



Sterling

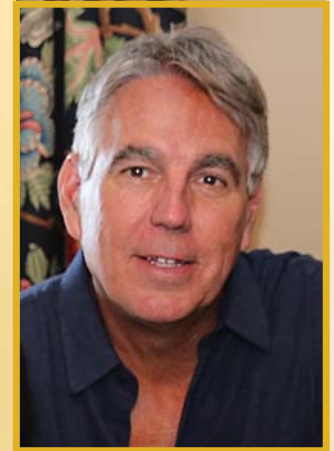
A note from the President...

I would like to express holiday greetings to everyone. As we celebrate the season, I wish you and your family happiness and peace during the Christmas period. It is a time to remember what is important to us.

Thank you very much for your hard work and contribution to the success of Sterling Transport. I look forward to working with each one of you for many years to come and will work hard to make sure Sterling Transport is a company that you and your family are proud to be a part of.

Take care and Happy Holidays!!

Hugh Hinton



Peace

Family

Health

Happiness

From the Safety Department

We would like to thank everyone for their hard work and dedication and wish you a safe and happy holiday season. As we look forward to 2017 we would like to reflect on some of our successes this past year and share some of our goals for the upcoming year.

Rand McNally systems: 2016 was the year we finally got the entire fleet on the system. Product reliability issues presented major challenges throughout much of the year but were finally resolved with upgraded units. Today, out of a fleet of over 300 trucks on average there might be only one or two units down. We also maintain an inventory of spare units that can be overnighted for replacement. The entire fleet also began Z-mitting and scanning paperwork this past year. Although we are still not at 100% the process has improved customer service and allowed dispatchers to be more efficient. The regular use of messaging through the Rand system has also created instant awareness to immediate issues as well as provide ongoing reminders.

Infiniti on-line training: This past year saw an increase in the way we used the system and we have even bigger plans in the upcoming year. Starting this year, we plan on using the system for distributing company benefit information, newsletters and more specialized training using our own created videos. It is very important that you get in the practice of logging onto the website on a regular basis for updates and training. Beginning in January, if you are more than 30 days past due on any assignment you will not be dispatched until training is completed. When you log in there will be some interesting photos as well as articles you can click on to find out more about what is going on throughout Sterling Transport and the industry. Our goal is to provide the highest quality training as well as keeping you informed and connected.

DocuSign: Beginning this past month, we started sending out annual motor vehicle record reviews using the DocuSign system. This system allows you to sign this and other documents electronically instantly and return. It is a quick and easy way to complete required paperwork. Going forward all MVR's, hours of service violations or any other items requiring a signature will be sent this way.

DriveCam: The DriveCam system has been instrumental in protecting the company and driver, in a litigation happy society, as well as making our drivers safer. Through the daily monitoring we have been able to coach drivers who didn't wear their seatbelts or used their cell phones while driving to become safer drivers. It has also exonerated several drivers from being cited in accidents. It has even foiled an attempt at insurance fraud this year. The camera that was once a suspicious device has now become a welcome addition to the cab for most drivers.

All of these systems work together with the help of dedicated and hardworking Safety Coordinators who administer and monitor, to allow you to work safer than ever before. However, the biggest factor in working safely is YOU! We would like to thank everyone for putting Safety First, Safety always in 2016. We would also like to challenge each of you to make 2017 even better. By always putting safety first, being the professional you are, driving to the best of your ability at all times and keeping a good attitude we can all return safely home to the ones we love and who are counting on us.

Merry Christmas from your safety team!



Angela Brauchi



After a warm winter and one of the slowest summers we have had in many years, we are off to a good start to this upcoming winter with predictions of Arctic cold throughout the season.

This summer we saw a lot of small trucking companies close their doors but with the help and dedication from many of you we are looking forward to a prosperous upcoming year.

I would like to thank all of you for your hard work and going the extra mile during these tough times. I wish all of you and your families happy holidays and a safe New Year!

Tony Shiun



Happy Holidays! Sterling Transport is lucky to have dedicated employees and would like to thank you for your hard work. May this Christmas season bring tons of success, good health, prosperity to your life. As always be safe and aware.

Welcome Aboard

Karla Alvear



Sterling has opened a new office in Pearsall, TX that will facilitate operations/dispatch functions to our southern region. We have added a new member to our Texas team, Karla Alvear. Karla comes to Sterling with a background in trucking and office administrative experience. She was previously employed with Plains All-American/Lone star Trucking. We are very excited to welcome Karla to our Sterling Transport team!

