



FOR THE TRANSPORTATION PROFESSIONAL

"Elite" FLEET® MAGAZINE

Special Issue

Salute to Veterans

Staff Sergeant Enjoys NCI Life

**Memories of
My Father**

Captain Riley Pitts

Twenty Years on the Job

Joined Forces Support Recruiting

**National Carriers Enables
National Guardsman**

Trailer Decals Educate Public on Water Safety

Driver Appreciation Week



JIM FRANCK
PRESIDENT

Driver Appreciation Week will be here shortly. It's one week that our industry recognizes our most important asset, our drivers.

At National Carriers we strive to appreciate our drivers 52 weeks a year. Do we have it perfected? Do we do it well every day? No.

Do we have bad days? Do you have bad days? Of course.

What makes the difference is how we work through those bad days together. We have a culture that allows us to do just that. A team that is committed to work together and overcome challenges, correct our mistakes and move forward in a positive and constructive manner.

When we fail, and we do, every door in this company is open to resolve the issue. In formal or informal ways. Our monthly First Friday Driver Forum is just one example.

This forum with management from all levels, and departments, of the company is an open exchange of issues and ideas. Every Forum is different depending on who is in attendance and where the topics lead us. One thing that is consistent is that we always have action items that we take away and work to resolve. Many of the system enhancements and improved processes over the last few years have come from these meetings. I am sure there are other trucking companies that have similar meetings, but not many.

With all the variables we face in this dynamic business we won't always get it right. But you have my commitment that we will work harder than anyone to make it right.

Always be safe out there and understand our Drivers are the reason we are here.



| | |
|---|-----------|
| National Carriers Enables National Guardsman <i>NCI Success Story - Darrell Venable</i> | 4 |
| Twenty Years on the Job <i>NCI Careers Spanning 20-42 Years</i> | 6 |
| Memories of My Father <i>Cpt. Riley Pitts as told by Stacie Pitts McGill</i> | 7 |
| Joined Forces Support Recruiting <i>NHRA Champion Tony Schmacher</i> | 11 |
| Staff Sergeant Enjoys NCI Family <i>NCI Success Story - Bill Gilbert</i> | 12 |
| Trailer Decals Educate Public on Water Safety <i>Combined Effort Raises Awareness</i> | 14 |
| Salute to Veterans <i>NCI Recognizes Military Vets</i> | 15 |

Cover Photo: Darrel Venable poses beside his Military Issued Truck

NATIONAL CARRIERS ENABLES GUARDSMAN

NCI SUCCESS STORY

Darrell Venable

Truck # 2653A



Darrell Venable poses with his "civilian" truck that he leases from NCI Leasing.

"I always wanted to be a business owner and operator. I know about trucking and I've done trucking. I felt NCI Leasing was the best opportunity for me to see how it would be to own my own truck. I have leased truck #2653A since becoming involved in the lease program in December of 2013," shared Darrell Venable. Before leasing a truck, Venable worked as a NCI company driver.

Venable joined the US Marines in 1987 to see the world. He served a four year hitch as a crewman in an Abram M1 battle tank. He completed his obligation and received an honorable discharge in 1991. Twelve years later he joined the Alabama

National Guard as a combat medic. He felt he had cheated himself earlier by leaving the military, and thought he could have gone further in his service career. While in the ANG, his unit served in Iraq during 2006 to 2007. His unit served as convoy and base security. Currently, he is assigned to drive a Freightliner 915-A5, equipped with a Detroit engine and automatic transmission. A small area is located behind the seats for limited storage.

Venable states, "My home time is my drill time. There are very few loads going directly into Alabama, so NCI sends me to Georgia or Florida. I end up with a slight deadhead, but there is no problem getting me to my unit. My wife would like me to transfer to a company that is closer so I could be at home while attending drill. We have been doing it like this for years, so we are more comfortable than we used to be. I have four more years on my contract and then I will retire from the military."

Since he is involved in the lease purchase program, Venable allocates extra funds when he goes to drill to cover the excess fuel

he will need. Trip planning is one key to his success. He considers where he will be going, reviews the total amount of miles, how much driving he will do each day, then thinks through any variables he may encounter, such as traffic or accidents. He feels his military experience has prepared him for success at National Carriers, keeping him disciplined and goal oriented in accomplishing each task set before him.

“I would recommend anyone with military experience to join NCI. After a while, you get a sense of what you will need to do when

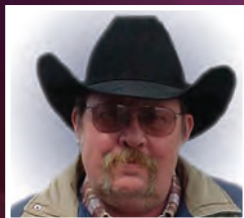
visiting certain customers. How fast to drive, how much time you will require, how much money you will need. When it comes to buying fuel, know how fuel is needed and allocate only that amount. You will spend less to get to where you’ve got to go, especially if you have done it before. Soon it becomes repetitive. If you have direction, and if you have purpose, you can focus on your task. You are looking at the prize at the end of your task, not the difficulties at the beginning. By staying focused, you can see what you will accomplish down the road and what you have already accomplished,” Venable said.



Darrell Venable stands on the steps of his “military issued” truck.

Editor’s note: After making a delivery in the Fort Worth, Texas, Darrell’s truck was in need of repair. It was required before he could take his next load which would take him to that month’s guard duty. Due to unforeseen circumstances, the repairs could not be completed and his truck had to remain in the shop. Director of Driver Services, Al Love and Assistant Director of Leasing worked quickly to secure a round trip flight from DFW International Airport to an airport in Mobile, Alabama. When he landed in Mobile, Darrell was picked up by a soldier in his unit who escorted him to drill. The following Monday, Darrell returned to the NCI terminal in Irving, TX where his truck had been repaired. He stated, “NCI took care of everything, including arrangements and expenses.”

Twenty Years on the Job:



Melvin R. Delay - 42 yrs



Frank Kimsey - 42 yrs



Loren Bridge II - 40 yrs



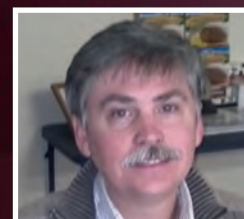
Johnny D. Branstine - 35yrs



Dennis Merica - 33 yrs



Mike Rinehart - 33 yrs



Jeffrey A. Chance - 31 yrs



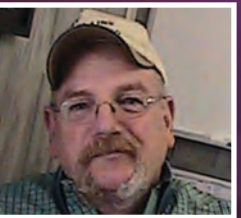
David L. Bender, 30 yrs



Gary A. Bromwell, 29 yrs



Edward A. Adams - 26 yrs



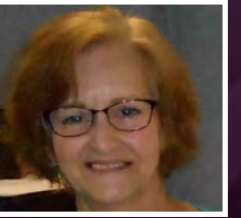
Michael F. Lynch - 26 yrs



Buddy Haston - 25 yrs



Donald Imler - 23 yrs



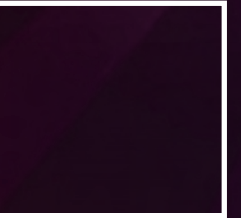
Sheila Marie Wilson - 23 yrs



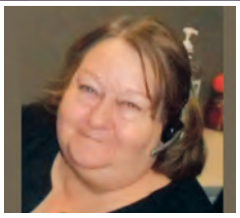
Dennis M. Baxter - 22 yrs



Sharilyn F. Purcell - 21 yrs



Robert A. Thomas - 21 yrs



Janie M. Martin - 20 yrs

NCI Careers Spanning 20-42 Years



Stephen Spence - 38 yrs



Sonny Herschell - 37 yrs



Karen Winfrey - 35 yrs



Michael D. Ridge - 32 yrs



Debra G. Brock - 31 yrs



Lori L. Greer - 31 yrs



Charles R. Davis - 28 yrs



Allen Smith - 27 yrs



Sandra Smith - 27 yrs



Terry R. Nichols - 24 yrs



Phil Nix - 24 yrs



Bart N. Fitzsimmons - 23 yrs.



Phillip M. Eade - 22 yrs



Scott A. Dahlbert - 21 yrs



Johnny Malone - 21 yrs



Deborah G. Smith - 20 yrs



Loren Kopper - 20 yrs



Memories of My Father

CAPTAIN RILEY PITTS



In presenting the Congressional Medal of Honor to Captain Pitts, who had given his life in combat, President Lyndon Johnson declared, "What this man did in an hour of incredible courage will live in the story of America as long as America endures - as he will live in the hearts and memories of those who loved him. He was a brave man and a leader of men. No greater thing could be said of any man."

Left to Right: President Johnson, Eula, Stacie, and Mark Pitts

8

The earliest memory of my father's passing was a festive one. Our home was in Oklahoma City, Oklahoma. I was eight years old, my brother was six and there were so many people and so much food. I thought we were having a party. The only thing that was really out of place was how sad my mother was. My brother Mark and I each had a uniformed soldier at our bidding, which we thought was great. As time went on, we started traveling. I knew we were at a lot of grown up parties, and we had to be still and behave. I don't remember it being that much fun, but I had no idea of what a big deal this was. As a child your world pretty much revolves around you and if it didn't involve you, it was not interesting.

I started grasping how big a deal it was in Junior High and High School because we knew by then our name was special. Since my dad was the first African-American Army officer to be awarded the Congressional Medal of Honor which was a required course. While we were teenagers, the Oklahoma City Park and Recreation Department named a new city park after my father. My brother and I knew we had to be careful not to bring shame to our family name, for a kid that's a lot of pressure. As I reached college age, I began to embrace how awesome, how special, my father was, bringing out a real sense of pride.

My grandparents worked menial jobs and wanted to make sure their children attended college. They hoped their sons would have a better life. My father joined the ROTC program at Wichita State University, which in effect, began his military career. My mother said father had stars in his eyes, dreaming of achieving his goal to attain the rank of general in the US Army.

I graduated high school. I received my degree from the University of Central Oklahoma after attending North Texas State University. My brother chose the University of Oklahoma, carrying on the tradition of higher education in our family that began with our father.

In honor of my father, in 1969, the Army changed the name of the U.S. Theater Army Support Command headquarters in Worms, Germany, to Pitts Hall. Coca-Cola endowed a Captain Riley L. Pitts scholarship, allowing the ROTC to establish a scholarship in his name at The University of Oklahoma in 1994. In May of 2000, he was inducted into the Oklahoma Military Hall of Fame. On the thirty-sixth anniversary of my father's heroic sacrifice the Army base in Fort Sill, Oklahoma, dedicated a U.S. Weapons Complex in his honor. In 2007, the main street, just inside the entrance to Fanari Barracks on the Army base in Mannheim, Germany was renamed Captain Riley L. Pitts Way. On November 7, 2014 WSU named their Military and Veteran Student Center in his honor.

One of my most powerful moments was going to see the Vietnam Veterans Memorial in Washington DC. I was in awe at the sight of that strong, black granite wall, which held not only my father's name, but thousands of names of which my dad was special. The stark look of the Memorial evoked powerful emotions at the time. My little world was broadening, and I was starting to see my families place and our legacy in the world.



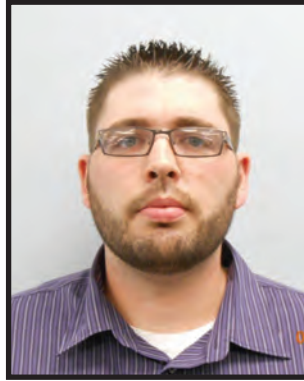
For more information about the heroic deeds of Captain Riley L. Pitts visit http://aavv.org/served/homepage_pitts.html

STACIE MCGILL
working at her recruiting desk.

NCI SUCCESS STORY

Dewayne Manson

Night Dispatcher



Dewayne Manson is a night dispatcher for National Carriers On military drill weekends, he is a Staff Sergeant Mason with an Infantry unit. His skills, rank, leadership and enthusiasm for the military have placed him in the position to become part of the Advanced Party Team. The ATP is comprised of the unit's senior leadership and is responsible for everything from signing out ammunition to establishing training curriculum. They are charged with having everything ready before the main body arrives.

Dewayne is also involved with a select group of people who learn our nation's newest air defense system for countering indirect fire. This group sanctioned by the department of defense and all members will pave the way for a new MOS for all branches of the military. Earlier in the year, Manson nominated and NCI received, The Patriot Award from the Department of Defense for supporting the US Army National Guard.

Contributed by Grant Fox

10

**Visit our YouTube Library
for NCI Military Videos**



Joined Forces Support Recruiting

National Carriers and the US Army joined forces at the Texas Motorplex as the track played host to the 29th annual AAA Texas NHRA Fall Nationals. On the original all-concrete quarter-mile surface just south of Dallas, NHRA Top Fuel class drag racing driver for the US ARMY, Tony Schumacher competed with National Carriers at his side. The seven-time champion has won six years consecutively. On April 15, 2012, Schumacher was the first top fuel driver to reach the 330 M.P.H. mark in the 1,000 foot NHRA era.



US ARMY DRAGSTER

PaYS

Through the PaYS program Rick Ham, Director of Recruiting and Director of Driver Services, Al Love were invited to the track. Director of Recruiting, Rick Ham explains, "The Partnership for Youth Success Program (PaYS) is a strategic partnership between the US Army and a cross section of corporations, companies, and public sector agencies. The Program provides America's youth with an opportunities to serve their country while they simultaneously prepare for their future. PaYS partners guarantee soldiers an interview and possible employment after their Army career. It is program that is unique in the Army's effort to partner with the American business community."



Tony Schumacher poses with Rick Ham at the Texas Motorplex

Love has served at an honorary pit crew member for the Schumacher team. "Tony is a dynamic, motivated, winning type of individual. He is an excellent representative for the US ARMY and is excited to have us onboard. National Carriers is leading the transportation field by being involved in the PaYS program," he exclaimed.

"The goal is to develop a relationship with the soldier as they enter the Army. When the soldier enlists, they express interest in areas that would be of interest to them for future employment. The Army directs the

enlistee toward business partners who offer jobs in the enlistee's area of interest. National Carriers hopes to form a relationship with the soldiers as they complete their military service and have a high quality job awaiting them as they exit the Army. We are offering this program specifically for truck driving and shop technicians," Ham continued.

Ham stated, "As a recruiting function the US ARMY invites potential recruits to the track the day before the races to meet Tony and his crew. As part of his "crew" I was able to meet those considering joining the US ARMY and becoming involved in the PaYS program. We have several soldiers who have expressed interest in working for us after they complete their military obligation."

Written by Ed Kentner



Al Love and NHRA seven time champion, Tony Schumacher share a laugh between races

STAFF SERGEANT ENJOYS NCI FAMILY

NCI SUCCESS STORY

Bill Gilbert

Truck # 4405



**STAFF SERGEANT BILL GILBERT
US ARMY RESERVE**

Driver manager Phil Eade states, "When we hired Bill Gilbert I thought we were simply hiring a fellow who lived in the right area for our hide operations. He lives between the National Beef plants in Liberal and Dodge City, Kansas and their Hide plant in St Joseph, Missouri. Little did we realize, we were getting a good deal of experience with him, making him an even more valuable employee. Additionally, the personal relationships he has made with those of us at the plants has been exceptional. Bill is a Sergeant in the 129th Transportation Company US Army Reserve. From the start, he has been very careful to provide me with his drill schedules and plenty of reminders of his commitments."

He has also been willing to do odd jobs to insure he makes the miles required to earn his living, as well as insuring he makes his drills. Quite honestly, this is a two-way street... requiring solid communication and a willingness from both sides to do the extra things needed to make it work. My job as his driver manger is greatly simplified by his willingness to do what needs to be done. Just get him to the right places at the right time, and he does the rest."

Bill Gilbert and his wife Tamra live south of Topeka, Kansas in Quenemo. After graduating high school at nearby Melvern, Kansas, in 1985, Bill joined the US Navy in 1986. He hoped to learn to be an aviation technician but decided to become an engineer, specializing in damage control. His focus was on board flood and firefighting issues. After serving honorably for four years, he exited the navy in 1990 as a 3rd class petty officer, E-4.

That same year, he joined the US Naval Reserve, volunteering one weekend per month plus two weeks a year. He was trained as a welder. He used the supplemental income to support his young family as he farmed and worked as a groundskeeper at a pet cemetery. After three years later he left the Naval Reserve.

In 2005, at the age of thirty-six, he joined the Kansas National Guard. Bill joined an aviation brigade and went to Iraq during 2006–2007, where he volunteered as a door gunner on a Blackhawk helicopter. The reality of being in the line of enemy fire became crystal clear when a helicopter in his unit was shot down by a rocket propelled grenade, killing all on board. After completing his mission in Iraq he came back to Kansas and became an Operation Warrior Trainer for the next two years. With his experience and leadership skills, he prepared troops who were about to go to Iraq and Afghanistan.

During 2009, Bill was released from the Kansas National Guard to join the US Army Reserve based in Fort Riley, Kansas. His new Military Occupational Specialty was as a motor transport operator (88M). As a truck driver, he received over the road training on the job. Later, Bill became a Staff Sergeant as he transferred to Osage City, Kansas, to perform his drill duties. Osage City is only 20 miles from his home in Quenemo. He operates a heavy equipment transporter designed to haul tanks, dozers, and other heavy loads.

Bill and his unit were called up to provide convoy / gate security in Afghanistan during 2010-2011. While on patrol, the truck he was driving missed an improvised explosive device in the road. However, the truck behind him hit the pressure-released bomb blowing off the front of the truck and causing damage to the back of Bill's vehicle. He was awarded the Combat Action Badge during his tour in Afghanistan.

Bill feels that spouses are the most impacted when service persons are deployed. Soldiers are told what to do and when to do it. Those left behind have to pay bills, provide childcare, and arrange for home and vehicle repairs, all the while, worrying if their significant other is safe and out of harm's way.

"Sometimes there is no communication while we are in the field. News reporters dwell on the negative. When the Blackhawk was shot down and after the IED hit our trucks, my wife had to watch for news on TV hoping to get a call from me and not a military Chaplain," Bill lamented.

Bill commented, "Livestock/Hide Division Director, Jason Greer and my DM, Phil Eade go above and beyond to support me as I drill. They even gave me a Saturday off in November to attend a Veteran's Day

parade. When it's my weekend for drill, I drop a load in St Joe, then I go home (in route) for the weekend. After drill, Phil has a load waiting in Dodge City or Liberal when I leave the house. A lot of companies say they are family oriented – National Carriers proves it."

Bill and Tamra Gilbert pose as they leave Liberal, KS hauling hides to St. Joseph, MO.



Written by Ed Kentner

Trailer Decal Educations Public on Water Safety

Combined Effort Raises Awareness



Left to Right – Director of Maintenance, Johnny Branstine; Brigadier General Thomas W. Kula, Commander and Division Engineer, U.S. Army Engineer Division; Southwestern, President Jim Franck

In 2012 Brigadier General Thomas W. Kula visited the National Carriers, Inc. offices in Irving, Texas to place the first water safety decal on the rear doors of an NCI trailer. This joint venture between the U.S. Army Engineer Division and National Carriers was designed to promote water safety throughout United States. According to Centers for Disease Control and Prevention, accidental drowning is the second leading cause of unintentional injury death for children ages 1-14 years in the United States. General Kula was joined by NCI president Jim Franck and director of maintenance, Johnny Branstine as the first decal was installed.

The US Army, the Corps of Engineers, the USCG, USCG Auxiliary and National Carriers were all involved in the project. The decals were provided by the military and placed on 250 NCI trailers by shop personnel. Based on 2013 statistics each NCI trailer potentially travels sixty seven thousand miles per year. Over 10,000,000 estimated views per year are projected during the ongoing water safety promotion.

Safety Manager, Mickey Boyce was instrumental in the water safety promotion becoming a reality at NCI. Boyce is active in the United States Coast Guard Auxiliary and received a commendation for his efforts from the U.S. Army.



USCG Axillary Flotilla Commander and NCI Safety Manager, Mickey Boyce receives Department of the Army Certificate of Appreciation

NCI SALUTES SERVICE VETERANS



AL LOVE



CHRIS RAPER



ROSS EDD JOHNSON



BILLY GILBERT



CHRIS JIMENEZ



BILL GIBBINS



DARRELL VENABLE



DAVID LAMICA



ED JANAWSKI



EUGENE SMILEY



MICKEY BOYCE



GRANT FOX



JAMES STRICKLING



JOHN ORIGINALIS



MATTHEW TYE



JOE WILLIAMS



STEVE NEAL



TIM MAY



WARREN FLINT



JOHN ZUMBRO



Winter Wear

Duck Brown Jackets - \$55

Quilted Liner, Heavy Duty Zipper
Available in L, XL, XXL



Quarter Zip Pullover Sweat Shirts - \$20

Maroon, Dark Grey, Blue, Grey
Available in M, L, XL. Plus Sizes add \$5 - XXL, XXXL



Stocking Caps - \$7

Electric Lime, Deep Blue, Radiant Orange
One Size Fits All

Leather Fueling Gloves - \$5

Reinforced Stitching - Grey
One Size Fits All



All supplies are in stock in our Liberal, KS store. All products can be ordered via phone, email, in person. Method of payment: credit/debit card, cash, or charge. Pickup at Liberal terminal or have winter wear shipped via UPS. Additional shipping and handling costs will apply.

800-835-2097 x6303
penny.linenbroker@nationalcarriers.com

