



## Annual WT Safety Fair – Friday, May 20 12:30-5:30 PM

### **ATTENDANCE IS MANDATORY**

Keynote Spoeaker: **Carl Hunter**—Retired Air Force Colonel, Author & Speaker

Spouses/significant others are welcome

DOT, Health Insurance, MHP, Qualcomm, Human Resources and Railroad Crossing Safety booths will be featured.

A BBQ will be served at 5:30 p.m. (Smoked Salmon, Chicken, Burgers!)

The **WT Annual Horseshoe Tournament** will follow the BBQ. (Prizes—\$500, \$300, \$100 for 3 places!)

To encourage increased participation, 2-member teams will be drawn randomly!! Sign up with Rick Jacobs now!!

### Last Year Ended Well

**2010**

WT experienced a year of recovery and growth in 2010 thanks to the efforts of our talented team and growing customer base. **IN-SAFE and**

**Fuel Bonuses** were given to drivers and mechanics amounting to **\$225,222** (up from \$176,146 in '09)! Management and office team members enjoyed either quarterly or year-end bonuses as well. A remarkable **4,754,325 miles were driven** as compared to 3,942,173 in '09. And, most importantly, **there have been no major accidents or injuries in the last 11 months** while everyone strived to provide great service to our customers!



Jim Weaver Christening the Shop

### WT-East Celebrates New Facilities

March 17<sup>th</sup> Billings and Hardin staff along with Rocky Mountain Power Plant staff and all the crew from **Springlane Construction** gathered at the newly finished WT-E Office/Shop building for a celebratory open house. Tom Hewitt, Branch Manager, stated, "having the new building is like turning over a new leaf. We're even connected to the internet which makes us kind of modern now! Everyday drivers mention how much they like it –

especially the three guys who had to do repairs out in the elements before." The building is 5,000 sq ft with its 1 ½ drive-through bay shop, two offices, two baths and staff training room/lounge. Now most mechanic work, except for warranty work, will occur there saving employee time and fuel costs for the trips back and forth to Billings. This positive boost to employee moral there is slightly dampened by the upcoming expected yearly shut down of the generation station. Starting mid-May the Hardin station will close for a full month because of excess hydro power being generated by seasonal snow melt and rain charging through river dams. Once the dams start **Continued on page two**

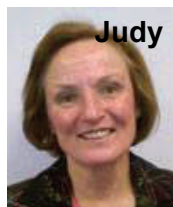
## Managing Through Growth

The last three years here at WT have been exiting and educational times for all employees of Jim and Diane Weaver. We have learned to manage well through challenging times defined with a period of economic downturn struggles and also dramatic growth opportunities. Overall, we have grown the company and have refocused certain practices with positive results. One area of refocusing that has paid dividends has been re-tooling our regular Branch Manager meetings to a more broad-based and efficient schedule. These now bi-monthly instead of weekly meetings are always focused on our **Safety Program first** then move into branch-to-branch coordination efforts and problem-solving discussions. The third Monday of every month is focused more heavily on branch financial performance and projection updates. — These positive changes along with many others have served to provide WT with an even more solid footing during a rapidly changing and ever challenging business climate. A sincere THANK YOU to all WT employees who have stepped up to the plate to make this happen!

*Jason Vollmer/ WT General Manager*

## New Employees:

Welcome to new employees: *WT-Billings*: **Bradley Oak**, 2/10/2011; **Weyland Schenk**, 2/28/2011; **Judy Garrett**, Human Resources Manager, 3/7/2011; **Leigh Ann Ross**, 4/1/2011: *WT-South*: **Timothy Schroeder**, returning 1/13/2011 as Assistant Manager; **James Eulberg**, 4/20/2011: *WT-Rapid City*: **Gregory Littler**, 1/19/2011; **Clinton Blalock**, 1/21/2011 .



Judy

## WT Trucking Demands Rise

Lately, knock on wood, WT can hardly keep up with equipment needs to service our customers. A large portion of the demand is coming from allied company EMI, which uses WT trucks and owner-operators coordinated through WT to haul ash to its destinations. Additionally, some of the extra work company-wide may be a result of the economic downturn of the past few years which ended up negatively impacting many smaller truckers to the point of failure and closing. Larger more stable and diversified companies like WT are growing to meet those shifting demands. Another huge challenge for the trucking industry is the rising cost of fuel. WT's fuel bonus program results over the last three years demonstrate that driving habits do make a difference in this critical expense area.

***Thank you drivers for your efforts to drive safely - at effective speeds - to save fuel; and to be flexible working with logistics staff to meet the changing needs of our customers.***

## On The HR Front

Let me introduce myself. I'm Judy and I'm your new Human Resource Mgr. Although I'm stationed in the Billings Office, my position supports all employees of WT, EM, and QS/EW. **There were some significant changes to the Health Insurance Plan effective March 1st.** The Plan now provides **unlimited lifetime maximum benefits.** This means that even under the worst possible scenario, your health insurance won't run out. You are now able to provide health insurance coverage for your adult children up to the age of 26, married or unmarried. Your health and well-being are our top concern and as such, **most preventative medical services are paid for 100% - no deductible.**

WT covers 80% of the Health Insurance premium expense for employees—same as last year. — Every

**Change to Quarterly "Fleet Sheet"** What has been a mostly "monthly" newsletter to our employees and customers since Jan. 2000, this communication piece will now come to you at your business or home address **once a quarter**. Be sure to let our office know if your address changes – 245-8833. And, remember, suggestions/ideas for content are always welcomed and encouraged!

employee should have received their yearly performance evaluation in Jan. Based on the results, annual salary increases took place in Feb. Although the national average pay increase for employees was 1.7%, WT provided on average a 2% increase. This pay increase along with the generous benefit package averaging another 27% of salary is just one way that WT rewards each of us for working here and helping to contribute to the company's success.

## WT-East (continued)....

shutting back for the summer, the station will gear back up. Meanwhile, several of the WT-E drivers will be asked to fill in on other hauls as able.



**New WT-East Hardin Facility**

**SAFETY FIRST — ALWAYS!!!**

\*\*\*\*\* **Allied Companies** \*\*\*\*\*



**Environmental Materials, Inc. (EMI)** – Exciting growth is occurring with the recent acquisition of the previously Wyoming-based company **Pro Energy**. **Randy Ingalls**, VP of Operations and **Scotty Legerski**, Operations Mgr., are new employees of EMI effective Jan. 16<sup>th</sup>. These employees along with **Jon Peek**/Sales (who started March 21<sup>st</sup>.) are charged with expanding EMI's ash sales to additional customers primarily in the Bakken Oil fields of ND and other sites. Randy has taken over management of the EMI bagging site on Johnson Lane as well as oversight of all EMI ash sales/delivery from his current station in Williston, N. D. Randy also works closely with Jason Vollmer on ash procurement to meet the needs of our growing ash customer base. Also welcome to new employee at the Billings bagging site - **Michael Williams**, 3/17/2011. **(EMI In Safe bonuses for the last 4 months amounted to \$797.)**

**EnviroWorks** EW is running strong with 18 pulverizing and soil stabilization projects scheduled over the next 4 months in Idaho, Montana and Wyoming. EW has replaced one of their RS650 reclaimers with a bigger and newer RS800 model reclaimer that is really impressive to watch work. EW has also added another reclaimer/pulverizer known as an "IronWolf" to their fleet that will pulverize asphalt, concrete and rock as well as another lowboy truck and trailer to haul machines.



An example of a current project: An Idaho Department of Transportation project that EW is subcontracting to Knife River—Idaho to Salt Lake City interchange to Raft River interchange: 15 mile stretch of highway to (1) pulverize existing asphalt and (2) Cement Recycling Asphalt Base Stabilization (CRABS); 4 operators staying on site in camper trailers; using equipment—RS650 Reclaimer, RS800 Reclaimer and Spreader Truck.



With all the work that EW does over the road, two very nice camper trailers were purchased for the operators to live in on site as opposed to staying in motels. It's proving to be very convenient for the guys and to be a huge cost savings! Two men per trailer are enjoying the campers which are very spacious and well equipped - each with a kitchen, bathroom and two private sleeping areas with TVs. With the weather delaying project start ups, the crew has been putting in long hours and even double shifting to keep schedules in line.

Welcome newcomers **Ken Jensen** and **Joel Hess**. Both Ken and Joel are a great asset to the company and bring lots of experience in operating equipment and mechanic work. -- **A new EnviroWorks website has been launched** – [www.enviroworksmt.com](http://www.enviroworksmt.com) .

**Quarry Services (QS) – Beet Loading** QS finished out this contract at the end of the sugar beet season 2-5-10. The trucking company that QS worked for, ADS, lost the bid for the next campaign. And the selected trucking company decided to do their own loader work. (WT did not bid for the trucking work.) So, that's the end of the sugar beet loading contract for now with QS having sold some of the loader equipment and reassigning the rest to other jobs. **(Beet Loaders received In Safe Bonuses amounted to \$4,684 over the last four months.)**

**QS,LLC –Townsend** QS has been steady thus far and looks to keep busy at the Graymont Western Indian Creek Limestone Quarry in Townsend. QS keep safety top of mind as they work hard hauling rock to the crusher, expanding into new areas of the Quarry, building roads, doing reclamation and side projects while keeping equipment up and running.



# SAFETY FIRST — ALWAYS!!!



March 5, 2011, **Jim Weaver** welcomed **Jason Vollmer** and **Rick Jacobs** as Shareholders in WT.

**April Carothers Promoted** Anyone who has been around WT for a day or two gets to know April, who has been a faithful employee since February 16, '98 (that's 13 years now). At that time she joined Jim Weaver and one other as the only staff at WT working out of the modular office that they soon outgrew. She helped with pretty much everything then and through the years moved into different roles until her most recent, Office Assistant position in charge of all billing of truck hauls and receivables among other duties. April just recently was chosen for a new salaried role as Accounting Assistant in charge of EMI's growing invoicing, receivables and payables and other accounting tasks assisting our Chief Financial Officer, Rick Jacobs. Outside of work, April and spouse Jason are raising three children – Andrew and Amanda who are now 8 and Austin who is 11. So you can imagine, April doesn't have much free time after a full day at the office. — "It's been exciting to watch all the growth at WT and I'm eager to see what the future brings. WT is my second family and I enjoy coming to work everyday."



got safety?

## Driver/Mechanic Bonuses

The last four month tallies at WT were as follows:

<b>WT IN-SAFE</b>	<b>\$10,270</b> (Dec.)	<b>\$10,155</b> (Jan.)	<b>\$ 8,990</b> (Feb.)	<b>\$ 8,463</b> (March)
<b>WT Fuel</b>	<b>8,850</b>	<b>6,632</b>	<b>5,211</b>	<b>6,055</b>



Spring is here and time to get into shape!!! Walk, run, work in the yard, **throw horseshoes**, bike.....just get out of the house/office/truck and move!!! It's great for your waist, your attitude and your health! **WT is sponsoring all female interested employees in the May 7th Women's Run!** Sign up at Headquarters Office now!!

*If your dog is fat,  
you're not  
getting  
enough exercise!!*

**Drivers Note:** Qualcomm units are present in most trucks at this time and all drivers should be using them by now. – Did you know that DOT doesn't need probable cause to pull a driver over anymore? Speeding really gets their attention....so **stay within the speed limit** for that reason and lots of others – like safety and fuel savings! Don't give them a reason to stop you. – Also, **stay awake, alert and get plenty of sleep prior to your haul!!** — Remember to always **wear your personal protective equipment (PPEs)!!**