



2011

## 2011 Review: Strong Growth in Tough Economy

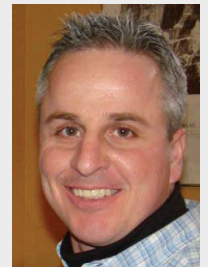
WT has launched into 2012 with positive momentum from a very good growth year in 2011. It has been an interesting and educational experience for the WT Team as it has developed and flourished during bleak times for our country.

### **Some notable facts from 2011:**

- Total miles driven increased by 21% from 4,753,000 (2010) to 5,722,450 (2011).
- Expansion included a branch in Rapid City, SD as well as Lovell, WY.
- Safety Bonuses totaled \$132,202.96 and Fuel Bonuses totaled \$115,366.53.
- Plans were made in 2011 to expand the Billings Shop and Office Headquarters with construction to begin in the Spring of 2012.
- Our team of companies created **82 new jobs in 2011!**
  - Warren Transport: 18 new jobs
  - Quarry Services/EnviroWorks: 6 new jobs
  - Environmental Materials: 24 new jobs
  - Pro Energy: 34 new jobs



*"WT's owners and management thank each and every employee, customer, and vendor for their hard work and dedication to our company. We are optimistic about the future and believe strongly in our direction and the team of great people driving WT."*



*-Jason Vollmer/  
WT General Manager*

## **On the HR Front:** **Employee Benefits Increased**

The New Year brings new benefit offerings to WT and our affiliated companies. The 401k retirement plan kicked off on January 1, 2012. Of the 212 combined company employees, 127 were eligible to participate – i.e. had completed 6 months or more of employment. Of the 127 eligible to participate, 112 employees enrolled in the plan, and the majority of them are contributing 5% or more to their 401k taking full advantage of the company's \$1 for \$1 match of up to 5%! That's an **87% participation rate!** Remember, it's not too late to change your mind and invest in your own future. WT encourages employees to make your retirement years more comfortable. Stan Jones is ready, willing and able to help you select just the right investments for your particular situation. Stan can be reached during the day at 406-252-2447, toll free at 1-877-816-1227 or in the evening at 406-259-5677. (Continued page 2)

## **Trucking Branch Updates:** WT – Rapid City, SD; **Congratulation on WT Rapid City's One Year Anniversary!**

This branch started out with one contract, PPL-Colstrip, and 4 sets of pneumatics. Today, one year later, the branch has added 1 pneumatic set and 3 belt trailers to help serve WT's sister company EMI, and 3 sets of double side dumps. These side dumps are hauling rip-rap from Fisher's Wyoming quarry to their site in Glendive. (Continued page 2)

**Did You Know?** **Coal Ash Facts:** By using coal ash instead of disposing of it in landfills, we are avoiding the environmental degradation and energy costs associated with mining virgin materials. We are building stronger, longer-lasting structures that save taxpayer dollars and minimize environmental impacts. For every ton of fly ash used in place of portland cement about a ton of carbon dioxide is prevented from entering the Earth's atmosphere. (Continued page 3)

**Trucking Branch Updates:** (*Rapid City continued...*) A big welcome to **Michael "Stretch" Long**, new Eastern Region (ND, SD and WY) Sales and Operations Manager. Stretch and his wife, Marilyn, live in Rapid City, and he comes to WT with over 30 years of sales and market management experience in the cement industry. Congratulations and thanks to **Brady Thompson**, Branch Manager, and everyone who has made Rapid City a glowing success! **New Employees:** **Peter Johnson** / Driver (12/27).



Stretch

**WT- Billings, MT:** WT trucks are very busy with an average of 60 loads per week for BGI, and 18 loads per week for Wyoming Lime. Pneumatic trucks have also been supplying EMI with ash nonstop from different sources across this region. Seven flatbed trucks are running from EMI's bagging operation in Billings to ND daily. **New Employees:** **John Kramer** / Driver (11/5). **WT - Billings, MT Shop:** The Billings shop has been assembling six new 2012 T800 Kenworths. This includes installing bumpers, fenders, blowers or wet kits as needed. The new DEF shed is now operational. DEF is a fluid used in all our new trucks for emissions control. **WT- West (Belgrade, MT):** Winter is typically slow for the Belgrade branch; however, this winter instead of parking trucks, WT-West has leased 6 flatbed trailers to haul daily super sacks from EMI's bagging operation in Billings to ND. **New Employees:** **Michael Ramsey** / Driver (11/9).

**WT - East (Hardin, MT):** The Decker mine has awarded WT another year contract hauling fine materials from the west side of the mine to the east side of the mine with one of our heavy-haul, belly-dump double sets. **New Employees:** **Steve Stack** (10/10), new Shop Mechanic, has been a very welcomed addition to the Hardin operations. We're also excited to welcome **Roy Van Dusen** / Driver (10/31). **WT-South (Warren, MT/Lovell, WY):** WT-South has finished the sugar rock haul to Wyoming Sugar in Worland as well as rail shipments to Sidney and Lantic for the campaign. WT-South will haul to Western Sugar Lovell through February for another record sugar beet harvest. Lime Kiln Dust (LKD) is being shipped in record amounts to the Billings bagging plant for EMI. WT's pneumatic trucks have been staying busy hauling LKD from WyoLime to EMI's bagging operations. These trucks are also making several trips to Wheatland; supplying ash to EMI's bagging operations too. The newly purchased Lovell shop is in partial operation, and ground breaking on the office expansion is expected by spring. Look for a lot of new hauls coming in the future out of this additional location. **New Employees:** **Hoyt Satterwhite** / Driver (11/3), **Joseph Klein** / Driver (11/23), **George (Eddie) Abraham** / Driver (12/21), **Robert Poncelet** / Driver (12/21), **John Prosek** / Driver (12/26). "2011 was a milestone year for WT. Thank you to the drivers for all their hard work and safety conscious efforts for making it a prosperous year. Keep up the good work in 2012!" – Daren Severson / WT Operations Manager



Daren

### Notice to All

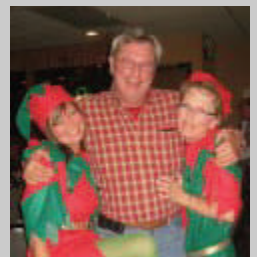
**Drivers:** Cell phone laws have changed with a new federal ruling. As of January 2<sup>nd</sup>, 2012, **hand-held cell phone use by CDL drivers is now banned.** A driver violation fine can be up to \$2,750 per offense, paid by the driver. **Remember to drive safely and legally!**



**On The HR Front:** (*Benefits continued...*) WT was able to negotiate extremely favorable rates for the Health Insurance plan **AND** enhance the benefit to employees by lowering the maximum out-of-pocket costs from \$2,900 to \$1,850 **AND** add vision coverage!! All of this was done without any increase in premium cost. This is almost unheard of in this economy where 10-20% increases in medical premiums has become the norm! **We are currently in our open-enrollment period.** Employees eligible for coverage (6 months of employment) or those eligible who previously waived coverage, are able to enroll in medical, dental, vision and life insurance during this time. If you don't enroll in the benefits now, your next opportunity to enroll will be in January-February of 2013. Remember, WT pays the employee premium for dental, vision and \$25,000 of life and AD&D insurance.

### WT 2011 Holiday Celebrations

WT held its Management and Office staff holiday party at Gusick's restaurant in Billings, who did a fabulous job of hosting the party! The atmosphere was festive with lots of decorations and servers dressed as elves. The dinner was fantastic, many meaningful toasts were given, and all in attendance received gift bags full of goodies as well as a cash presents. Thank you to



**Darla Corns** and all of the others from WT who helped to make the party a success. Holiday parties were also held for WT's Branch Offices and Allied Companies at various locations.



### Wishing All a Safe and Blessed 2012

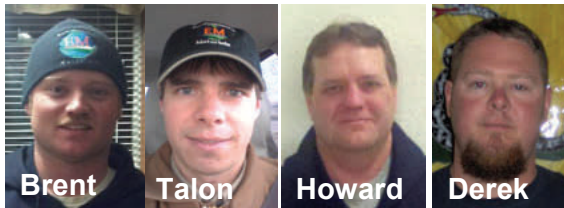
*More laughter than tears, more prayers than fears, more time together than apart...  
More sun than rain, more health than pain, more new adventures to start...  
More blessings than curses, more forwards than reverses, are all wished for you in 2012...  
but mostly I pray that I try every day to put others ahead of myself.* - By Melissa Young



**SAFETY FIRST — ALWAYS!!!**

## Diversified Yet Unified \*\*\*\*\* Allied Companies

**Environmental Materials, Inc (EMI):** EMI continues to grow and expand its customer base and company infrastructure to maintain profitability and market share. EMI has an incredible team and company partnerships established. As EMI enters an exciting New Year, expectations are to raise the bar and fly high! **Welcome to New ND Technical Sales Representative Employees: Talon Cooper** (11/9) is from Shashoni, WY. His family has been involved in the oilfield industry for generations. **Howard Aamold** (12/2), a Montana native, lives in Brighton, CO and brings 11 years of extensive oilfield industry, sales, and customer relations knowledge. **Brent LaPierre** (12/14) is from Meeteetse, WY and brings oilfield experience as well as business experience from his entrepreneurial adventures. **Derek Bush**, new ND Operations Manager, is from Riverton, WY. He brings extensive oilfield knowledge to the team as well as a strong leadership background from his service with the United States Marine Corp as a Corporal in the 3<sup>rd</sup> Battalion, 1<sup>st</sup> Marines. Other New



Brent

Talon

Howard

Derek

Employees: **John Boothman** / Bagger (12/14), **Shawana L Walker** / Bagger (11/21), **Daniel Garcia** / Bagger (11/29), **Eric Russaw** / Bagger (11/29), **Pierre Rhouault** / Bagger (12/1), **Steve Deavila** / Bagger (12/11), **Micki Lynn** / Bagger (12/13).

(Ash Facts Continued....) Also, it takes the equivalent of 55 gallons of oil to produce a single ton of cement. Visit [www.coalashfacts.org](http://www.coalashfacts.org) to learn more.



### EPA Report: One Ton of Recycled Fly Ash in Concrete Yields:

- \$129 in energy savings
- 99 gallons in water savings
- 0.8 tons in avoided CO<sub>2</sub>
- 82 gallons of Gasoline saved

Source: EPA, June 2008 Report to Congress (EPA530-R-08-007).

**EMI In-Safe Bonus for 4<sup>th</sup> quarter: Oct - \$461.52, Nov - \$458.52, Dec - \$1,390.28**



**Enviro Dry® is Now Officially Trademarked.** EMI's Enviro Dry product is specially blended and formulated to best serve individual markets and customers. Enviro Dry fly ash generates the most heat in the industry and is mixed based on customer specified requirements. Enviro Dry can be shipped directly in bulk or in 1-ton weather protecting super sacks that are easy to store and haul where needed.

**Pro Energy:** Pro Energy has seen enormous growth – 34 new jobs added since it's opening in August 2011. Pro Energy's Cutting Processing Units (CPUs) are very successful and continue to be in large demand by drilling companies for remediating waste. Fisher Industries continues to busily help Pro Energy build additional CPUs to keep up with the demand. **New Employees: Meredith Palmer** / Operator (10/4), **Caylor Alcouffe** / Operator (10/11), **John Gervais** / Operator (10/29), **Justin Ogden Huhe** / Operator (10/29), **Phillip Groom** / Operator (11/3), **Levi J. Kolesar** / Operator (11/3), **Shane F. Lambing** / Operator (11/12), **Tim J. Thielen** / Operator (11/15), **Christopher Robbins** / Operator (12/12), **Martin Watkins** / Operator (12/30), **Shawn W. Olson** / Operator (1/6), **Todd Stoll** / Operator (1/6).

**EnviroWorks (EW):** Looking back on 2011, it was a very busy and successful year for EW. Hats off to all the operators for all their hard work that included lengthy time away from their families! Thank you! Looking into 2012, EW will be busier than last year with a lot of work coming from the oil fields in ND and eastern MT adding to normal workloads. Both MT and ND branches are shut down for the winter and working on equipment to get everything geared up for the 2012 construction season. With the winter shut down, EW is busy bidding work not only in Montana but also the surrounding states.

**Quarry Services (QS):** QS started 2012 with a new 5 year contract with Graymont Western and looks forward to continuing to work hand-in-hand with the Graymont team to work as safely and economically as we can to control costs for both companies. We look forward to continuing our outstanding safety record. **New Employees: Shawn Paulsen** / Operator (1/5). "Thanks to everyone at the quarry for stepping up and taking on different tasks when called upon and helping one another out when needed. You are a great team and do a wonderful job!" – Eric Van Hemelryck, QS Director



Eric

# SAFETY FIRST — ALWAYS!!!

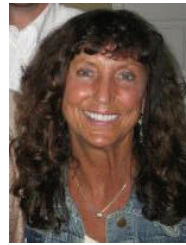
**Employee News:** We're pleased to announce that **Danielle Althof** has accepted the position of HR Assistant. Danielle was hired in October as Office Administrative Assistant and Accounts Payable, and came to us with about 10 years of previous transportation company experience which included bookkeeping, accounting, payroll and DOT compliance. WT would also like to welcome **Brenda Stephenson** / Billings Shop Assistant (11/14). Her role as Shop Assistant includes managing reception, keeping track of equipment/parts inventory and processing purchase and work orders. Brenda has a background in automotive and agricultural parts sales. She and her husband Jim live in Billings and have 2 children and one grandson.



Danielle

Brenda

**Chili Cook-off Winner!** WT had its first chili cook-off in Dec. at the Billings Headquarters. There were 8 entrants and the level of competition was outstanding. Everyone in the office and shop was invited to sample the chili and vote for their favorite.

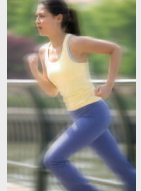


Susie

Voting was tough with fantastic chili all around. **Susie Weaver** came out the People's Choice winner of \$100. Congratulations Susie!

## Biggest Loser Weight Loss Challenge

In an effort to encourage fitness and healthy living, the WT-Billing office has launched another Biggest Loser Weight Loss Challenge. 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> place winners receive cash prizes. Final weigh-in will take place on April 6, 2012. WT encourages other Branch Offices to start their own challenges.



*"Success usually comes to those who are too busy to be looking for it." -Henry David Thoreau*

### Driver / Mechanic Bonuses:

Over the last three months WT has paid out **\$37,083.89 in Safety Bonuses** and **\$38,572.73 in Fuel Bonuses**. The breakdowns at WT were as follows:

	October	November	December
WT IN-SAFE	\$12,775.57	\$12,123.17	\$12,185.15
WT FUEL	\$14,362.78	\$11,857.37	\$12,352.58