

# RED

The **RUAN** Magazine

ISSUE #1 | Q1 2009





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## A MESSAGE FROM THE CHAIRMAN & CEO



Welcome to the first issue of *RED*, The Ruan Magazine. Our vision for *RED* is to offer industry information, provide guidance on a variety of transportation-related topics, and keep you informed of the latest Ruan innovations and services.

Why *RED*? Red is the primary Ruan corporate color and, by definition, captures the essence of our corporate values and principles. Red signifies confidence, strength, warmth and passion—qualities that are aligned with the Ruan brand and inherent within the Ruan team.

At Ruan, there are elements that generate passion in each and every one of us. Our jobs and day-to-day duties vary; however, collectively as a team, there are specific goals, objectives and values that we all share.

We are passionate about our Core Values: Integrity, Dedication, Teamwork and Enjoyment. These are the values that guide our work, our decisions, and the example that we set, within the industry, for our customers and the communities we serve.

We are passionate about hiring, developing and retaining the best possible team. We are passionate about providing best-in-class service to our customers and take pride in our approach.

Inside our inaugural issue, we have included a variety of topics that highlight our passions. The World Food Prize, or the “Nobel Prize for Food and Agriculture,” is a cause that has long been important to Ruan and the Ruan family. Safety, another area of passion for our team, is addressed by our Vice President of Safety and Administration, who speaks candidly about the safety culture within our organization. Last, we look back at our 70-year relationship with the grocery industry, highlighting both our commitment to our customers and our passion for their business.

We appreciate the opportunity to share our perspective and our passions with you. I hope that you find *RED* informative and enjoyable.

Sincerely,

John Ruan III



# When Freshness Can't Wait

“My experience with Ruan is the best start-up I’ve ever been through. We have a true partnership in every sense,” says Mitch Sells, Associate Facility Team Leader for Whole Foods Market. “Ruan made our transition from private fleet to dedicated totally seamless. The Ruan staff didn’t miss a beat.”

As the world’s leading provider of fresh, natural food, Whole Foods Market’s quest is clear: healthy food for a healthy planet. The company, whose mission is Whole Foods – Whole People – Whole Planet, was founded in 1980 with one small store in Austin, Texas. Twenty-eight years later, it boasts more than 270 stores in North America and the United Kingdom.

## From Private Fleet to DCC

After several years of owning a private fleet of trucks for its Austin distribution center, Whole Foods Market wanted to focus on its core business—healthy food—without the distraction of managing transportation. In January 2008, Ruan relieved Whole Foods Market’s private fleet burden and now directs the logistics and shipping of these quality natural and organic food products to Whole Foods Market stores throughout the U.S.

“Ruan’s dedicated contract carriage (DCC) solution allows Whole Foods Market to do what it does best, while we do what we do best—transporting clients’ goods safely and on time,” says Eric Lee, Ruan Senior Vice President of Sales.

Ruan’s dedicated contract carriage service also reduced Whole Foods Market’s risk and liability by transferring insurance responsibilities to Ruan.

Today, Ruan operates a 24-hour, on-site terminal in Austin with 25 trailers and 30 drivers. Ruan specifically designed delivery routes throughout Texas, Arkansas, Oklahoma and Louisiana to accelerate Whole Foods Market’s distribution efficiency. Additionally, Whole Foods Market enjoys new revenue through Ruan’s brokerage services, which pays Whole Foods for third-party backhaul loads.

“Ruan consistently meets a 99 percent on-time record for Whole Foods Market,” says Lee.

In addition to servicing Whole Foods Market’s Austin distribution center, Ruan provides dedicated contract carriage to Whole Foods Market’s San Francisco, California; Landover, Maryland; and Pompano Beach, Florida, centers.

## Beyond Business

Ruan proudly shares Whole Foods Market’s commitment to a better planet, including humanitarian endeavors. Ruan and Whole Foods Market partnered to provide hurricane relief in summer 2008 when Ruan provided trucks and drivers to haul relief supplies from Whole Foods Market to Hurricane Ike victims in Texas.

“Ruan’s terminal manager came through like a champ, including adding 18 extra loads each night of ice and water,” says Sells. “Ruan’s service levels continue to exceed expectations.”

As a company with the strictest quality standards in the grocery industry and an unshakable commitment to protecting the planet, Whole Foods Market lives and breathes its ideals. Ruan, in continuous pursuit of fuel conservation and minimizing environmental impact, as evidenced by the SmartWay Transport Partnership, reflects and upholds these core values as well. Together, Whole Foods Market and Ruan are prosperously and conscientiously supplying good food throughout America.



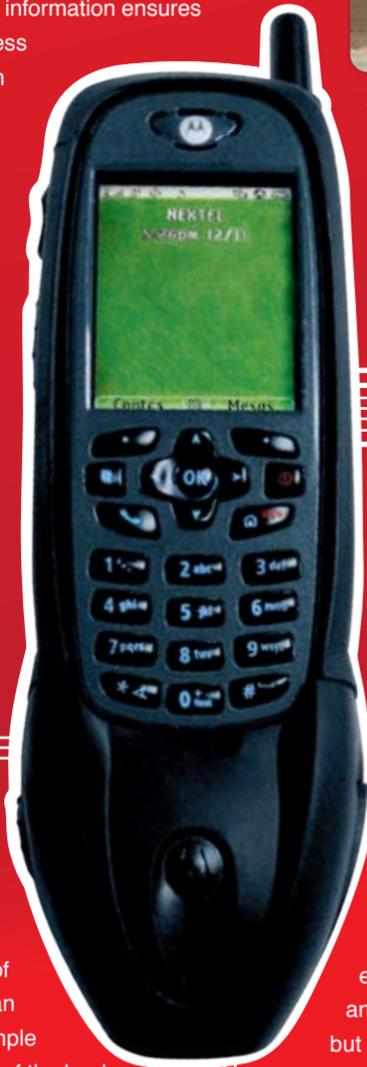
# RedTrak

## PUTS RUAN ONLINE, ON TIME

Ruan Transport Corporation, one of the nation's leading milk haulers, is ensuring more efficient service for its dairy clients through new Web application technology combined with customized handheld applications. *RedTrak* gives Ruan drivers the ability to receive real-time dispatch information and, in turn, wirelessly submit all data associated with the load. This real-time information ensures more accurate and increasingly paperless service, while allowing Ruan to assist in optimizing the dairy supply chain.

"Because dairy hauling requires complex, dynamic scheduling and routing, the information about each load and real-time communication are paramount to delivering continuous improvements in transportation solutions to the dairy industry," says Ben McLean, Ruan's Chief Information Officer. "*RedTrak* helps our drivers ensure accuracy throughout the transport process, allowing our transportation supervisors to quickly communicate routing changes, while enabling the evolution of paperless, electronic processes within the dairy industry."

The *RedTrak* technology is delivered through easy-to-use mobile phones that are linked to Ruan's Web dispatch application. Drivers use the phones to scan and transmit updates as they occur, automatically creating an electronic record of the dairy hauling process. For instance, Ruan drivers are empowered to both seal and sample the milk and transmit this data along with all of the load information to Ruan and the customer. Every aspect of the dairy hauling process is captured through the application, including milk weight and temperature, arrival and departure times from each dairy and receiving plant, sample IDs and seal numbers. This eliminates the need for handwritten records, improving accuracy, speed and convenience.



The technology also benefits Ruan customers, since it can be electronically transmitted into their systems. This reduces time spent by customers manually typing or scanning paper-based information into their own systems.

In addition to the bar code scanning capabilities, *RedTrak* handheld units also include a GPS system so that Ruan dispatchers can monitor each truck's exact location and activity, and provide updates to dairy farms or receiving plants, as needed.

"*RedTrak* is one more way Ruan proves its efficiency and accountability to customers. We're always looking for improvements to provide them with better, faster, more convenient service," says McLean. "Other products exist for electronic tracking and data capture, but *RedTrak* is the most comprehensive, customized transportation application for the dairy industry."



Senators McGovern and Dole receive The World Food Prize (from left: Ambassador Kenneth Quinn, Senator George McGovern, Senator Bob Dole and John Ruan III)

# TENACIOUS COMMITMENT TO END WORLD HUNGER

## THE WORLD FOOD PRIZE

There are marginally significant trends, and then there are issues that impact our entire planet. They are global causes that demand world-class expertise, dialogue, policy and partnership. When it comes to eradicating world hunger, the distinguished World Food Prize, based in Des Moines, Iowa, is at the center.

“The World Food Prize was created in 1986 to recognize and inspire exceptional breakthrough achievements that increase the quality, quantity and availability of food in the world.”

**Ambassador Kenneth M. Quinn**  
President of The World Food Prize Foundation

## THE GROUNDWORK

The World Food Prize Foundation's inception came from Dr. Norman Borlaug, one of only five recipients to receive the Congressional Gold Medal, the U.S. Presidential Medal of Freedom and a Nobel Peace Prize. After winning the Nobel Peace Prize, Borlaug realized there was no prestigious award for accomplishments in agriculture, and thus, the idea for The World Food Prize was born. As the leader of the Green Revolution, Borlaug is credited with saving more lives than any other person who has ever lived.



Dr. Norman Borlaug

Each October, on or around World Food Day, world leaders in government, business, academia and global foundations collaborate through The World Food Prize events. The Norman E. Borlaug Symposium, better known as the Borlaug Dialogue, attracts 1,500 people from around the world—including China, Rwanda, Uganda, India, Australia and Brazil. Also in attendance are the U.S. Secretary of Agriculture and the leaders of the Bill and Melinda Gates Foundation.

## RUAN PARTNERSHIP

Dr. Borlaug, born on a farm near Cresco, Iowa, envisioned an award addressing hunger and malnutrition. In 1990, four years after its inception, he and trucking entrepreneur and philanthropist John Ruan joined forces to ensure The Prize's ongoing success. It was a visionary act of corporate social responsibility. The Ruan family created an endowment for the annual prize of \$250,000 to honor and support the work of preeminent laureates who make it their life's work to address hunger issues in the world.

John Ruan, himself with small-town Iowa origins like Borlaug, literally “rescued” The Prize when the original sponsor withdrew its financial support in 1989. Ruan moved The Prize to Des Moines, Iowa, Borlaug's native state and headquarters for Ruan Transport Corporation.

John Ruan served as Chairman of The World Food Prize Foundation until 2003. Today his son, John Ruan III, Chairman and CEO of Ruan, serves as The Prize's chairman. His children, as well as other family members, also are involved in the program, upholding the family's commitment to this global initiative.

## TWO DISTINGUISHED MEN, 40 YEARS OF MAKING A DIFFERENCE

### 2008 Laureates Create Bipartisan Understanding and Worldwide Hunger Relief

The 2008 World Food Prize Laureates are two renowned men who created a program to alleviate hunger and promote education among the world's poorest children. Two men, who arrived in Congress in the mid-20th century from midwestern states to eventually become the U.S. Presidential nominees of their respective parties. Two men, who from their World War II experiences, saw firsthand the misery associated with hunger and were forever impacted. Two men, who for decades worked across partisan lines on the agriculture, food and nutrition front.



For their inspired, collaborative leadership that has encouraged a global commitment to the cause, trumpeters announced U.S. Senators George McGovern and Robert Dole as the Laureates on October 16, 2008, in the Iowa Statehouse Chambers. Senators McGovern and Dole share the \$250,000 World Food Prize.

## IMPACT ON COUNTRIES, ON CHILDREN

Since 2000, the McGovern-Dole international school feeding program has provided meals to more than 22 million children in 41 countries and has boosted school attendance by an estimated 14 percent overall and 17 percent for girls.

Even greater progress occurs today. McGovern, who in 1961 headed the Food For Peace program under the Kennedy administration, cites shifts in the global hunger situation in Africa, India and other parts of the world.



“There was a time when India was literally starving to death and we kept them alive,” says McGovern. “Today, India is a net exporter of food. India's apparent success doesn't mean there isn't still starvation in the world. It's still a persistent problem. There are 800 million chronically hungry people in the world today.”

“The majority of the hungry children are girls, because of the favoritism to boys. And when girls are hungry, they stay home from school. And when they stay home from school they marry as early as age 10. By the time those girls are age 20, they've had six children.”

“But when they stay in school, they have an average of just three children,” McGovern explained. “So we've cut the birthrate in half without abortions. My friends used to tell me that we'd never get on top of the famine problem without cutting the population. I learned it was the other way around. You feed people and the population comes under control.”

## SERVING FUTURE GENERATIONS

Ending hunger is within reach, McGovern and Dole claim. It requires further understanding of the basic drivers such as population growth, meat and crop production, climate change and energy supplies. It's essential to increase research, leverage technology platforms and transfer learning to those ready regions of the world.

Senator Dole notes that more money from more sources is needed to solve the problem of world hunger, which is exacerbated by today's financial crisis. "The United States can't do it alone," Dole explains. Transportation, infrastructure, and efficient, intermodal delivery of food continues as a societal need. With fuels added to the equation, the challenge becomes greater.

"It becomes a moral challenge not to use food for fuel if hunger exists," according to McGovern. Both senators say research is needed to find new sources for producing ethanol and biodiesel. They hold out hope for switchgrass and maize stalks, and encourage development of other alternative sources of energy.

Dedicated people answering the call. George McGovern and Bob Dole. Norman Borlaug and John Ruan. Leadership is a critical component to future success.

"We are compelled to focus globally on food availability and prices," says John Ruan III, Chairman and CEO of Ruan Transportation Management Systems and Chairman of the Board of The World Food Prize. "We do our jobs well, we grow and expand business to serve our customers, but we also ensure that we're making a difference for our world for the long term. For Ruan and our employees, these issues matter."

**For more information on The World Food Prize, please visit [www.worldfoodprize.org](http://www.worldfoodprize.org).**

## DEVELOPING FUTURE LEADERS IN SCIENCE AND AGRICULTURE

The Borlaug-Ruan International Internship is one of the most unique study abroad programs in America. Accepted students participate in research projects with world-renowned researchers while getting a firsthand view of real and pressing food security issues and nutritional problems in poverty-stricken areas. Each student becomes an integral part of the project spending time in the lab as well as days or weeks at a time in the field conducting research and gathering data. The goal of the International Summer Internship Program is to inspire Iowa youths to pursue careers in food, agriculture and natural resource disciplines.



## What's Right for Your Company?

U.S. manufacturers face an average of 15 to 20 percent in transportation expenses to haul their companies' products. With a turbulent global economy, executives find it imperative to uncover innovative ways to cut costs.

"We work with our customers to drive down costs, decrease empty miles, and develop an equipment and maintenance strategy to keep the fleet running efficiently," says Eric Lee, Senior Vice President of Sales for Ruan. "Ruan makes the transition and start-up process seamless."

Liability, human resource issues, and government and environmental regulations are among the strategic reasons many businesses rely on dedicated contract carriage (DCC) solutions with experienced transporters such as Ruan.

"Our customers use Ruan's DCC services so they can focus on what they do best— manufacturing and selling their products," says Lee. "They capitalize on Ruan's ongoing investment in equipment, drivers, service centers and the latest

### FINDING AND KEEPING QUALIFIED DRIVERS

Hiring and retaining experienced drivers often proves difficult for private fleets, especially in the midst of an ongoing driver shortage. At Ruan, recruiting and retaining the best driver talent is an ongoing focus. The company's driver turnover is currently five times better than the industry average, thanks to aggressive measures such as a driver referral program, recruiting decals on posters, and a fully integrated, convenient online driver application. Ruan also consistently refers to its database of approximately 50,000 qualified driver candidates.

### RISK AND LIABILITY

A serious accident can be financially and emotionally devastating, especially with injuries or loss of life. Insurance is expensive and almost always accompanied by astronomical deductibles— sometimes as much as \$2 million per incident. And, vehicular accidents commonly lead to lawsuits, straining organizations' time and financial resources for months or even years.

### RULES AND REGULATIONS

Companies with private fleets are expected to adhere to a multitude of safety and environmental standards that require considerable attention and investment. A growing list of regulations designed to have positive environmental benefits are being implemented at the state and federal levels. These have led to Ruan's development of new and different engine technologies to achieve compliance.

Numerous factors affect whether a private fleet or DCC service best suits your organization's needs. It's worthwhile to consider your options to ensure you're making the most of your transportation



Future home of The World Food Prize in Des Moines, Iowa.

# Rebuilding the Economy by Rebuilding America

By Tom Donohue  
President and CEO  
U.S. Chamber of Commerce



The millions of Americans who traveled over the Thanksgiving holiday met traffic at every turn—on the highway, on public transportation and at the airport. The number of flight delays on the Sunday after Thanksgiving ranked third all-time. And guess what? Commuters and others who have grown accustomed to congestion, delays and other indignities ain't seen nothin' yet!

By mid-century, the U.S. population will have grown from approximately 300 million to roughly 420 million. This is the equivalent of 11 new Los Angeles metropolitan areas. The number of airline passengers will explode to one billion by 2015. The number of highway vehicle miles traveled will increase 60 percent by 2030. Water networks, ports, the electricity grid and other vital infrastructure systems that we don't even think about are becoming more obsolete by the day. Our infrastructure is simply not up to meeting the needs of a dynamic and growing nation.

Continued delay at all levels of government only makes these problems more expensive to address. We must look at the challenges before us as an opportunity. Infrastructure investment can provide both an immediate jolt—by funding ready-to-go projects—and help prepare us to compete and win in the global economy in the long term.

As Congress contemplates a major new stimulus package next year, what better time to invest in infrastructure than during the worst economic crisis since the Great Depression? But let me be clear—I am not talking about “make-work” projects, bridges to nowhere and political pork. I'm talking about investing in infrastructure that will improve safety, reduce congestion, speed product delivery and create good-paying jobs.

That's why it can't be business as usual in Washington when it comes to infrastructure. Strict limits must be set on pork barrel projects so that Americans can be confident that their tax dollars are being spent wisely. Spending must be directed at projects that offer the greatest return on investment and produce national benefits.

**“This is clearly an ideal time to renew focus on the nation's infrastructure, which will both stimulate our economy and ensure that our roadways continue to be safe and accessible for all who use them.”**

John Ruan III  
U.S. Chamber Board Member since 1998

Much more public money will be needed merely to ensure that our system will not get any worse. We should explore every possible funding source, even increasing the federal gas tax, which hasn't been raised in 15 years. We should also remove the restrictions on private investment and private-public partnerships that have locked up hundreds of billions of dollars of potential investment.

In short, it's time to rebuild America. There's not a moment to lose.

For more information on building a 21st-century infrastructure, visit [www.uschamber.com/lra](http://www.uschamber.com/lra).



# SAFETY



## A Nonnegotiable in Moving Freight

A 44 percent increase in registered large trucks and an 86 percent increase in miles traveled over the last 20 years have public and private organizations, such as the National Highway Traffic Safety Administration (NHTSA) and the Federal Motor Carrier Safety Administration (FMCSA), collaborating to decrease truck-related accidents on U.S. highways.

With thousands of companies relying on ground transportation to move their products from point A to point B, safety can never be compromised. Fewer accidents lead to products delivered on time and unharmed—benefiting suppliers, manufacturers, retailers and consumers.

“Ruan's drivers are central to our business. They're the face of Ruan—the first people customers meet each day. They move the freight that generates revenue and are the economic engine of what we do,” says Jim Mulvenna, Vice President of Safety and Administration for Ruan. “We invest major resources into training our drivers and, because of it, we have an envious 28 percent voluntary turnover rate. In an industry with an overall 100-plus percent turnover, that's extremely low. Everyone at Ruan works hard to keep it that way.”

### RUAN'S SAFETY PHILOSOPHY

At Ruan, safety is ingrained in the culture, permeating from CEO to driver. The FMCSA sets industry standards meant to protect all who share the nation's roads and highways, including drivers and pedestrians. Ruan strictly adheres to these regulations, extending it further by hiring drivers who also meet other important criteria, including at least one year of experience in the industry with heavy-load trucks and meeting zero tolerance for drug or alcohol violations.

New Ruan drivers are also required to undergo a series of check rides, an in-depth orientation and client-specific training. They must gain and maintain proper industry certification, such as a Milk Haulers License for those drivers in the dairy industry.

Ruan recognizes the importance of ongoing training; consequently, all drivers have regular continuing education, including Smith System Training, which focuses on the driving fundamentals of space, visibility and time. All drivers are retrained on the Smith System about every other year. They also participate in the Smart training program and undergo quarterly safety training at their terminals.

### RUAN'S SAFETY COUNCIL

Ruan's Safety Council's mission is to continually shape and implement safety policies. Council members consist of senior company leadership, regional vice presidents, staff directors, terminal managers, subject matter experts, maintenance experts and process improvement professionals. The council creates an annual safety agenda that it follows and implements throughout the year. Ideas and input for the agenda are collected during Ruan's annual leadership conference in January.

### 2007

- NTTC Personnel Safety Contest, Third Place
- ATA National Truck Safety Contest Safe Fleet Award, Over 100 Million Miles, Third Place

### 2006

- NTTC Fourth Year Improvement Award
- NTTC Competitive Safety Contest, Honor Award
- NTTC Personnel Safety Award
- ATA National Truck Safety Contest, Division Improvement Award

### 2005

- ATA National Truck Safety Contest, Fourth Place
- ATA Industrial Safety Contest, Fifth Place



Driving Trucking's Success

# A Storm of Relief for Battered Communities

When severe weather ravaged U.S. communities in the summer and fall of 2008, Ruan joined a host of companies and organizations nationwide offering goodwill responses.



## PARKERSBURG, IOWA, TORNADO

When a deadly twister tore a path through Parkersburg, Iowa, and surrounding towns on Sunday, May 25, Ruan partnered with the American Legion Riders 663 (ALR 663) of Urbandale, Iowa, to coordinate donations for the many residents left homeless. Ruan provided a semitrailer truck and driver to deliver food, clothing and other items. The endeavor was so fulfilling, Ruan coordinated a second donation campaign, along with a driver and truck, the week of June 2 for Parkersburg.

Paula Shepherd, a Ruan accounting assistant, initiated much of the effort within Ruan and also with ALR 663 to provide supplies and more than \$1,000 to Parkersburg residents.

**IOWA & INDIANA FLOODING** When Iowa experienced record flooding in June, Ruan's Des Moines, Iowa, terminal collected several truckloads of bottled water to send to Cedar Rapids where an estimated 24,000 residents were forced to leave their homes.

Ruan also assisted in Indiana where tornadoes and floods took a toll last summer and where Ruan provides service with terminals in nine different cities. Ruan drove its supply-laden truck to the Wal-Mart in Shelbyville, Indiana, for distribution of items by its own volunteer base and the Salvation Army offices in Bartholomew, Hancock, Johnson and Shelby Counties.

**TOPEKA, KANSAS, TORNADO** When an urgent call came in late in the day on June 13 from a Target Store to the Distribution Center in Topeka, Kansas, Ruan came to the aid of Manhattan, Kansas. A June 11 tornado ripped through homes, businesses and the Kansas State University campus, causing major damage and leaving many people homeless.

Ruan driver Jeff Allen overheard Ruan Terminal Manager Kevin Jones arranging the relief load and within two hours of the call, the truck was loaded. Jeff and Kevin were headed to Manhattan. Ruan again donated all services to provide an emergency delivery of products for those in need.

**HURRICANE GUSTAV** In partnerships with FEMA and Target Corporation, Ruan provided aid to storm-damaged communities along the Gulf Coast, including Lafayette, Louisiana, in response to Hurricane Gustav. Thirty Ruan tankers delivered clean water to a Home Depot warehouse in Lafayette, where it was distributed to citizens and businesses.

Ruan has a history of partnership with FEMA, first working with the organization in 2003 when storms battered Florida, and then again in 2005 when Hurricane Katrina devastated New Orleans.

A Ruan truck also picked up 14 pallets of food and comfort items from the Cedar Falls, Iowa, Target distribution center and delivered them to the Minneapolis Convention Center, where volunteers and delegates in town for the Republican National Convention assembled relief packages. Target donated more than \$300,000 in product for relief packages to support Hurricane Gustav relief assistance efforts, in partnership with the Red Cross.

## HERITAGE SPOTLIGHT



John Ruan behind the wheel of his truck hauling for Western Grocer, circa 1936.

## TUNED-UP WEB SITE DRIVES RUAN

It doesn't have 18 wheels and a trailer, but it serves a job almost as important to Ruan Transport Corporation's clients, prospects and employees. Ruan's Web site, [www.ruan.com](http://www.ruan.com), has been amped up with new graphics and content. The site features more resources for Ruan clients, including information on leadership, safety and environmental issues. It also has more automated tools in the employment section that make learning about and applying for jobs at Ruan easier than ever.

"We're thrilled with the look and feel of the new Web site. It really captures the direction in which we're taking the brand," says Ruan Director of Marketing, Tara Meier. "The site is a great way for us to showcase Ruan as an industry leader."

## JOHNSON CONTROLS INC. RECOGNIZES RUAN

Ruan's contribution to improved quality and customer satisfaction resulted in a recent Merit Award from Johnson Controls Inc. (JCI). JCI commended Ruan for its strong performance to the ITLX Transition Team. Ruan is now being considered for JCI's annual Chairman's Awards—a rare feat for a contractor.

Alex Molinaroli, JCI President Power Solutions, noted that Ruan's efforts "demonstrate the fact that quality and customer satisfaction are being practiced and are making a positive difference in Johnson Controls."

## RUAN ANNIVERSARIES

**35 YEARS** Linda Cornell, Des Moines, IA • Greg Compeau, East Chicago, IN

**30 YEARS** Christine Craig, Des Moines, IA • Robert Hower, Des Moines, IA  
Wayne Roswick, Des Moines, IA

**25 YEARS** Jeffrey Delgado, Manteca, CA

**20 YEARS** Mark Conrad, Tulare, CA • Miguel Ramos, Tulare, CA • Dale Swalwell, Des Moines, IA  
Frances Klimek, East Chicago, IN • Steven Suchy, Chanute, KS • Eldon Keeler, Worthington, MN  
Jerry Evans, Columbus, MS • Leard Mason, Rocky Mount, NC

**15 YEARS** Steve Crawford, Foreman, AR • Rodney Catanzarite, Petaluma, CA • John Price, Ripon, CA  
Joe Capote, Tulare, CA • Lillian Kapigian, Tulare, CA • Hector Navarro, Tulare, CA  
Fred Pomeroy, Tulare, CA • Teresa Stewart, Cedartown, GA • Nathan Schmidt, Des Moines, IA  
Claude Smith, Marshalltown, IA • Roger Elliott Jr., Alcoa, TN • Kenneth Brauner, Adams, WI  
Philip Hams, Adams, WI • Kirt Jackels, Adams, WI • Clyde Martz, Adams, WI • James Olson, Adams, WI  
Charles Robinson, Adams, WI • Howard Stafford, Adams, WI • James Weier, Madison, WI  
Joseph Baker, Rockford, WI • Jason Hollatz, Wisconsin Rapids, WI • Thomas Meyer, Wisconsin Rapids, WI

**10 YEARS** David Dees, Foreman, AR • Danny Geiman, Foreman, AR • Anna Truman, Phoenix, AZ  
Manuel Ybarra, Jr., Phoenix, AZ • Rodney Birmingham, Los Banos, CA • Benjamin Zamarripa, Los Banos, CA  
Imeldo Gonzalez, Ripon, CA • Miguel Almonte, Tulare, CA • Dan Hall, Tulare, CA  
John Vanlaningham, Tulare, CA • William Weber, Tulare, CA • Michael Williams, Tulare, CA  
William Heagney, Turlock, CA • Anthony Santoya, Turlock, CA • Ricky Shirley, Cedartown, GA  
Angel Bosch, Des Moines, IA • Charles Gilstrap, Jr., Des Moines, IA • Connie Weiss, Des Moines, IA  
Michelle McKibbin, Marshalltown, IA • Dean Hadley, Geneva, IL • Charles Hendrickson, Fair Oaks, IN  
James Schmitt, Springfield, MO • Rick Searcy, St. Joseph, MO • Ed McVey, Memphis, TN  
Samual Windless Jr., Memphis, TN • Terry Lunsford, Houston, TX • Richard Ruark, Tyler, TX  
Steven Akers, Salem, VA • Carlos Akers Jr., Salem, VA • Mark Anderson, Salem, VA • Freddie Angle, Salem, VA  
Frank Bayse, Salem, VA • Jabez Beckner Sr., Salem, VA • Floyd Blain, Jr., Salem, VA  
Gregory Blankenship, Salem, VA • Melvin Blankenship, Salem, VA • Larry Bobbitt, Salem, VA  
Sandra Jo Bousman, Salem, VA • John Bradford, Salem, VA • Terry Brown, Salem, VA  
Stanley Burdette, Salem, VA • Dennis Burnett, Salem, VA • Daniel Campbell, Salem, VA  
Ricky Carter, Salem, VA • Charlie Chockley III, Salem, VA • Alvin Clay Sr., Salem, VA  
Roger Crowder, Salem, VA • Robert Cumbie Jr., Salem, VA • Glenwood Cunningham, Salem, VA  
Lillian Daunt, Salem, VA • James Deisher, Salem, VA • Danny Dewease, Salem, VA  
Richard Dickerson, Salem, VA • Edward Dooley, Salem, VA • Kevin Farmer, Salem, VA  
James Fernet, Salem, VA • Robert Frost Sr., Salem, VA • Larry Funk, Salem, VA • Thomas Goode, Salem, VA  
Billy Gunter, Salem, VA • Calvin Hall, Salem, VA • Glenn Hancock, Salem, VA • Ronnie Helms, Salem, VA  
Charles Hill, Salem, VA • Daniel Hines, Salem, VA • William Hull, Salem, VA • Douglas Kidd, Salem, VA  
Jack Lamie, Salem, VA • Stephen Linton, Salem, VA • Cecil Martinez, Salem, VA  
Kenneth McCormick, Salem, VA • Joseph McMillan, Salem, VA • Steve Miller III, Salem, VA  
Jeffrey Mills, Salem, VA • James Moore, Salem, VA • William Mundell, Salem, VA  
Timothy Muterspaugh, Salem, VA • Michael O'Neil, Salem, VA • Luther Painter, Salem, VA  
Janice Perdue, Salem, VA • Ricard Pierce, Salem, VA • Jimmy Pulliam, Salem, VA  
Randall Reynolds, Salem, VA • Brian Rittel, Salem, VA • Buford Roberts, Salem, VA  
James Roberts Jr., Salem, VA • Charlie Rucker Jr., Salem, VA • Gregory Shaw, Salem, VA  
Donald Sines, Salem, VA • Robert Smith, Salem, VA • Frederick St. Clair Sr., Salem, VA  
Ronnie Stoots, Salem, VA • Rickard Sword, Salem, VA • Robert Tatum Jr., Salem, VA  
George Thomas, Salem, VA • Roy Thomas, Salem, VA • Timothy Treptow, Salem, VA  
James Turner, Salem, VA • Timothy Underwood, Salem, VA • Eric Wade, Salem, VA  
Calvin Washington Jr., Salem, VA • Alan Williams, Salem, VA • Mark Worrell, Salem, VA

**5 YEARS** James Kegley, Foreman, AR • Adam Stuart, Foreman, AR • John Cummins, Phoenix, AZ  
Brian Fleming, Phoenix, AZ • Thomas Graham, Phoenix, AZ • Eric Nelson, Phoenix, AZ  
Serafin Amaral, Los Banos, CA • Eduardo Garcia, Los Banos, CA • James Rose, Los Banos, CA  
Gary Eisenga, Orlando, CA • Melvin Green, Orlando, CA • Christopher Jacquet, Orlando, CA  
Benigno Cortez, Ripon, CA • Santiago Enriquez, Ripon, CA • Carlos Jaramillo, Ripon, CA  
Rogelio Martinez, Ripon, CA • Gerardo Robles, Ripon, CA • Domingo Roman, Ripon, CA  
Jorge Aguayo, Tulare, CA • Jerry Tyler, Jr., Tulare, CA • Maurice Francis, Turlock, CA  
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