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Kevin Brown

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PRESIDENT'S MESSAGE:

Thank you for those who have already committed to playing in or sponsoring our upcoming MoTruckPAC Golf Tournament at Porto Cima on June 26, 2018. If you have not already made plans or committed to a sponsorship, I hope this note on the legislative session will help convince you that we need your support!

During the 2018 Legislative Session, MoTA was able to support and defeat several policy proposals that will have an impact on your operation. Normally when talking about legislative sessions we talk in terms of "bills." Unfortunately, the nature of the legislative process has taken on the look of more and more "omnibus" bills being put together under broader headings of subjects. That is why I used the phrase policy proposals – several bills that appeared to be dead or on life support the last month of session were able to have different pieces of them pulled apart and reassembled in other legislative vehicles that were moving through the process. MoTA was successful with many of our issues getting added to bills that were approved, and we were able to keep provisions that we opposed off of them as well!

Included with this edition of the Mo Memo is a final legislative report for the 2018 session. From the report you will see that over 2,000 legislative pieces were filed – MoTA tracked a little over 400 of them throughout the session. In the end roughly 150 bills (including the 19 Appropriations bills) reached the Governor's desk.

Highlights of 2018 Session for trucking include:

1. The defeat of a proposal to increase truck registration fees over 136%. (original HB 2540 would have increased per truck registration fees to \$4,060. Current registration fees=\$1,719.50)
2. Passage of a 2.5 cents for 4 years (10 cent total) increase in the state fuel tax for state law enforcement, which will free up between \$250 and \$300 million in highway funding when fully implemented. Missourians will be voting on this proposal (Prop D) in November 2018. Stay tuned for updates on this issue in the coming months.
3. Additional protections against roads and bridge tolling added to bill expanding public private partnerships to certain projects in cities, counties and other local political subdivisions. (SB 881)
4. Certain types of cranes may now get an annual blanket permit instead of having to get 100's of permits a year for routine travel. (SB 881, SB 683)
5. Restricts roadside safety inspections on the shoulder of any highway with a posted speed limit in excess of 40 MPH. Safety inspections may be permitted on the shoulder of any entrance or exit of such highway where there is adequate space on the shoulder to safely perform the inspection. (SB 881)
6. Certain businesses, including truck stops and roadside rest areas, are required to display human trafficking posters with information regarding the National Human Trafficking Resource Center Hotline. (HB 1246) MoTA has been a longtime supporter of Truckers Against Trafficking, whose information mirrors the information required in the bill.
7. Passage of several general business issues supported by MoTA:
 - a. Overall tax reform/rate reductions. (HB 884, HB 2540, SB 773) Note: individual MoTA members are encouraged to determine the impact of the corporate income tax changes for their own operations.
 - b. Modifications to the joinder and interpleader actions in civil cases. (HB 1531)
 - c. Enhanced penalties for filing fraudulent documents. (HB 1769)
 - d. The Business Premises Safety Act protects businesses from criminal acts committed on the business property. (SB 608)
 - e. Self-insured workers compensation notices are modernized. (SB 981)

I want to take this opportunity to thank the members of the MoTA Executive Committee and the Board of Directors for their assistance in determining exact positions on several of these issues. Their guidance and expertise are appreciated by all who rely on it in the policy making process!

I think you can agree that the 2018 legislative session was a busy and successful one for trucking interests in Missouri. We still have work to do in the 2019 session, and of course as you see from the above list, we will have many more opportunities to defend against anti-truck policies!

Your support of the MoTruckPAC and active involvement in the legislative process helps make these victories possible. Please join with us in your support TODAY!

~ Tom Crawford
President/CEO



Cyberattacks Called a Growing Threat to Trucking Industry

The threat of cyberattacks to the trucking and logistics industries is real, the number of attacks are growing and each attack has the potential to cripple a company, according to a panel of experts June 6 at the Fleet Data Management and Cybersecurity Conference here.

The panel included representatives from a fleet, a telematics provider, technology and diagnostic firm, a security company and American Trucking Associations.

Small and midsize businesses are especially vulnerable because crooks look at them as low-hanging fruit, said Randy Goggans, co-founder of ThreatAdvice, a 3-year-old firm that markets security software and advises banking, transportation and health care firms on fighting computer-based attacks

“This is an organized crime. It’s sophisticated, it’s real and they are after you,” said Goggans.

Audience at the Fleet Data and Cybersecurity Conference

The audience listens to the cybersecurity panel. (Robert Braswell/TMC)

A cyberattack will seek entry to a company through its employees, often by targeting a fleet’s back office finance or accounting department. The rise of telematics and the adoption of electronic logging devices has made trucks more vulnerable because the technology connects them to the wider world.

The most common attack methods are through phishing via email, smishing via text messages and vishing by using phones, said Goggans.

A criminal may seek the truck to steal its freight, to shut it down or to control it in some way. One fear is that criminals will use a USB device with timer-activated malware installed that gets passed around by drivers, leading to multiple vehicles being shut down simultaneously.

And the increased use of third-party firms means the more sophisticated bad guys will attempt to go through these firms to get into their target company’s system, said Goggans.

~ Transport Topics

[Full article](#)

Driver turnover rate on the rise

Driver turnover at large carriers is 20% higher than it was in 2017, according to ATA chief economist.

The truck driver turnover rate at large carriers rose in the first quarter of this year, Bob Costello, the American Trucking Associations chief economist, said this week.

“The uptick in turnover is consistent with continued tightness in the market for drivers,” Costello said on Thursday, June 7. “Anecdotally, carriers continue to struggle both recruiting and retaining quality drivers – leading to increasing wages. The tight driver market should continue and will be a source of concern for carriers in the months ahead.”

According to ATA’s Trucking Activity Report, the annualized turnover rate at large truckload carriers – fleets with more than \$30 million in annual revenue – jumped six points to 94%. The increase set turnover at these carriers 20 percentage points higher than in the first quarter of 2017.

The turnover rate at less-than-truckload carriers rose two points to 10%.

At smaller truckload carriers, the turnover rate sunk to 73%, but was still seven points higher than for the same period the previous year.

“Turnover is not a measure of the driver shortage, but rather of demand for drivers,” Costello said. “We know that as freight demand continues to rise, demand for drivers to move those goods will also rise, which often results in more driver churn or turnover. Finding enough qualified drivers remains a tremendous challenge for the trucking industry and one that if not solved will threaten the entire supply chain.”

~ FleetOwner

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Driver Training, Documentation Can Smooth ELD Inspections, Experts Say

Fleets can promote smooth roadside inspections of electronic logs by ensuring that their drivers understand the devices installed in their trucks and keep proper documentation in the cab, enforcement and technology experts said.

The federal electronic logging device mandate, which went into effect Dec. 18, requires most longhaul carriers to install ELDs in their trucks to automatically record drivers' hours-of-service data.

However, the rule also includes a grandfather clause that allows early adopters of older electronic logging systems known as automatic onboard recording devices, or AOBDRs, to continue using them in lieu of ELDs until Dec. 16, 2019.

Until that date, inspectors will need to know whether a driver is using an ELD or an AOBDR, and drivers should be able to tell them, said Kerri Wirachowsky, director of the roadside inspection program at the Commercial Vehicle Safety Alliance.

In many cases, ELDs and AOBDRs use the same hardware; the only difference is the software.

"The device looks the same to me as the inspector," Wirachowsky said here at Omnitracs' Outlook 2018 user conference, held Feb. 25-28.

The grandfathered use of AOBDRs, combined with the growing number of ELD systems available on the market, has created a more complex environment for law enforcement.

To help ensure a smooth process at roadside, drivers must know what type of device they are running and know how to navigate the software.

"If your driver doesn't know how to do it, things can go sideways pretty quick," Wirachowsky said.

It's particularly important that carriers keep the correct driver instruction cards for their devices in the cab.

~Transport Topics

[Full Article](#)

Labor Crisis: A proactive approach to filling Logistics Jobs

As the pool of available talent continues to shrink in the United States, logistics and supply chain organizations are sharpening their skills and getting more creative about finding, recruiting and training new employees.

The good news is that supply chain and logistics is becoming a more mainstream career path for new graduates entering the workforce. And while traditionally thought of as more of a manual labor job, it's becoming more white collar as time goes on. "No longer equated to heavy, manual work, today's manufacturing and distribution environments are highly automated and reliant on technology," says Tisha Danehl, vice president of Ajilon, a national professional staffing agency serving the supply chain and logistics industries.

The not-so-good news is that supply chain and logistics organizations got caught off-guard by the labor shortage, and now lack the resources they need to fill all of the available positions.

For example, according to the U.S. Bureau of Labor Statistics (BLS), jobs in logistics are estimated to grow by 26% between 2010 and 2020. "We're in a tight candidate market, with unemployment hovering near a 15-year low," Danehl points out. "The lack of suitable workers available is leading to an increase in demand for supply chain and logistics professionals that the industry simply can't keep up with."

Some of the problem can be attributed to the supply chain and logistics workforce itself, which Danehl says has been historically male-dominated, with women making up only 37% of the labor pool, according to Gartner. Also, consumer expectations for faster delivery has sparked a far-reaching change in the way things are operating in both logistics and throughout the supply chain itself, with a stronger emphasis placed on speed and the use of enhanced technology.

"Amid this changing business landscape, specialized workers in supply chain and logistics are becoming more valuable than ever," says Danehl.

~Logistics Management

[Full article](#)



Senate skips trucking reforms in DOT bill, calls for evaluation ELD mandate for livestock carriers

The Senate's Appropriations Committee on Thursday voted to send the chamber's 2019 U.S. DOT appropriations bill to the full Senate for consideration. Unlike its House counterpart, the bill is void of trucking policy reforms, chiefly an extension of the ELD waiver granted to livestock haulers and the so-called Denham Amendment, a provision to block states from enforcing meal and rest break laws for truck operators.

Senate appropriators did adopt an amendment to direct the DOT to further evaluate the needs of livestock haulers relative to the federal electronic logging device mandate. That directive stops short of the House's plan to exempt livestock and insect haulers from compliance with the logging device mandate through September 2019. Instead, the Senate calls on the DOT to "consult with stakeholders, the Department of Agriculture and [Congress] on legislative solutions for drivers with unique working conditions," referring specifically to livestock haulers.

Once consideration of the amendment begins by the full Senate, lawmakers could opt to add trucking reforms via the amendment process. The Senate has not set a date to consider the bill. Current DOT funding expires at the end of the September.

The House has not yet brought its DOT appropriations bill to the floor for consideration yet either.

Should the two chambers pass different versions of their respective bills, lawmakers will enter into a conference committee to produce a unified bill that will then need to be passed by both chambers again. Any trucking policy riders attached to the bill would be subjected to review during the conference committee process.

~ Commercial Carrier Journal

FMCSA to host listening session on autonomous trucks next week

Trucking industry stakeholders are invited to participate in a public listening session next week about regulations relating to the design, development, testing and integration of autonomous trucks, or automated driving systems (ADS), as they are referred to in a Federal Register notice to be published Monday, June 11.

The listening session is scheduled for Tuesday, June 19 from 1-3 p.m. Eastern at the University of Michigan in Ann Arbor.

The Federal Motor Carrier Safety Administration says it is targeting stakeholders who have not weighed in on the issue yet to attend, including academia, insurance groups and technology providers and developers. Those interested in attending should RSVP here. Those who cannot attend in person can submit written comments or questions in the public docket here.

FMCSA says the listening session will give interested parties the opportunity to help the agency determine how current regulations relate to the development and integration of autonomous trucks. Additionally, the session will give FMCSA the opportunity to share with stakeholders its strategy with autonomous vehicles, the agency says. FMCSA seeking input on regs to help deployment of autonomous trucks

The effort to evaluate regulations that could affect the deployment of autonomous trucks is part of a larger U.S. Department of Transportation initiative to clear ...

The agency is focusing on autonomous levels 3-5, which range from vehicles requiring a driver who is ready to take control of the vehicle at any time to vehicles capable of performing all driving functions under all conditions.

~ Commercial Carrier Journal





Trucking Industry Adjusts to ELD Mandate as Focus on HOS Compliance Sharpens

The U.S. trucking industry is continuing to adjust to the federal electronic logging device mandate that took effect late last year.

Carriers are focused on complying with the regulation, navigating enforcement issues and finding ways to derive additional value from the technology.

The federal ELD rule requires most longhaul drivers to record their hours-of-service information with ELDs instead of paper logbooks.

An ELD inspection

An ELD inspection underway during a Roadcheck event. (TT file photo)

Based on the experiences of drivers at FAB Express, enforcement officers have shown some leniency because they, too, are still learning, said Mark Caithamer, project and operations manager at the Lemont, Ill.-based carrier.

“It was a big change for the law, and our law enforcement and the trucking industry,” Caithamer said.

Edin Selimagic, safety manager for Midwest Freight Systems, a carrier based in Warren, Mich., said it has taken time for the company’s drivers to get used to ELDs.

To ease the transition, the company has focused on driver training and has established an ELD department that drivers can call with questions.

“Any time they have an issue or are confused or don’t understand something, they can call that extension. That means a lot to the driver,” he said.

Although hours-of-service rules haven’t changed, the ELD mandate has strengthened enforcement of those rules and leveled the competitive playing field among carriers, said Brad Delco, a transportation research analyst at Stephens Inc.

~ Transport Topics

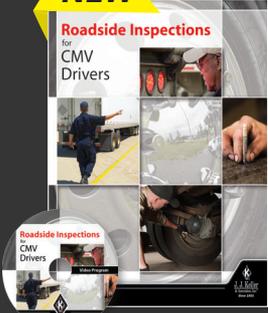
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America's Road Team seeks new driving captains

American Trucking Associations has opened the nominating process for professional truck drivers to serve on the 2019-20 America's Road Team. America's Road Team, a group of highly-accomplished professional truck drivers, promotes the trucking industry by educating the general public, media, and elected officials about the industry's strong safety record and importance to the economy.

"Trucking continues to see professional drivers as the most important safety factor on the road and, as such, we have the utmost respect for the millions of skilled truck drivers who serve America's economy with pride," said ATA President and CEO Chris Spear. "For the past 32 years, America's Road Team has elevated the visibility of truck drivers and their important work in communities throughout the country, so we look forward to selecting a new group of passionate trucking advocates and welcoming them as the next generation of Captains."

Every two years, the trucking industry welcomes a new group of captains to join the ranks of America's Road Team and serve as industry ambassadors. America's Road Team Captains become the face of the trucking industry, attending events alongside elected officials, appearing on national media broadcasts and championing the industry at schools and community events in every state. The professional drivers, all of whom have millions of accident-free miles, take a few days away from their companies each month to meet with the motoring public, students, transportation officials and public policymakers to perform truck safety demonstrations and explain the sustainable role that trucking plays in the nation's economy.

ATA members are invited to nominate professional truck drivers who exhibit strong interpersonal skills, have impressive safety records, and demonstrate a positive attitude toward the industry and their careers as professional truck drivers.

~FleetOwner

[Full Article](#)

Workforce drug positive rate highest in a decade

Recent statistics show, while the U.S. may be making strides in the opioid epidemic, usage for some illegal drugs has gone up.

Quest Diagnostics' annual analysis of more than 10 million drug test results shows increases in cocaine, methamphetamine and marijuana use in the American workforce remains at its highest rate in more than a decade.

The positive rate for 2017 remained at 4.2% – the same as 2016, but a significant increase over the 3.5% rate in 2012 which was a 30-year low. (For an interactive map with positive rates and trends by three-digit zip code in the U.S., [click here.](#))

For the fifth consecutive year, the positive rate in urine testing for cocaine in the general workforce increased, from 0.27% in 2016 to 0.30% in 2017.

Positive rates for cocaine increased significantly in: Idaho, Maryland, Nebraska, Nevada, Washington and Wisconsin.

Methamphetamine positive rates skyrocketed in these states: Alabama, Delaware, Florida, Georgia, Illinois, Indiana, Kentucky, Maryland, Michigan, Mississippi, New Jersey, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, Washington DC, West Virginia and Wisconsin.

There is some good news in the Quest report. Nationally, the positive rate for prescription opiates in the general workforce in urine testing declined 17% between 2016 and 2017 (0.47% to 0.39%).

"The depth of our large-scale analysis supports the possibility that efforts by policymakers, employers and the medical community to decrease the availability of opioid prescriptions and curtail the opioid crisis is working to reduce their use, at least among the working public," said Dr. Kim Samano, scientific director, Quest Diagnostics.

~ Safety News Alert

[Full Article](#)



Rhode Island's Truck Tolls Remain Unpopular with Trucking Groups

Rhode Island has continued to move forward with its RhodeWorks plan to charge commercial vehicles traveling on major interstates with truck-only tolls, despite its unpopularity with certain trucking interest groups.

The American Trucking Associations and the Rhode Island Trucking Association recently vowed to fight against the state's truck toll plan in a release, calling it a "predatory and discriminatory truck-only toll scheme."

"By pressing ahead with her ill-conceived RhodeWorks scheme, Gov. Raimondo is violating the Constitution by interfering with interstate commerce," said Chris Spear, ATA president and CEO. "She and her administration were warned of this repeatedly by the trucking industry and we will continue to fight these unjust tolls by any means available."

ATA stated that it the trucking industry was on board with paying its fair share for infrastructure repairs and updates, but was not willing to foot the bill alone. RHITA also took issue with what it called the undue burden the truck tolls put on local businesses rather than from companies passing through the state.

"Ninety-four percent of the costs of these tolls will ultimately be borne by Rhode Island businesses – and worsening our state's congestion problems as study after study has shown that when new tolls are imposed, traffic simply diverts away from them – thus taking traffic off of the interstates and putting it on Main Street," said RITA President Chris Maxwell.

In addition to those trucking groups, the Alliance for Toll-Free Interstates also spoke up about its namesake issue, saying that tolls will only negatively affect Rhode Island's economy in the long run by targeting local business routing possible business around the state. The group is against tolls as a means of funding infrastructure because it maintains that tolling is too expensive and inefficient.

~ Heavy Duty Trucking

[Full Article](#)

Member Cancellations as of June 2018		
Name of Company	Class	Dues
Affton Radiator & AC Service	For Hire	\$360.50
A&K Trucking	For Hire	\$350.00
Armor Equipment	Allied	\$350.00
BRW Express	For Hire	\$360.50
Cissell Transportation Co. LLC	For Hire	\$ 350.00
Double S Transport Inc.	For Hire	\$360.50
Eagle Logistics LLC	For Hire	\$891.00
Missouri OnSite Testing LLC	Allied	\$400.00
Simmons Foods Inc.	Private	\$429.79
Stoughton Lease	Allied	\$350.00
Tenstreet	Allied	\$350.00
Woods Super Market Inc.	Private	\$350.00



This year the Missouri Trucking Association's Technology and Maintenance Council (TMC) hosted their annual SuperTech competition in grand fashion. The annual state event was held indoors at the Ozark Empire Fairgrounds in Springfield Missouri where the TMC provided a diverse challenge of hands-on stations for the Technicians to showcase their abilities with the winner advancing to the national competition. In the background of this rigorous competition is a group of fleet maintenance and service professionals that plan and coordinate the event who usually goes unnoticed, however this year Missouri's TMC had a couple of standouts. The Chair of the Council, Amanda Schuier, Waller Truck Company, was announced as the S5 Study Group Chairman in the national maintenance council that she has been a part of since the fall of 2008.

The S5 study group is responsible for examining a lot of the items that affect Fleet Maintenance Managers, some examples include; using social media to recruit and retain diesel technicians, understanding how to handle a cybersecurity data breach, and learning about blockchain. The study group tries to stay focused on current issues that shop managers encounter on a daily basis.

Nick Forte, Prime Incorporated, has been a part of the Missouri TMC since its inception and has been active with the National TMC for over 10 years, this year Nick was named the Chairman of the S17 Study Group for the national maintenance council.

The S17 study group is responsible for corrosion study, in this group they focus on the effects of corrosions on all aspects of trucks and trailers in our industry. In addition to identifying corrosion they assemble industry experts to provide guidance in ways to mitigate the effects. Currently the group is actively looking into individual states and requesting info on what they are using for ice and snow mitigation. This type of research will allow the study group to better understand the effects on our equipment.

The Missouri Trucking Association's Technology and Maintenance Council is filled with fleet and service professionals who desire to exceed the highest standards of efficiency and safety and Amanda and Nick are great examples who provide representation at the national level.

The TMC is about more than just this competition, it is for the fleet maintenance and service professional who wants to improve their maintenance skills, stay current on changing technologies, network with other maintenance professionals in the trucking industry, and promote fleet maintenance careers. If you are interested in becoming a part of this Council, please click on the link below.

[Click for TMC Application](#)





Roadside Repairs by Fleets Rose 21% in 1Q, Study Says

Fleets saw their roadside breakdowns increase by 21% in the first quarter this year compared with the fourth quarter of 2017, according to the Truckload Vertical Benchmarking Study from American Trucking Associations' Technology & Maintenance Council and FleetNet America.

On average, the participating truckload carriers experienced a breakdown every 9,136 miles during the first quarter. The top-performing best-in-class fleets reported a breakdown every 33,809 miles, while the lowest performer had a breakdown every 8,085 miles.

The benchmarking program is an ongoing study that began in the fourth quarter of 2017. Two full quarters of data are now available, with second quarter 2018 data on tap to be added to the database. Participating fleets are asked to provide all their roadside repair data by using the Vehicle Maintenance Reporting Standard coding system.

Fleets that participate receive an executive summary of the study results every quarter along with an analytic tool that allows them to drill into their own data and compare it to the industry average. The analytics provided via the program will be cumulative and nonfleet specific.

Maintenance costs for fleets rose 20% from 2012 to 2016 and account for 18% of total vehicle-based costs, FleetNet CEO Gary Cummings said. Further, a roadside repair can cost as much as four times more than a shop repair.

"This data is important because it helps fleets to reduce their maintenance expenses," Cummings said. "Data leads to action. First you measure it, then you can solve it."

~ Transport Topics

[Full Article](#)

A look at how fleets are spec'ing trailers

Since most trailers last longer than tractors, they always trail in having the latest spec'ing because they're not replaced as frequently. However, that's not to say that trailer spec'ing isn't happening. It certainly is, but fleets value their trailers and appreciate them differently.

For example, many of Utility Trailer's customers have increased the duty cycle of their drop and hook operations with a shorter length of haul.

Dave Giesen, vice president of sales & Marketing for Stoughton Trailers, said that company is emphasizing stronger but lighter trailers in response to customer demand.

"Over my 25 years in the industry, trailers have lost a lot of weight while also becoming much more durable," Giesen said. "There's always a push for higher productivity: Let's do more with less. Spec'ing has evolved. For example, disc brakes. They're costly, but they're available. When they come down in price eventually, people will buy them because they last longer."

But durability has a very different meaning for trailers rather than tractors.

"With tractors, you've got to keep a newer age of fleet to keep drivers," Giesen explained. "And your maintenance costs get out of hand if you wait too long. With trailers, you can pour more money into maintaining a trailer rather than buying a new one. We have some fleets that run our trailers up to 30 years. Other fleets want to trade at seven years. There's a broad spectrum depending on how you're going to maintain the equipment and what they have to do."

And in how fleets want their trailers spec'd.

"Trailers are getting loaded and unloaded more frequently and thus hitting the docks more frequently," said Craig Bennett, senior vice president of sales & marketing for Utility Trailers in City of Industry, CA. "

~ FleetOwner

[Full Article](#)

Citizen Drivers, **WE SALUTE YOU.**

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**CITIZEN
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Honorees

It's time again to honor the professional drivers who earn respect for the trucking industry through good citizenship, safety, community involvement and leadership by naming our Citizen Driver honorees. This year, we are proud to recognize Roland Bolduc, Ingrid Brown, Danny and Cindy George, and Carol Nixon. Our company is honored to be placing each of their names on a TA or Petro location of their choice. Join us in extending a heartfelt congratulations to our honorees as we celebrate the class and character of professional drivers.

Visit ta-petro.com or find us on



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TA and Petro Announce Citizen Driver Award Honorees

May 8, 2018
WESTLAKE, Ohio

The year before **Roland Bolduc** was born, his father purchased Kay's Trucking, and the family's trucking business began. As he grew, Roland spent summers washing trucks and learning how to drive a tractor trailer. After high school, he worked for his family's business for a while before moving to a food service company, where he honed his skills driving a complicated route to Manhattan, the Bronx and Harlem. In 1993 Roland started working with FedEx, where he has been ever since.

Roland loves trucking and is proud to be a part of the trucking industry. His attitude, knowledge, skill, experience, image, gregariousness, generosity, kindness and willingness to go the extra mile have earned the respect of all who know him or know of him. He is an amazing role model and will go out of his way to help others gain his same successes. He is humble, with a strong work ethic and a drive to succeed that make him the perfect example of a professional driver.

Ingrid Brown was born into her family's large road construction company and it didn't take long to see that it was the perfect fit for her. She loved being around and operating the heavy machinery. When her dad bought her a truck for her 18th birthday, it was the perfect start to her career!

From the very beginning, Ingrid has worked hard to make her mark in the male-dominated trucking industry. And as an independent owner-operator and sole proprietor of her own company, Rollin' B LLC, she has hauled everything from produce to livestock, and proven she can handle anything that comes her way with amazing knowledge and skill. Her dedication, tenacity and professionalism have earned her the respect and admiration from her peers,

both male and female. She is fiercely loyal to the trucking industry, proud to be a part of it and continually giving back to it.

While she's known as "Half Pint" to her fellow drivers because of her 5'2" stature, Ingrid's contributions to the community and trucking industry are anything but small. In addition to driving our 48 contiguous states on a regular basis, she spends countless hours enthusiastically working with charities and trucking groups.

Danny and Cindy George both come from trucking families, though the thought of making it their own career wasn't an initial plan for either of them. Cindy's mind changed in fourth grade when a classmate told her about the glorious summer he had trucking the country with his dad. So at 16, she got her Class A license to drive the trucks on her family's farm. In college, she spent breaks at her dad's cousin's company, Texas Intermountain Transportation (TIMT), working her way up to a local driver position. She also met Danny there.

Danny spent his childhood listening to stories of the road from his father and grandfather, but following in their footsteps never crossed his mind. He worked construction while occasionally taking classes at the University of Colorado, and then later decided he needed a change of pace. Danny took a short truck driving course, and a month later landed his first over-the-road driving job with TIMT, where he met Cindy. They decided the best way to get to know each other better was to hit the road together.

And hit the road they did! Living together in a box the size of a walk-in closet for 28 years takes a lot of work, but Danny and Cindy make it work beautifully. While one

drives, the other sleeps. They're best friends and grow closer together each year. It also helps that they like to travel together, and they take advantage of their breaks by traveling the world. So far, they've been to over thirty countries, and all seven continents!

Carol Nixon has always preferred jobs that are more physical over those that are not. And being in a family that ran logging trucks, it was only natural that she entered the same field. She got her first trucking job just after she turned 21, delivering groceries in northeastern Washington. From there she added to her resume by working with produce, pulling construction belly dump trucks and working for FedEx.

In 2012, she landed at her current position with Walmart Private Fleet, which she loves, and they love her back. It would be hard for anyone NOT to love Carol. With her ever-present wide smile and upbeat positive attitude, she is a true inspiration. She loves meeting new people and has touched many lives with her caring and compassion. If there is someone that could use some help, Carol doesn't hesitate to say "yes."

Her most profound act of kindness began in 2015 when she met a fellow Walmart driver named Deb Pollard at the Women in Trucking conference. When Deb shared that her husband Craig was on dialysis and needed a kidney transplant, Carol volunteered one of hers, even though she'd never met him. Both surgeries were a success and in November of 2016, Craig Pollard had a working kidney and no further need for dialysis. As for Carol, her greatest reward was being able to save another person's life, and she says if it were possible, she'd do it again!

