pages 22 – 23. ■



CWRV Transport

is the exclusive RV transporter for Camping World. With a fleet of 450 drivers who all own their own pickup truck and pull RVs across the country to any of Camping World's 131 locations, CWRV boasts an 8% female fleet.



Sharyl Snider
260,000 Claim-Free Miles

Why CWRV?

- Highest pay in the RV industry
- Lower barrier to entry
- Growing RV industry
- Flexible schedule
- Driver Mobile App
- CDL is not required
- No ELD mandate
- Safety focused environment



April Collins
Sr. Traffic Manager



Shelly Seely
Director of Operations



Laurie Ahlbrand
Damage and Claims Manager

CWRVTransport.com

Championing Women Leaders through Professional Development



“The ability to learn is the most important quality a leader can have,” Facebook COO and author Sheryl Sandberg declares in “Lean In: Women, Work, and the Will to Lead.”

The correlation between learning and leadership is top of mind at Rush Enterprises and Peterbilt Motors Company. Professional development programs at each company are helping women to become better leaders.

Hands-on learning

Rush Enterprises established its Leadership Development Program to help new graduates develop into leaders.

The 18-month rotational program enables participants to learn more about each department of a truck dealership – Service, Parts and Sales/Administration. While in the program, participants assume a leadership role within the department, working under the department manager to learn the various roles and responsibilities.

Paige Albritton joined the program in 2015. Now a graduate, she readily recognizes its value.

“We received a lot of exposure to the industry and the business and learned a lot within a short amount of time,” she says. “With more information and experience, I became more confident in suggesting improvements and developing ideas. I now understand more about trucks and the inner workings of a dealership.”

During her rotation through the Service department, Albritton had the opportunity to step in as Acting Service Manager for a few months. This experience led to her recent promotion to District Service Manager. She now oversees five Rush Service departments in South Georgia. Her well-rounded experience in every area of the dealerships gives her many possibilities for career progression.

Through the program, Albritton has become a true asset for Rush Enterprises. “My experience allowed me to understand the ins and outs of each department – road blocks they face, the reasons behind certain processes and procedures, etc.,” she explains. “With enhanced understanding of other departments, we can improve communication and strengthen relationships throughout our organization.”

Learning to succeed as women

Professional development takes a different form at Peterbilt Motors. After being promoted a few years ago, a small group of visionary women started discussing how to give back and how to coach other women to succeed. “We saw a need and opportunity to help others with issues that we had experienced,” explains Erin Luke, Fleet Sales Administration Manager.



Participants learn from a break-out session at a PBWIN Leadership Summit.

"We all need to help others to be more effective in our own leadership roles."

With this vision, the women established a group called PBWIN "to champion the development of women leaders at Peterbilt by providing education, support, networking, and personal growth opportunities."

They formed a steering committee to determine needs, structure and areas of focus. They talked to suppliers and peers who had formed similar groups and got useful pointers, insights and feedback.

In November 2016, PBWIN held its first event, a Leadership Summit which drew 78 attendees. Steering committee members focused on explaining the group's mission and offered testimonials on why it is important to each of them.

Word traveled. The second Leadership Summit, held in September, attracted nearly 100 attendees. Women In Trucking President and CEO Ellen Voie was the keynote. Two internal speakers and two breakout sessions rounded out the event.

PBWIN holds regular meetings and activities throughout the year that are open to everyone. A recent speed mentoring event was "wildly successful," Luke says. "It's like speed dating for mentors!"

Events have included everything from a wine and networking mixer to STEAM events at local schools to an investment workshop. They are a great platform to get to know others in the organization – particularly in areas of the company that are predominantly male like engineering, Luke says.

Luke is quick to point out that PBWIN is not an exclusive women's group. In fact, two of the eight steering committee members and 35 percent of the group's 130 members are men.

Corporate management at Peterbilt has been receptive to PBWIN and its mission and increasingly supportive as they see the benefits of the organization.

"They're recognizing the value of championing women leaders," Luke explains. "When you work in a traditionally male-dominated field, people support you with the traits they know. Sometimes, men suggest what has worked for them, but they may not have the breadth of experience to see other paths to success. Diversity permits more success because it opens the door for new ways to get things done. ■



Yes We Can

Together



Scan to Watch Ellen Voie's Interview from the Expedite Expo 2017
or visit: expediterservices.com/ellen-voie-interview



Providing Opportunity for Women

877-349-9303 • expediterservices.com

Never Stand Alone*



Family Ties: Trucking & Entrepreneurship

“Growing up, drivers were constantly coming in and out of the house. They were part of the family then – and still are.”

**Rebecca Yoder,
Elite Service**



There are thousands of family-owned trucking companies in North America. Some of the most well-known companies started out as family-owned, including J.B. Hunt, Werner Enterprises and Knight Transportation. But what does it take for a family dynasty – large or small – to become successful? Equally important, what can be done to ensure the organization remains on the path to success?

Living the RICH principle at Elite Service

Trucking is truly a family affair for Elite Service, a nationwide flatbed and specialty carrier based in Pennsylvania. Rebecca Yoder serves as President, and her husband Ron is a professional driver. Her sister, Diana Porter, oversees technology systems, personnel issues, marketing and communications, while Porter's husband John is responsible for equipment maintenance.

“We all have our roles,” Rebecca Yoder says. “We try to keep personal life and our work separate – but, when you’re doing something you love, it’s hard not to blur those lines.”

Trucking is all Yoder and her sister knew growing up, as their parents founded the com-

pany in the 1980s with limited finances. “It was a scary time, but we loved the independence,” recalls their mother Lynne Cover, who currently owns the company. Although they started out small, the company flourished and they started to add more drivers – ultimately growing the business.

“Growing up, drivers were constantly coming in and out of the house,” Yoder remembers. “They were part of the family then – and still are.” She emphasizes that employees really do matter to them and that they’ll do anything possible to keep them satisfied. “We’re close with our employees, and, as a result, some have been with us for more than 20 years.”

Both Yoder and her mother emphasize that communication is critical to the success of a family-owned enterprise. “I regularly sit down one-on-one to answer any questions or address any issues our employees might have,” says Cover. She also goes out of her way to treat everyone fairly, making sure her employees are on the same playing field as her family members.

“Our whole crew has to be RICH in principle,” says Yoder, explaining that RICH stands for Responsibility, Integrity, Commitment and Honesty. “This is at the heart of our culture.”



Lynne Cover, owner of Elite Service, and her daughter, Rebecca Yoder, President. Upon completion of Cover's breast cancer treatments in 2011, Yoder and her husband, Ron, had a truck painted and decaled to honor the perseverance of her mother.

Laurie Zalac co-owns Double Z Transport with her husband and currently is Director of National Accounts for MacroPoint.

Reflecting over the years, Cover is amazed to see how the industry has progressed in terms of gender bias. "When we first began our company, drivers would think that, since I was a woman, I didn't know anything and would talk down to me," she says. "But I proved them wrong. You just have to keep a level head and be confident."

Being independent and learning the ropes at Double Z Transport

In 1989, Zdenko Zalac left Croatia to come to the United States in search of a better life and achieve the American dream. Knowing no English, he worked hard, took classes and found himself in the transportation industry as a driver. However, as time went on, he became frustrated with his company environment and longed for more control and time with family.

Knowing he couldn't take on a new trucking company by himself, he recruited his wife, Laurie Zalac, to manage the administration and operations of the business. "I knew nothing about trucking when we started the business," Laurie Zalac says. "We didn't always make the best choices at first, but we learned from our mistakes. Initially, cash flow was our biggest challenge – and enlisting the services of a factoring company has helped us to verify credit and collect money to bridge the gap of cash flow." In addition, they've enlisted support from family members, such as having her daughter answer driver calls.

Zalac encourages riding along with a spouse or family member to better understand their life on the road. "It's a powerful experience, and some of the best memories we've had are traveling on the road together as a family," she says. She also recommends making sure to find a healthy work-life balance and knowing when to shut off work when it's family time. Lastly, Zalac encourages women to continue their education: "Join associations with a variety of educational resources. Consider looking for a mentor or choose to be a mentor – just keep learning." ■



An advertisement for Howes Lubricator. It features two large plastic jugs of product against a background of a sunset over a road. The jug on the left is yellow and labeled "DIESEL TREAT", with a red callout box stating "The Nation's #1 Selling Anti-Gel". The jug on the right is dark red and labeled "MEANER POWER KLEENER", with a red callout box stating "3X The Cleaning POWER of Competing Products!". At the bottom, the "Howes Lubricator" logo is displayed in large, bold, yellow and black letters, with the tagline "Professional Grade Performance Since 1920" underneath. Below the logo is the contact information "1-800 GET HOWES (438-4693) - www.howeslube.com" and social media icons for Facebook, Twitter, and Instagram.

It's Your Money, Let Us Get It For You!



You Need to Move this...



REDUCE YOUR (DSO)

FASTER CASH FLOW



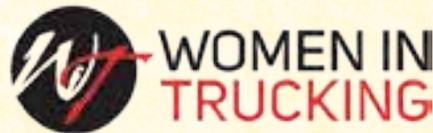
You need this to do it!



But, Your Receivables are like this.

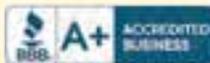
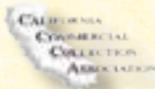


Dynamic Legal Recovery can turn your receivables into this!



Help Us Celebrate our new Membership!

When you book accounts with us before Thanksgiving 2017, You get to celebrate a locked in 20% discount until December 2018!



100% Guarantee



**KEEP
YOUR
CUSTOMERS**

**INCREASE
PROFITS**

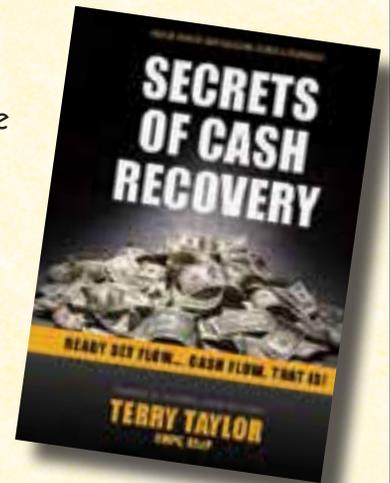


Register for our
webinar and we'll
treat you to lunch!

What if you had your own personal cash flow training program?

Women in Trucking members receive the following complimentary training tools:

- Goals of Communication
- Learn to Negotiate
- Getting Paid
- Copy of the e-book "Secrets of Cash Recovery"
- Our Webinar to walk you through it all.



Learn to establish a credit and pre-legal departments to ensure you get paid before it's too late.

Ask us about our Free Attorney Demand Letter!

PAID

**Dynamic Legal
Recovery**

ATTORNEYS - COLLECTORS
INVESTIGATORS



844.565.8565 • www.dlrfirm.com

Certified. Licensed. Bonded. Insured. For Your Protection.

Drivers are Trained to be the “Eyes and Ears” of the Highway

Gordon Food Service (GFS) has joined the fight against human trafficking and has created a training program, so its 3,800 professional drivers can be “the eyes and ears on the nation’s highways,” says Lynn Pomeroy, Director of Human Resources for GFS.

Human trafficking happens anywhere there are buyers: sporting events, conventions, hotels and rest stops. Truckers Against Trafficking estimates that the number of victims in GFS’s market area, throughout the United States and Canada, is in the hundreds of thousands.

GFS heard that message loud and clear. Last year, all of their transportation managers were tasked to teach drivers about human trafficking and the role they can play in stopping it. Each

driver was armed with the Truckers Against Trafficking hotline decal for their tractors, wallet cards with the hotline number and the following tips:

- Be aware of your surroundings. Victims can be men, women, girls or boys. The average age is 13-14.
- Watch for unusual activity – i.e., a male driving along with several young, scantily dressed women.
- Look for branding tattoos that claim ownership.
- Be aware of minors traveling alone. If they look frightened, you can ask, “Do you need help?” or “When was the last time you saw your family?”

• Understand that flashing lights in a truck stop could mean someone is interested in “buying.”

• Don’t try to rescue someone. Involve law enforcement, and it’s okay if you’re wrong.

“We don’t yet know the impact of our efforts, but we’re committed to educating our drivers,” Pomeroy says. “If a driver suspects trafficking, we’ve trained them to call 1-888-3737-888 with a vehicle description to include make, model, color and license plate number, as well as a description of the vehicle’s occupants.” ■

TAKE A LOAD OFF WITH OUR 10-YEAR WARRANTY

With an all-aluminum design backed by the industry’s only 10-year warranty, Great Dane’s Freedom XP flatbed combines powerful lightweight performance with unprecedented peace of mind. See how our advanced engineering, competitive pricing and 10-year protection can keep your business running strong. **Let’s go.**

Learn more at GreatDaneTrailers.com/FXP

BACKED BY THE INDUSTRY’S ONLY 10 YR. WARRANTY

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

 **Great Dane**

GREAT DANE AND THE OVAL ARE REGISTERED TRADEMARKS OF GREAT DANE LLC ©2016-2017



Here, I'm not a number,
I'm part of the family

Come experience a company that values and respects you.

What Do We Offer Drivers?

- Safety, training and support
- Competitive pay
- Benefits (after 30 days)
- 401(k) matching
- Vacation, flex time
- Well-maintained, clean trucks

Alisha,
Oklahoma Transit Driver

To learn more visit
www.gfs.com/drivingcareers
or call 616-717-6070

EOE

Gordon[®]
FOOD SERVICE



Walmart drivers gather in Bentonville, Ark.

Walmart drivers gather to celebrate Women In Trucking

In June, Ellen Voie, President and CEO of Women In Trucking (WIT), was invited to Bentonville, Ark. – home of the world’s largest retailer – to take part in a special event.

Voie spoke at the first-ever WIT Conference hosted by Walmart. Attendees also heard from Walmart leaders, trucking manufacturers and a self-defense expert. The goal of the event was to inspire, motivate and celebrate Walmart as-

sociates from across the country who attended, many of whom were professional truck drivers.

The conference was recognition of the enormous interest in topics and themes common to the ever-increasing number of female drivers. Walmart’s work with WIT is one of many ways the company reaches women to let them know about career opportunities. The retailer supports women drivers in the trucking industry by encouraging their participation in industry focus groups and attending – and now hosting – events like the conference.

At the event, Walmart Transportation executives Jeff Hammonds and Bryan Most participated in a feedback session with drivers to discuss the issues on the minds of women on the road. Equipment, policies and safety were at the forefront of the conversation.

Truck industry suppliers were brought in to discuss what a female-friendly tractor should include while drivers discussed company policies that have been on their minds. Debbie Gardner of the Survive Institute shared her tips for “transforming worriers into warriors.”

Bryan Most, Vice President of Walmart’s fleet and WIT board member, said the event was a good example of why Walmart supports WIT. “A diverse and inclusive environment is good for associate engagement,” Most explains. “And celebrating the accomplishments of women in our industry is good for our company and our people.”

Walmart has been a WIT supporter for more than eight years. Each year, Most says, more and more Walmart drivers are taking interest in its transportation division. ■

MOTHER
TEACHER
ADVOCATE
DRIVER
i AM MORE

PRIDE TRANSPORT
BEING A TRUCK DRIVER
DOES NOT DEFINE WHO I AM
ITS PART OF WHAT MAKES ME MORE

JOIN OUR TEAM
DRIVE FOR THE BEST
800-931-3806

VISIT US AT
PRIDETRANSPORT.COM

f t p i y

FAMILY OWNED & OPERATED SINCE 1979

Autobon AI Creates Link Between Training and Safety with “Co-Pilot”

For three decades, the Federal Motor Carrier Safety Administration (FMCSA) has set out to develop standards for entry-level commercial driver training in an effort to make the nation’s highways safer. On June 5th of this year, a rule was authorized by Congress under the MAP-21 highway bill which calls for the implementation of minimum CDL training requirements by February 7, 2020.

The compliance law targets an area which has been in limbo for some time. In other words, prior to the rule being introduced, there were no established regulations dictating whether or not a prospective driver was eligible to take a CDL test. With the new regulations, drivers will be required to combine behind-the-wheel training with a classroom curriculum, which will, in turn, lead to safety and efficiency improvements such as reduced crash frequency.

The FMCSA’s rule, as it existed in December 2016, included a stipulation that would require new drivers to spend at least 30 hours behind the wheel to be eligible for a CDL. However, in its final decree, the FMCSA states, “The lack of data directly linking training to improvements in safety outcomes, such as reduced crash frequency or severity, posed a challenge to the Agency.” For this reason, the proposal was removed from the final rule, clearly indicating that a direct quantitative link between new driver training and roadway safety is absent.

Autobon AI believes in creating this direct link between training and safety by employing real-time driver training within the vehicle through an aftermarket attachment it calls “Co-Pilot.” Powered by state-of-the-art artificial intelligence technology, the Autobon Co-Pilot provides drivers of all levels of experience with various types of driving assistance and training,

only when necessary. This is just one part of Autobon’s mission to ultimately create safer and more efficient roadways by reinventing the wheel, 18 wheels at a time. ■



“I love being over the road.”

Colleen, Schneider driver

Let’s keep the momentum going!

Women In Trucking is celebrating its 10-year anniversary this year, and Schneider is proud to be one of WIT’s first corporate members. Every year, more and more women are choosing to drive with Schneider, and with good reason:

- Hundreds of women already in Schneider’s fleet*
- Solo and team options – rule the road however you like*
- Safe nationwide facility network – 24/7 amenities*
- Automated transmissions in new trucks – safer, easier to operate*
- Superior home time – 75% get home weekly or more*

SCHNEIDER

schneiderjobs.com 800-44-PRIDE



Krystian Gebis,
Co-Founder, Autobon AI

“I ♥ Trucking” Photo Contest Winners



Women In Trucking (WIT) members busted out their birthday supplies in June to wish WIT a happy 10th birthday for the third annual “I ♥ Trucking” photo contest. The contest offers drivers and transportation professionals a way to share their view of trucking with others in a positive way.

Participants got creative with this year’s theme, “WIT’s 10th Birthday.” “We were absolutely thrilled with the photo contest submissions,” says Ellen Voie, WIT President and CEO. “So many carriers participated by posing in front of trucks with ‘happy birthday’ signs, cakes and packages. We love the engagement of our members.”

The winners were announced at the WIT reception at the Great American Trucking

Show (GATS) and received a plaque for their creative achievement.

“It was important to us to participate in the ♥ Trucking’ photo contest to show our support and to celebrate the success of women in the transportation industry,” says Melanie Fealkovich of Transport Services. “At Transport Services, we are passionate about our careers, and we are honored that WIT appreciated our vision and named us the Judges’ Choice Award Winners.”

Sponsors of the 2017 photo contest and reception were Ryder System, Averitt Express, Rand McNally, TravelCenters of America/Petro Stopping Centers, and Tri-National Inc. ■

PEOPLE’S CHOICE

Winner:

“Happy 10th Birthday Women in Trucking”
submitted by Melissa Grilliot, U.S. Xpress

1st Runner Up:

“Happy Birthday to WIT”
submitted by Kate Patterson,
Special Delivery Xpress Inc.

2nd Runner Up:

“There’s a Candle Every Mile
Happy 10th Birthday WIT”
submitted by Susie De Ridder,
Armour Transportation Systems

JUDGES’ CHOICE

Winner:

“Urgent Birthday Delivery”
submitted by Josie Vonderau,
Transport Services, Inc.

1st Runner Up:

“Happy Birthday WIT from Keller Trucking”
submitted by Lauren Pohlmann,
Keller Trucking

2nd Runner Up :

“Happy 10th Birthday Women in Trucking”
submitted by Melissa Grilliot, U.S. Xpress

Visit past and present winners
at WomenInTrucking.org



PEOPLE'S CHOICE WINNER & JUDGES' CHOICE - 2ND RUNNER UP
"Happy 10th Birthday Women In Trucking"
 by Melissa Grilliot

PEOPLE'S CHOICE - 1ST RUNNER UP
"Happy Birthday to WIT"
 by Kate Patterson



PEOPLE'S CHOICE - 2ND RUNNER UP
"There's a Candle Every Mile - Happy 10th Birthday WIT"
 by Susie De Ridder

JUDGES' CHOICE WINNER
"Urgent Birthday Delivery"
 by Josie Vonderau



JUDGES' CHOICE - 1ST RUNNER UP
"Happy Birthday WIT from Keller Trucking"
 by Lauren Pohlmann



Meet Rachel Christensen: WIT's Newest Board Member

Rachel Christensen, Vice President of Intermodal Operations at J.B. Hunt Transport, Inc., is the newest member of the Women In Trucking (WIT) Board of Directors. She replaces longtime board member Stan Hampton who left J.B. Hunt to pursue a humanitarian career.

Christensen is honored to have been selected and excited for her new role on the board. "I have some pretty big shoes to fill," she says. "I hope I can bring the same sense of humor and positive energy as Stan," she adds.

She says she has been in male-dominated positions throughout her career and sees the gaps in diversity, which is why WIT's mission speaks to her.

Having recently accepted the position of Vice President of Intermodal Operations at J.B. Hunt, Christensen is in the process of

relocating to the Los Angeles area. Her responsibilities will include all West Coast intermodal operations, consisting of 1,300 drivers and 120 managers.

Christensen began her career with J.B. Hunt in 2008 and has held various positions in the intermodal division, managing a variety of local and regional fleets. As Director of Intermodal Operations in Chicago, she oversaw the day-to-day operations of the largest local fleet in J.B. Hunt's intermodal segment with more than 700 drivers. She was a key player in growing J.B. Hunt's local owner-operator program in Chicago. Established in 2011 with only a few drivers, the program exceeds 300 drivers today.

Most recently, as Director of Intermodal Service Execution, Christensen was responsible for managing intermodal capacity needs and



Rachel Christensen

service performance throughout J.B. Hunt's entire intermodal network, consisting of 5,500 trucks and 85,000 company-owned containers.

Christensen also serves as an advisor to J.B. Hunt's Women Employee Resource Group, GROW. In her free time, she enjoys staying active, traveling and, as a Chicago native, rooting for her home teams from afar. ■

EXPERIENCED SINGLE AND TEAM OWNER-OPERATORS

Clark Transfer

Let's Get the Show On The Road™

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 Toll
- Paid Fuel Surcharge on ALL dispatched miles
- Cash Safety Bonus
- Base plate program
- Referral Bonus Program

Must be 21 years old with 3.0 years verifiable OTR OOT experience and clean MVR with no more than 3 violations in the past 3 years.

800-440-6361
www.clarktransfer.com

Get a Grip on Snow and Ice

...AT THE FLIP OF A SWITCH!

TRACTION IN FORWARD AND REVERSE FOR 1/2 TON TO CLASS 8 VEHICLES

- UTILITY TRUCKS
- FIRE TRUCKS
- AMBULANCES
- SCHOOL BUSES
- PLOW TRUCKS
- TRACTOR TRAILERS

ONSPOT
AUTOMATIC TIRE CHAINS

800-766-7768
www.onspot.com

*Approved for use in states with chain control areas

WIT Partners with TCS to Offer Discounted Diesel Fuel Card

Women In Trucking (WIT) is proud to announce its new partnership with TransConnect Services (TCS).

"Partnering with TransConnect Services supports our mission to address obstacles for women employed in the trucking industry," says WIT President and CEO Ellen Voie. "By offering a fuel card that provides discounts on fuel for owner-operators and small carriers, we can help our members save money and increase their profits."

TCS, a wholly owned subsidiary of Apex Capital Corp, is a value-added discount fuel card company, serving the North American over-the-road trucking industry. The company's mission is to offer small- to mid-sized trucking companies a fuel card with competitive fees and substantial discounts on diesel fuel

that are typically only available to large fleets. Carriers and owner-operators can receive discounts on diesel fuel at more than 1,800 participating TCS discount locations, including Pilot Flying J, AMBEST, Speedway, TA/Petro, Sapp Bros, Roady's, Petroleum Wholesale and many other truck stop locations nationwide.

"We are excited about our partnership with Women In Trucking and fully support their mission. We believe that each client – no matter their gender or the size of their fleet – should expect exceptional customer service and get the best savings possible on fuel," says Chris Courts, President and Managing Director at TCS. "We are 100 percent committed to our clients. We don't just offer discounts on



diesel fuel. We are responsive and give them the personal service that they deserve."

TCS offers competitive transaction fee structures with no hidden or monthly fees, a free website and mobile app tools designed to help clients manage their day-to-day needs and provide discounted fuel price information along any route. For more information or to get the TCS fuel card, visit tcsfuel.com. ■

Out With the Dated... Trucker Stereotypes! In with the bold, strong and independent drivers.

Sound like you? Then join Holland and help make the transportation industry even stronger. Our diverse professional team helps keep the country moving. Holland drivers also enjoy:

- **Deductible-free, 100% company-paid premium health, dental and vision insurance for you and your family.**
- **Consistent home time**
- **Competitive salaries and a 401(k)**

Visit hollandregional.com/careers to Discover Your Direction at Holland.



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



hollandregional.com
844.201.7795

©2017 YRC Worldwide Inc.

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



Women In Trucking is a Hit at GATS

The Women In Trucking (WIT) booth at the Great American Trucking Show (GATS) is always a place for lots of action and excitement. This year was no different.

Scores of drivers and other transportation professionals stopped by to visit members of WIT's Image Team and learn about the organization, join or renew memberships, get their pictures taken in the photo booth and make donations to the WIT Foundation for scholarships.

Another highlight at GATS was the WIT Reception, celebrating the organization's 10th anniversary. President and CEO Ellen Voie wel-

comed more than 100 guests and shared the exciting accomplishments of WIT's first decade. She discussed initiatives that the organization is passionate about and continues to work on. Voie also told the enthusiastic crowd about the Volvo truck giveaway, sponsored by Arrow Truck Sales and slated for March 2018 at the Mid-America Trucking Show (MATS) in Louisville. Winners of the photo contest also were announced (See story on page 28).

WIT gives a big shout-out to the sponsors of the events: Ryder System, Averitt Express, Rand McNally, TravelCenters of America/Petro Stopping Centers, and Tri-National Inc. ■



Australian Artist Jayne Denham performed several original songs and wished WIT a happy anniversary.



Image Team members Carol Nixon and Stephanie Klang accept donations for the WIT Foundation



The National Association
Of Small Trucking Companies

800.264.8580
www.nastc.com



NASTC
Insurance Services, LLC

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.

844.264.8500
www.nastcinsurance.com



NASTek
MYSTC
software

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.

800.331.2802
www.nastek.com

Deadline Approaching for TRUCK GIVE-AWAY

The clock is ticking! Nov. 15, 2017 is the last day for Women In Trucking (WIT) members to enter to win a Volvo VNL670 Truck in our truck giveaway sponsored by Arrow Truck Sales.

One deserving CDL holder will be handed the keys to the semi in March 2018 at the Mid-America Trucking Show (MATS).

In addition to the Volvo truck, the winner will receive products and services from the following WIT members:

- Michelin: 10 BF Goodrich tires (\$4,500)
- National Truck Protection: One year/120K mile engine warranty (\$2,950), one year after treatment system warranty (\$995)
- FlowBelow: Tractor AeroKit™ wheel fairings and wheel covers (\$2,135)
- Wired Truck: Omnitracs IVG Unit with account set-up, implementation and hardware (\$1,850)
- Travel Centers of America/Petro Stopping Centers: First fuel tank fill and Platinum loyalty status for one year (\$1,000)
- ATBS: One year "RumbleStrip Essentials" financial services (\$700)
- Rand McNally: OverDryve 8 Pro (\$600) and one year Sirius/XM subscription (\$260)
- Sunrise Bedding/The Pillow Topper: mattress topper (\$125)



To enter, you must be a Class A CDL holder and a WIT member in good standing as of Sept. 30, 2017. In addition, you must write a 200-300 word essay addressing this question: "Why is it important to increase the percentage of women employed as professional drivers?" Then, give examples of what you have done to promote the industry to women.

The winner must be present at the 2018 "Salute to Women Behind the Wheel" event at MATS in Louisville on March 24, 2018 (or appoint a representative if unable to attend).

Enter today! For more information, visit WomenInTrucking.org. ■

Home, where you are treated like family.

NEW PAY INCREASE!
\$0.02 SOLOS
\$0.05 TEAMS

CFI the most respected name in trucking.

CFI is the highest rated in the most shipments picked up and delivered as promised. Has the most courteous and professional drivers as well as positive corporate image and reputation. Come drive for the most respected name in trucking. Others can make claims, but we can back it up. Why wouldn't you drive for #1? Drive for CFI and be a part of the next generation.

To learn about our over-the-road opportunities with CFI, call a recruiter at 1-800-CFI-DRIVE (1-800-234-3748) or visit CFIdrive.com.

“Women In Transportation Day” a Home Run at Cleveland Indians Game

The fifth annual “Women in Transportation Day,” hosted by the Women In Trucking Association (WIT), took place Aug. 7, 2017 at the Cleveland Indians’ Progressive Field.

“The day is intended to bring attention to the many women who enjoy great careers in a male-dominated environment,” says WIT President and CEO Ellen Voie.

In conjunction with the event, the Women In Trucking Foundation hosted an online auction for the ceremonial first pitch. Omega Laboratories was the top bidder, and Laboratory and Quality Manager Lauren Vinsick threw the first pitch.

“The first pitch fundraiser gives individuals a once-in-a-lifetime opportunity while supporting the trucking industry. Often, industry-related companies bid on the first pitch and offer it to a deserving employee,” says Debora Babin Katz, Vice President of TrucBrush Corporation and Chair of the Foundation. “Proceeds from the auction go toward funding scholarships for students entering or advancing their careers in the transportation industry.”



Omega Laboratories’ Lauren Vinsick threw the ceremonial first pitch.

Event sponsors were T & K Logistics, Bendix Commercial Vehicle Systems, and TA/Petro Stopping Centers. Sponsors honored women in transportation by inviting both staff members and affiliates to the game.

The Women In Trucking Foundation, a 501(c)3 charity, exists to provide scholarships for

and to encourage the employment of women in the transportation industry. Donations are tax deductible. For more information, go to: WomenInTruckingFoundation.org. ■

WIT Recognizes Driver at Richard Crane Memorial Truck Show

Congratulations to veteran driver Cindy Williams! A driver for MC Van Kampen Trucking, Williams was recognized with the “Women In Trucking Award” at the Richard Crane Memorial Truck Show in September.

The event was established in 1996 to honor Richard “Dick” Crane, a former driver, truck owner and founder of the American Truck Driving Schools. The award was established by Crane’s family specifically to honor a woman employed in the industry and recognize her at the annual event which is held in St. Ignace, Mich.

Women In Trucking (WIT) President and CEO Ellen Voie presented Williams with the plaque during the awards event. “With her extensive experience and positive attitude, Cindy is a

great representative for women in our industry,” Voie says.

Williams was surprised and honored to receive the recognition. “It really validates everything I’ve done all these years,” she says.

Williams has been a driver for MC Van Kampen for more than 23 years and has been a professional driver for 38 years. She and her partner of 12 years currently drive a limited edition Kenworth Icon W900.

What has kept her behind the wheel all these years? “I like having the freedom to make my own choices,” she explains. Here’s hoping that Williams has a long road ahead of her. ■



Award-winning Driver Cindy Williams (center) with Fran Bernard, Richard Crane’s daughter and President of the International Trucking School (left), and WIT’s Ellen Voie (right).

Training the Talent in Transportation

Interest in transportation careers is growing! The Women In Trucking Association (WIT) Foundation reports an increase in the number of scholarship applications it has received this year.

The Foundation provides professional development scholarships in support of WIT's mission to encourage women to consider careers in the transportation industry, address potential obstacles and celebrate successes.

The scholarship program is open to qualified individuals currently working in, or interested in entering, the transportation industry. With this financial support, women can gain practical knowledge, skills and work experience.

"Transportation is ever changing and continues to develop many layers, from distribution, supply chain, logistics and driving to scheduling,

IT, mechanics and inventory management," says Sue Fern, Executive Director of the WIT Foundation. "Our scholarships help members of all ages to move into new areas of the profession or enter for the first time."

Each year, the WIT Foundation provides 28 scholarships. In 2017, the non-profit has already awarded seven \$1,000 scholarships for educational training.

"Knowledge is imperative for the future of the industry. With the help of our generous donors, we can make a difference," says Fern. "We encourage everyone to make a donation, however small. Individual and corporate support will enable us to continue to raise the bar for everyone in our community." ■



For more information, visit WomenInTruckingFoundation.org

AMERICA'S PROFESSIONAL
WOMEN DRIVERS
CHOOSE ESTES!

© 2017 Estes Express Lines 02/16-0320

- GREAT SCHEDULES
- Company stability
- Growth opportunities
- Terrific work environment
- Comprehensive benefits
- Competitive wages

Positions now open:
Drivers Mechanics Dock
Clerical Supervisors Sales

ESTES work4estes.com
1-877-WRK4ESTES

EOE/Vets/Disabled

At Davis
Being a Step Ahead
PAYS!

Step UP to DAVIS
and great PAY!

START PAY	EXPERIENCE WITH DAVIS					
	1YR.	2YRS.	3YRS.	4YRS.	5YRS.	
1YR.	.41¢	.43¢	.45¢	.47¢	.49¢	.50¢
2YRS.	.42¢	.44¢	.46¢	.48¢	.49¢	.50¢
3YRS.	.43¢	.45¢	.47¢	.48¢	.49¢	.50¢
4YRS.	.44¢	.46¢	.47¢	.48¢	.49¢	.50¢
5YRS.	.45¢	.46¢	.47¢	.48¢	.49¢	.50¢

OTR EXPERIENCE

Davis Express, Inc.
Starke, FL

YOU CHOOSE YOUR HOME TIME!
7 days out / 2 days off or
12 days out / 2 days home

Our pay scale extends out to .55 cent per mile

844-828-5079 drivedavisexpress.com

WBE LEADERSHIP & LEGAL RESOURCE GUIDE

Women In Trucking brings you this Resource Guide of organizations to support women-owned enterprises (WBEs) and legal firms, all of whom are WIT corporate members.



NATIONAL WOMEN BUSINESS OWNERS CORP.

The first organization to create a national certification program for women-owned businesses, NWBOC is a powerful network of resources for business development and access to new opportunities.

800-794-6140
www.nwboc.org

STATE OF ILLINOIS' BUSINESS ENTERPRISE PROGRAM

BEP for businesses owned by women fosters an inclusive and competitive business environment that helps business enterprises increase their capacity, grow revenue and enhance credentials.

312-814-7012
www.illinois.gov/cms/business/sell2/bep

WOMEN'S BUSINESS DEVELOPMENT CENTER

WBDC is a 501 (c)(3) and a nationally recognized leader in the field of women's economic development.

312-853-3477 x210
www.wbdc.org

BELT & BRUNER, P.C.

Committed to helping injured Alabamians by offering superior legal skills, attention to detail and knowledge of local court systems. We handle a wide variety of personal injury and business law matters.

205-933-1500
www.alabamainjurylawyer.com

BENESCH, FRIEDLANDER, COPLAN, & ARONOFF

This multidisciplinary group of transactional, regulatory and litigation attorneys services users and providers of transportation and logistics services nationally and internationally.

541-764-2859
www.beneschlaw.com

RUMBERGER, KIRTK & CALDWELL

A firm of 85 trial attorneys that represents both small and large U.S. companies from offices in Orlando, Miami, Tampa, Tallahassee and Birmingham.

407-839-2127
www.rumberger.com

NO PAY CAP!

AT TOTAL, THE SKY'S THE LIMIT ON WHAT YOU CAN EARN!

Earn a guaranteed 1¢ per mile increase every year! Plus another 1¢ per mile for safe driving!

Solos Drivers Start at 36¢ to 45¢ Per Mile
Based on Experience (3 Years with No Accidents, Start at 45¢ Per Mile)
Average 2500-3200 Miles Per Week • Extra Pay for Hazmat

Teams Earn 46¢ to 51¢ Per Mile (Top Pay for Hazmat & Doubles) Realistically Average 5200-5500 Miles Per Week

ASK ABOUT OUR 10¢ MILEAGE BONUS FOR TEAMS THAT RUN OVER 19K MILES PER MONTH!

NEW! \$7,500 SIGN ON BONUS FOR TEAM DRIVERS!

TOTAL TRANSPORTATION of MISSISSIPPI 888-700-1461
DRIVE4TOTAL.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

SCOPELITIS, GARVIN, LIGHT, HANSON & FEARY, P.C.

Serves the legal and business needs of the transportation industry on a full-service basis, with offices strategically located in major cities throughout the United States.

317-637-1777

www.scopelitis.com

STAVER LAW GROUP, PC

When you work with us to represent you for your auto accident, premises liability or wrongful death case, you can rely on us to handle the paperwork and guide you through the process.

312-637-6055

www.chicagolawyer.com

TAYLOR & ASSOCIATES, ATTORNEYS AT LAW

Whether it's a cargo claim, business acquisition, employment issue or contract dispute, we're ready to help.

Clients include motor carriers, owner-operators, brokers, warehouses and shippers.

863-875-6950

www.taylorattorneys.net

TVC PRO-DRIVER

The "Trucker's Voice in Court," offering professional commercial driver's legal representation to protect their licenses and valuable benefits to support their livelihood since 1988.

405-843-2722

www.tvcgroupbenefits.com



Gulick Trucking, Inc.

LEASE/OWNER OPERATORS WANTED

Gulick Trucking, Inc. is looking to partner with successful lease/owner operators. We have Equipment available. Gulick Trucking, Inc. is a 48-state carrier based in Vancouver, WA and we have been doing business since 1973. Come join our family.

Judy Maddox 360.836.3724
Brian Patrick 360.836.3709





Freight Service Logistics, Inc.

NEW OPPORTUNITIES

- Experienced Transportation Brokers
- Seasoned Outside Agents
- Qualified Potential Team Members

Rhonda Boni-Burden
877.470.0971



Leading the way



It's not enough to just keep up. You want to be ahead of the curve, ahead of the competition. With practical and reliable Canadian legal solutions, we give your transport business the strategic advantage you need to lead the way.

AIRD BERLIS

Joanne C. Coldwell | jcoldwell@airdberlis.com | 416.865.4642

airdberlis.com

GOLD PARTNERS



Great Dane



SILVER PARTNERS



BRONZE PARTNERS

FedEx Freight

Frito-Lay

TVC Pro-Driver

Support WIT'S Partners & Corporate Members

- ABF Freight
- ACUITY
- Ag Trucking Inc
- Air Products
- Airodyne
- Airtab, LLC
- Alexandria Technical and Community College
- Aljex Software, Inc
- ALK Technologies, Inc.
- All State Express, Inc.
- AM Fleet Chemicals
- American Logistics Aid Network (ALAN)
- American Petroleum Institute
- American Transportation Research Institute
- American Truck Historical Society
- Andy Transport Inc.
- Aon Risk Solutions
- Apex Capital Corporation
- Aria Logistics LLC
- Armour Transportation Systems
- Artur Express, Inc
- ASR Solutions LLC
- ATA's Technology & Maintenance Council
- Autobon AI
- Averitt Express
- Balch Logistics, LLC
- Bartens Media
- Barton Endeavors LLC
- Belt & Bruner, P.C.
- Benesch, Friedlander, Coplan, & Aronoff
- Bennett International Group
- Bibby Transportation Finance
- Blue Beacon Truck Washes
- Blue Edge Marketing Ltd.
- Bobit Business Media
- Bolt Custom Trucks
- Bolt Express
- Bose Ride
- Brenny Transportation, Inc./Brenny Specialized, Inc.
- Bulk or Liquid Transport, LLC (BOLT) C.A.T.
- C.L. Services, Inc.
- CalArk Trucking Company
- Calhoun Truck Lines
- California Trucking Association
- Cargo Transporters, Inc.
- CarriersEdge
- Centerline
- Central Tech Transportation & Safety Education
- CFI
- Chase DOT Compliance Services, LLC
- Citadel Fleet Safety
- Clark Transfer
- CM Air Brake and Electrical Training Services, LLC
- Cobalt Transport Service, Inc.
- College of DuPage
- College of Southern Maryland
- Commercial Vehicle Safety Alliance (CVSA)
- ContainerPort Group
- Conversion Interactive Agency, LLC
- Covenant Transport
- Craftsmen Utility Trailer
- Craig Safety Technologies, Inc.
- Crete Carrier Corporation
- Crop Production Services, Inc.
- CRST International, Inc.
- Cummins Inc.
- CWRV Transport
- D.W. Story & Associates, Inc.
- D&D Transportation Services Inc
- Daimler Truck Financial
- Dart Transit Company
- Daseke Inc.
- DAT Solutions
- Data Dash, Incorporated
- Dave Nemo Entertainment
- Davis Express, Inc.
- DC Velocity
- Dependable Source Corp. of MS
- Design Transportation
- Dixon Insurance Inc
- Dock411
- Dot Transportation, Inc.
- DPF Cleaning Specialists Ltd.
- Dr. John's Medical Solutions
- Drive My Way
- DriverSource, Inc.
- Driveteks
- Drivewyze
- Driving Ambition, Inc.
- DTX
- Dupre Logistics
- A Dynamic Legal Recovery
- E.A. Dion, Inc.
- Eaton
- EPES Transport System, Inc.
- EROAD
- Estes Express Lines
- Fairway Transit, Inc.
- FirstFleet, Inc.
- FirstLine Funding Group
- FleetSeek
- FlowBelow Aero, Inc.
- Fontaine Fifth Wheel Company
- Food Services of America
- Fox Valley Technical College
- Freight Broker Agent School
- Garner Trucking Inc
- Georgia Tank Lines, LLC
- GHC Services, Inc.
- Giltner Logistic Services, Inc.
- GNR Enterprises
- Gordon Food Service
- Great West Casualty Company Group1201
- Gulick Logistics
- Gully Transportation
- H.O. Wolding, Inc.
- Hadley
- Hamrick School
- Healthy Trucking Association of America
- HELP Inc. - Provider of PrePass
- Heniff Transportation Systems, LLC
- HNI Risk Services, Inc.
- Holland, Inc.
- Howes Lubricator
- Hub Group
- HUB International Transportation Insurance Services, Inc.
- Humber Institute of Technology & Advanced Learning
- IM-SAFE
- IMMI
- Indiana Motor Truck Association
- Industrial Transport Services, LLC
- InterAtlas Logistics
- International Express Trucking, Inc.
- International Society of Recruiting and Retention Professionals
- International Trucking School of Michigan
- Interstate Carrier Xpress, Inc.
- Interstate Truck Driving School
- ITS Compliance, Inc.
- J. J. Keller & Associates, Inc.
- J.S. Helwig & Son, LLC
- Jack Gray Transport, Inc
- Jeff Foster Trucking
- Jenny Tipping-CPC Trainer
- JobsInLogistics.com
- JOC Group Inc.
- Kansas Motor Carriers Association
- Kenco
- Kenworth Sales Company
- Kenworth Truck Company
- Kirkwood Community College
- Klamath Community College
- Knichel Logistics
- KRTS Transportation Specialists, Inc.
- Lake Cumberland CDL Training School, Inc.
- Landstar Transportation Logistics, Inc.
- LaunchIt Public Relations
- Liberty Career Finance, LLC
- Linamar Transportation Inc.
- Load To Ride Transportation
- LoadDocs
- LoadTrek
- Logiflex Inc
- Logistics Quarterly
- Lone Star Milk Transport

Support WIT'S Partners & Corporate Members

M&M Cartage	Association of Canada (OBAC)	Sharp Transport, Inc.	Transport Topics
MacKay & Company	P&B Trucking Inc.	Shasta Siskiyou Transport dba SST Oil	Transport Women Australia Ltd
MacKinnon Transport Inc	Paschall Truck Lines, Inc.	Sheehy Mail Contractors, Inc.	Transportation Center for Excellence
MacroPoint	Pass My Physical	Shell Rotella	Transportation Club of Dallas/ Fort Worth
Marvin Johnson & Associates, Inc.	Patriot Lift Co LLC	Simplot Transportation	Transportation Intermediaries Association
Maverick Transportation, LLC	Pedigree Technologies	SiriusXM Radio	Transtex
MBH Trucking, LLC	Pegasus Transtech LLC	SleepSafe Drivers	TransTrain
McLeod Software	Penske Logistics	SmartPhoneTrucker.com	TranStrategy Partners, Inc.
Meijer	Peoplelease	Southeastern Freight Lines	TravelCenters of America/Petro Stopping Centers
Meritor, Inc.	PeopleNet	Southern State Community College Truck Driving Academy	Tri Star Freight System, Inc.
Metropolitan Community College	Perfect Transportation, LLC - Trucking Division of Perfect Pallets, Inc.	St. Christopher Truckers Development & Relief Fund	Tri-National Inc.
Michelin Americas Truck Tires	Peterbilt Motors Company	Stafford Financial Consulting Group, LLC	Trimac
Midwest Truck Driving School	Pima Community College, Center for Transportation Training	Star Fleet Trucking, Inc.	TrucBrush Corporation
Midwestern Transit Service Inc.	Pinellas Technical College	Star Leasing	Truck Writers Inc.
MindShare Strategies, Inc.	PITT OHIO	State of Illinois' Business Enterprise Program (BEP)	Truckademy Canada Inc
Minnesota Trucking Association	Pratt Logistics, LLC	Staver Law Group, PC	TruckDriver.com
Mississippi Trucking Association	Precision Freight Corp	Stay Metrics	TruckDrivingJobs.com - Compare CDL Trucking Jobs
Mitchell Technical Institute	Premier Transportation	Stericycle	Trucker Charity Inc
Motherload Transport Services Inc	Pride Transport	Strategic Property Exchanges, LLC	Trucker Therapy
Motor Transport Underwriters a Division of Hudson Insurance Group	Prime Inc.	Suburban Seating & Safety	TruckerSam
Motoring Matters Magazine Group	Professional Transportation Services Inc	Summitt Trucking	Trucking HR Canada
NAL Insurance	ProMiles Software Development Corporation	Sunrise Bedding/The Pillow Topper	Trucking Industry Defense Association
National Association of Independent Truckers, LLC	Protective Insurance Company	Sunrise Transport Inc.	Truckload Carriers Association
National Association of Publicly Funded Truck Driving Schools	Psychemedics Corporation	Super Transport International Ltd	Truckstop Ministries, Inc.
National Association of Small Trucking Companies (NASTC)	Queensland Trucking Association	Synter Resource Group	Truckstop.com
National Carriers, Inc.	R&R Trucking, Inc.	T&K Logistics, Inc.	TT Publications Inc.
National Road Carriers Inc.	Rand McNally	TALKE USA	Uber Freight
National Tractor Trailer School	Raven Transport	Tax2290.com, a product of ThinkTrade Inc.	uFollowit, Inc.
National Transportation Center	Red Classic Transportation	Taxation Solutions, Inc.	Ullman Oil Company, LLC
National Truck League	Republic Services	Taylor & Associates, Attorneys at Law, PL	Ultralift Technologies, Inc.
National Women Business Owners Corporation	Retread Tire Association	TeamCME National Medical Examiner Network	United Road Services
Nationwide Transportation and Logistics Services Inc	Rihm Kenworth	TeamOne Logistics	University of Wisconsin - Superior
Navistar, Inc.	Road Transport Forum N.Z.	Tennessee Trucking Association & Foundation	UPS State Government Affairs
NDTA (National Defense Transportation Association)	Robinson Decorative Stone, Inc.	Tenstreet, LLC	US Roadwarriors
New England Kenworth	Roehl Transport Inc.	The Body Connections LLC	Utility Trailer Manufacturing Company
New Mexico Junior College Training and Outreach	Rolling Strong	The National Transportation Institute	Velvac
North Central Kansas Technical College	Ruan Transportation	The Ryan Group (Ryan Transportation, Inc.)	Veriha Truck Driving Academy
North Central Utility	Rumberger, Kirk & Caldwell	The Trucker	Volvo Trucks North America
Northampton Community College	Rush Enterprises	Thomas E. Keller Trucking Inc.	Wabash National
NZ Trucking Association	S & E Productions, LLC	Tire Retread & Repair Information Bureau	Waller Truck Co., Inc.
Oak Harbor Freight Lines	S K Long Enterprises LLC	TMSA-Transportation Marketing & Sales Association	WEL Companies, Inc.
OhioMeansJobs Geauga County Job & Family Services	S-2international LLC	TMW Systems, Inc.	Well Doc
Old Dominion Freight Line	SAF-HOLLAND	Total Transportation of MS LLC	Wellington F Roemer Insurance, Inc.
Old Frontier Family, Inc.	SafeKey Corporation	TRAA-Towing and Recovery Association of America, Inc.	Werner Enterprises, Inc.
Ontario Truck Training Academy	Saia, Inc.	Trailer Wizards Ltd.	Western States Trucking Association
Otto Transfer Inc.	Sawgrass Logistics	Transmark Logistics, LLC	Williams NationalLease
Over The Road-Canada	Schenck	Transport America	Wisconsin Motor Carriers Association
Owner Operator DIRECT	Schneider		Women's Business Development Center
Owner-Operator's Business	Scopelitis, Garvin, Light, Hanson & Feary, P.C.		Woodall Weight Loss Solutions
	Scott Community College		Woolly
	Scott Logistics Corporation		Wyoming Trucking Association
	Sentry Insurance		YRC Freight
	Service First Distribution		ZF - Commercial Vehicle Technology
	Sharp Heavy Equipment Services		

Redefining the Road

BUYER'S GUIDE

Advertisers in this Edition

Aird & Berlis LLP..... 37
 Averitt Express..... 11
 Balch Logistics 37
 Century Finance..... C2
 CFI..... 33
 Clark Transfer 30
 CWRV Transport 17
 Davis Express 35
 D.W. Story & Associates..... 10
 Dynamic Legal Recovery .. 22,23
 Estes Express Lines 35
 Expediter Services..... 19
 Gordon Food Service 25,C3
 Great Dane 24
 Gulick Logistics..... 37
 Gully Transportation 40
 Holland..... 31
 Howes Lubricator 21
 J.B. Hunt..... 14
 Landstar 15
 NASTC 32
 Onspot Automatic Tire Chains ... 30
 Pride Transport..... 26
 Schneider..... 27
 TA/Petro..... 7
 Total Transportation of MS... 36
 Tri-National 5
 United Road Services 1
 Walmart C4
 Werner Enterprises, Inc..... 2

Mark your calendar for these events!

NOV. 6 – 8

WIT *Accelerate!* Conference & Expo
 Kansas City, MO

NOV. 16 – 18

NASTC's 27th Annual Conference
 Nashville, TN

JAN. 22 – 24

Jump Start 2018
 Atlanta, GA

MAR. 22 – 24

2018 Mid-America Trucking Show (MATS)
 Louisville, KY

MAR. 24

"Salute to Women Behind the Wheel"
 2018 Mid-America Trucking Show (MATS)
 Louisville, KY

WIT ON THE AIR at SiriusXM 146

FREEWHEELIN' WITH MEREDITH OCHS & CHRIS T.

Day/time: Last Wed. of every month, 1pm Eastern (Replayed weeknights at 10pm Eastern)

Call: 888-ROAD-DOG
 WIT's Ellen Voie joins Freewheelin' and welcomes your comments and questions!

Next up: Nov. 29th, Dec. 27th

DAVE NEMO SHOW WITH ELLEN VOIE

Next up: Monday, 9am Eastern, Nov. 13th & Dec. 11th



Reach Qualified Buyers. Advertise.

For more information and to place advertising, contact Carleen Herndon:
 615-696-1870 • Carleen@WomenInTrucking.org

Redefining the Road
 The official magazine of the Women In Trucking Association



Gordon[®]

FOOD SERVICE

**Less road life.
More home life.**

Come drive with us:
www.gfs.com/drivingcareers



EMPOWER

As one of the largest private fleets in the world, Walmart takes pride in knowing that it's also one of the most diverse. Working as a gold partner of Women in Trucking, we empower women to reach their full potential. With some of the best pay and benefits in the industry, we're not only challenging the status quo of women in trucking, we're changing perceptions both on and off the road.



View the minimum qualifications and current openings at
drive4walmart.com