

Eagle Eye News

THE BEST AND BIGGEST IN THE SUNBELT

SECOND QUARTER 2025



A Publication for Associates and Friends of Southeastern Freight Lines



Serving

THE THIRD VALUE THAT DEFINES OUR CULTURE

Below are the five values that define our culture here at Southeastern:

1. **Value Each Other Completely** – We are in the people business.
2. **Integrity** – Doing the right thing is always right.
3. **Serving** – We are here to SERVE.
4. **Continuous Measurable Improvement** – Anything can be made better.
5. **Belief, Alignment and Teamwork** – A unified team is a competitive weapon.

In this article, I want to share some of my thoughts about our third value, which is **serving**. First, let me ask you a few questions. Do you want to be great at what you do? Do you want to be a great husband or wife? Do you want to be a great father or mother? Do you want to be a great Little League coach or Sunday School teacher? Do you want to be a great truck driver or dock supervisor? If you want to be great at any of these things, our third

value can teach us how.

Let me share a quote from the best management and human relations book ever written that tells us how we can be great:

“Whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave—just as the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many.”
(Matthew 20:26-28)

Jesus tells us very plainly what we need to do to become great. If you want to be a better husband, then serve your wife more. If you want to be a better dock supervisor, then serve your people more. I think it is very interesting that Jesus associates greatness with becoming a servant.

I believe that greatness always comes when we discipline ourselves to do what is not natural. What is natural for all of us human beings? I don't know about you, but I find it very natural to be self-centered and to look out for my own interests. Have you ever noticed that we don't need to train our children to be selfish?

The below verse describes something that is not quite as natural:

"Each of you should look not only to your own interests, but also to the interests of others." (Philippians 2:4)

This verse explains what it means to be a servant and to have a servant's heart. We need to be focused not only on our own needs, but also on the needs of others.

What does all this have to do with our jobs here at Southeastern? We need to understand that we are here at Southeastern to serve. If you think about it, we don't make or sell anything other than a service. We are not a manufacturer who makes new things, nor are we a retailer or distributor. We have nothing to offer but our transportation services; therefore, we can't differentiate ourselves from our competition because we make a better product. The only way we can become a great carrier and separate ourselves from everyone else is by

out-serving them.

Do we want to be a great trucking company? Then you and I need to embrace this concept of **serving** with every interaction we have with our internal and external customers.

Do we want to be great in all the things we do outside of work (i.e., be a better husband, father, Little League coach)? Then we must learn the value of **serving** and focus on other people's needs.

In closing, let me show you a picture of the sculpture portraying Jesus washing Peter's feet that I get to see every morning when I walk into our Support Center. I love seeing it because it is a great reminder that I must be very intentional to have more of a servant's heart with all the people that God will put in my life that specific day.

"Now, that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet." (John 13:14)



*We need to be focused not only on our own needs,
but also on the needs of others.*

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Nori Alesandra Jones,
granddaughter of
Cecil Jones
(Support Center)

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SUBMISSION / PHOTO GUIDELINES

The deadline for Third Quarter newsletter submissions is Friday, **August 1, 2025**. We will consider articles on process improvement, milestone achievements, and other Southeastern events or projects. Please submit complete articles in Word format and email up to 6 photos that you want included as Actual/Full-Size resolution attachments (do not embed within email or document). Remember to identify the full names of individuals pictured in your photos. Please submit high-grade photos only (no screenshots)—low resolution or blurry photos will not be published. **QUALITY** is our goal! Submissions should be emailed to: **EagleEyeNews@sefl.com**.



Photo by
Kimberly
Hewett
(Dothan, AL)



Photo by
Stacy Glover
(West Atlanta,
GA)



Photo by
Lodrae Scott
(North
Atlanta, GA)

Cover photo by Adam Dorr (Fort Myers, FL)

LIKE FATHER, LIKE SON

ROCKY MOUNT/WILMINGTON JAMES TOLSTON, *RETIRED* P&D DRIVER, ROCKY MOUNT

The father/son article in the 4th quarter 2024 edition of Eagle Eye News inspired me to write about me and my son. My name is James Bennett Tolston. My son's name is the same—we call him Bennett to make it simple. I drove professionally for 42 years before retiring in 2022. Eighteen of those years were with Southeastern at the Rocky Mount, North Carolina, service center. Years ago, Coley Campbell (Sr. Vice President of Operations) asked me if I knew anyone who wanted to drive for SEFL. I told him about my son in Wilmington, NC, who was driving for a beverage company. My son submitted his application and has been with SEFL ever since! It was truly a pleasure and honor to work alongside my son as a P&D Driver. I'd like to thank Tobin Cassels (President), Coley Campbell, Kim Shore (retired Regional Vice President of Operations), and the Rocky Mount/Wilmington teams for their many years of support!



From left, Bennett Tolston (WIL) with his father James Tolston (retired, RMT)

KINSTON FLEET SERVICES COREY TYNDALL FLEET SERVICES MANAGER

My son, Cravan Tyndall, recently participated in Career Day at school. Since he's been old enough to talk, he told us that he is going to be a technician for Kinston Fleet Services one day. His eagerness to learn about anything mechanical at such an early age is a joy to watch. His love for turning wrenches brings hope that future generations will carry on a much-needed trade in the industry!



From left, Cravan Tyndall with his father Corey Tyndall (KIN)



Houston Safety Week

In early April, the Houston leadership team, Region 4 Safety team, and a local Process Improvement team coordinated a “Safety Focus Week” to help prevent accidents and injuries.

There was also a focus on proper handling of hazardous materials including placarding and bill of lading/paperwork requirements. Our goal is to keep our people safe and provide them with the tools and resources needed to complete their job and return home to their families every day. We scheduled safety rides with drivers, gate checks, and observations on both the inbound and outbound shifts. We also set up yard scenarios to test our drivers’ skills, along with hands-on 5th wheel training and defensive driving training.

Robert Garza (Safety Specialist-Houston) scheduled multiple meetings with the local Houston Police Department to come and speak with our drivers at the service center. Our drivers really enjoyed the interaction



Robert Garza (Safety Specialist) and the Houston Police Department

with our police department and the time was well spent, generating some good discussion. The Traffic Enforcement Division officers discussed load securement, blocking, bracing, and everything they look for when they pull a driver over for a roadside inspection. At the end of

the meeting, it was clear that the investment in providing this level of training was worthwhile and brought value to our people.

Eddie Castro (Safety Specialist-South Houston) assisted in a yard scenario where we set up multiple maneuvers along with a yellow rope across two trailers to simulate a low cable line. All the drivers loved the scenarios and said it was a great reminder to always be aware of all six sides of your equipment. Billy McGee (Safety Specialist-Jackson, MS) helped with gate checks and safety rides.

The overall event promoted safety awareness and was a huge success. Houston’s goal is ZERO accidents and ZERO injuries, and this made our future look bright!





— real estate —
Building a foundation for success.

REAL ESTATE DEVELOPMENTS AND IMPROVEMENTS

In September of 2024, Hurricane Helene severely impacted associates in our Asheville, North Carolina, service center, their families, and the overall region. We greatly appreciated the patience and perseverance of the entire Asheville team during restoration efforts. The support of our vendor partners, contractors, and various internal departments played a key role during a critical time of need. The importance of community, strong relationships, and living out our Game Plan for Success is more evident than ever. Thank you to all involved as we continue to support our Asheville associates, their families, and the region.

ASHEVILLE NORTH CAROLINA





LINEHAUL DRIVERS WIN FIRST PLACE in National Safe Driving Contest and **ALL ASSOCIATES WIN FIRST PLACE** in National Safety Contest

Each year, motor carriers from all 50 states, representing every type and size of operation, enter the American Trucking Associations' Truck and Industrial Safety contest.

Carriers are judged on their safety record regarding DOT vehicle accident rates relative to others within their class of competition and also for their loss-time injury frequencies. Each spring, the ATA honors the top three carriers for the previous year. Congratulations to all Southeastern Linehaul Drivers for taking First Place in the largest class of over 100 million miles driven, and to all SEFL associates for taking First Place in the largest class of over 5,000 employees.

Results like these are produced by dedicated associates with a passion for excellence in safety. These prestigious awards represent valuing our people and equipment, serving our customers, and supporting our Mission. Being one of the safest carriers on and off the road is the ultimate example of living our culture. We are so very proud of your outstanding accomplishments.

When we work safe, we all win!





Rodger DeBoe – South Charlotte Fleet Services Associate of the Quarter

Fleet Services is thrilled to announce that Rodger DeBoe of the South Charlotte Shop has been named our first Associate of the Quarter of 2025! Rodger is the only Trailer Technician in SCH, and he takes this responsibility seriously. When the year ended in 2024, Rodger completed all the preventive maintenance (PM) on the domiciled trailers, leaving zero carried over into 2025 that were due or overdue. This was a huge accomplishment and ensured that Operations had their equipment in tip-top shape.

Rodger is a true example of a dedicated associate. He is always on time and utilizes his time efficiently and effectively each day. Rodger is also recognized for his serving attitude. He is willing to help lead and mentor younger techs on safe methods and the proper way to repair SEFL's equipment. From serving drivers, maintaining equipment, and being a mentor to others, Rodger well deserves our recognition for this achievement. Thank you, Rodger, for truly living our culture and exemplifying Quality Without Question!

Sales President's Club Awards 2024

We would like to recognize the following local Account Managers as President's Club Award winners for 2024. The President's Club Award is given to individuals who are able to achieve consistent results across multiple sales performance metrics. Even in the midst of a freight recession, these associates found a way to win and differentiate Southeastern Freight Lines from the competition.

From this distinguished group, **Chris Wyckoff** (Rocky Mount/Raleigh) was named the W.T. Cassels, Sr. Award winner, as his results led the way among his peers. Congratulations, Chris!

We also want to recognize two Sales Development Managers whose Account Manager teams had the highest average for sales performance metrics. Congratulations to Fred Williams and Ed Waitzman for the support they each provided to their team.



Chris Wyckoff (W.T. Cassels, Sr. Award winner)—Rocky Mount/Raleigh



Brent Davis—Oklahoma City



Brad Hall—Tyler



Mike Hedgepath—Charleston



Brad Hudson—Greensboro/Roanoke



Jenny McLeMore—Jackson, MS



Jim Rogers—Greenville



Leslie Rogers—Greenville



Sterling Smith—Savannah



Westin Tankersley—Fort Smith



Ed Waitzman (Sales Development Manager)—Knoxville



Fred Williams (Sales Development Manager)—Dallas

TRAINING AND EQUIPPING FOR SUCCESS

Human Relations Seminar

Each year, we welcome new leaders to the Support Center for our HR Seminar—an essential part of our ongoing commitment to leadership development. This initiative reflects one of our core Quality Improvement Process principles: Train and Equip for Success, fostering a culture of continuous learning and collaboration. In 2024, we hosted two seminars at the Support Center, held in January and November. This year, we have already completed one seminar in April, with another scheduled for October.

The seminar spans two and a half days. It begins with a presentation from Tobin Cassels on the “9 Principles of Good Human Relations,” emphasizing the importance of living our culture in every aspect of our work.

Throughout the seminar, participants engage in sessions covering key topics such as Staffing, Communication, IQ Workgroup Structure, Employment Laws, and Safety. These sessions are designed to not only provide practical information, but to also foster networking and build relationships.

After each session, participants are tested on the material presented. We award a first-place winner with the “Excellence in Human Relations Award” and announce the second and third-place finishers. While the associates below received special recognition, we proudly celebrate the successful completion of the seminar by all attendees!

JANUARY 2024

1st Place – Thomas Wilson (Dothan)
2nd Place (tie) – Johnathan West (North Atlanta)
2nd Place (tie) – Ethan Shupe (North Atlanta)
2nd Place (tie) – Chris Carlone (Roanoke)
3rd Place – Matthew Wood (Mobile)

NOVEMBER 2024

1st Place – Connor Quinn (Charlotte)
2nd Place – Andrew Landers (Jackson, TN)
3rd Place (tie) – David Murphy (Waco)
3rd Place (tie) – Fred Williams (Dallas)
3rd Place (tie) – Michael Orphey (Birmingham)
3rd Place (tie) – Will Price (Charleston)

APRIL 2025

1st Place (tie) – James Watts (Support Center)
1st Place (tie) – Nathan Work (Austin)
2nd Place – Shemar Palmer (Tyler)
3rd Place – Glenda Schooler (Dallas)



JANUARY 2024



NOVEMBER 2024



APRIL 2025

DUANE BROWN
DIRECTOR OF
REVENUE ACCOUNTING

STRENGTHENING Cross-Functional Collaboration IN REVENUE OPERATIONS



Revenue Accounting team

When I rejoined Southeastern as Director of Revenue Accounting in November 2024, my IQ leader, Don Krampe (Chief Financial Officer), laid out a clear set of priorities for my first six months. At the top of that list were two meaningful goals. The first goal was to get to know every associate in the Revenue Accounting (RA) department (family, job role, likes and dislikes in their jobs, goals, etc.). The second goal was to improve communication with departments that interact with RA both directly and indirectly. Understanding what motivates each individual, what challenges they face, their job duties, and how they envision their growth allows us to better support them not just as associates, but as people. This is all a part of the SEFL Game Plan for Success (Valuing Each Other Completely). Breaking

down communication bottlenecks will foster more Belief, Alignment and Teamwork across departments. These initiatives are key to enhancing our internal and external customer service, which ultimately impacts our bottom line.

It quickly became clear in those early weeks that communication opportunities existed across every team connected to and within Revenue Accounting. To bridge those gaps and foster better understanding, each department agreed to present an overview of their operations to the other affected teams. The goal was to build awareness, break down silos, and create meaningful dialogue across functions.

Sheryl Ervin, Director of the Traffic department, kicked off the series with an excellent presentation that gave other

departments new insight into their workflows. It sparked multiple breakout training sessions in which smaller groups dove deeper into specific topics and helped dismantle knowledge gaps. Next, the RA team gave its own overview, which was also well received and led to similar post-session training.

National Accounts, led by Administration Manager Stacy Woodard, will take the stage next at a later date to present their departmental overview, and we're looking forward to continuing the momentum. In the meantime, we've extended the RA overview to new Account Managers in Sales to ensure they have the tools and knowledge to work together effectively with our team. We're also actively working with Trey Fudger (Vice President of Service Center Sales) and Chris Rich (Director of Sales) to begin offering the same RA overview to our existing local sales Account Managers.

On top of all this collaboration, Revenue Accounting is in the process of implementing a new system that will enhance our Invoicing and Collections processes. This implementation will come with its own internal training initiative to make sure our team is fully equipped for the transition.

2025 is shaping up to be a game-changing year for Revenue Accounting. Through better communication, cross-functional understanding, and innovative systems, we're positioning ourselves for stronger performance and greater service both internally and externally. We will continue to hold regular department forums and smaller cross-functional sessions when needed to ensure we're aligned—not just on process improvements, but on what truly matters to our associates. Together, we're not just improving how we work, we're building a stronger, more aligned SEFL team!



LEFT: Sheryl Ervin presenting an overview of Traffic



BELOW: Kathy Adkins giving an overview of her area (Collections) within Revenue Accounting



LEFT: Duane Brown giving new local sales Account Managers a crash course in bad debt write-offs



BELOW: Revenue Accounting interdepartmental cross-training between Ashley Henderson and Amanda Watts

FLEET SERVICES TRAINING HIGHLIGHTS

BACK TO BASICS



Oscar Arevalo (Dallas), far left, leads technicians through our newly redesigned 5th Wheel training

As new technology continues to revolutionize modern trucks and trailers, Fleet Services works diligently to ensure that our SEFL technicians are trained and equipped to meet the ever-growing complexity of maintenance that is required to keep our fleet in tip-top shape. While we continue to partner with our manufacturers on the latest training available, Fleet Services invested a significant portion of our training in early 2025 towards the “basics” of fleet maintenance. Through the first quarter, technicians from all over the SEFL footprint gathered for training events—both large and small—with a focus on the “nuts and bolts” of proper maintenance. The sessions delivered included Vehicle Air Generation and Pneumatics, Wheel-End and 5th Wheel Maintenance, Wheel & Tire Runout and Alignment, Braking Systems, and more. We are committed to building a

strong foundation for our technicians to develop as the complexity of these vehicles continues to grow at an exponential rate. Fleet Services is excited to continue this regimen of training throughout 2025 as we work together to serve our customers and provide excellence in all facets of maintenance.



Bendix pneumatics and collision mitigation training boards from “back to basics” training

PROFESSIONAL TECHNICIAN DEVELOPMENT TRAINING



Professional Technician Development Training participants

Along with our drive to reinforce the basics, we continue to hold our Professional Technician Development Training events in Columbia, SC. This weeklong event is the first stop on the learning journey for many of SEFL's newest technicians. Technicians are exposed to a variety of subjects delivered by industry and SEFL experts. In late March, 13 technicians gathered in the Columbia Shop to take part in this course and the results were truly spectacular. From our start on Monday through our conclusion on

Friday, the training and testing were nearly nonstop. Because of this group's hard work and dedication to mastering their craft, they will be ready to put their skills to immediate use in their home shops serving our customers in Operations. While everyone in this group rose to the occasion and met every expectation along the way, two technicians were named "Top Techs" from this class. Our sincere thanks and congratulations to all involved for their superior performance!



Top Techs, from left, Champion Anthony Scafe (San Antonio) and Grand Champion Terrell Reese (Jacksonville)

Cincinnati Serves “White’s Tower Elementary”

The Cincinnati team had the privilege of serving our community at White’s Tower Elementary School in Independence, Kentucky, for their First Annual Career Day. Our leadership and sales associates came out to address the students on a career in logistics. What an amazing time we had educating the next generation of potential logistics-minded individuals!



Leilani Rahe, future logistics leader
(granddaughter of Valerie Fogle)



From left, Richard Joiner (Assistant Service Center Manager), Andrew Antrobus (P&D Supervisor),
Jennifer Perkins (Account Manager), Valerie Fogle (Customer Service Administrator 2)

Fleet Services Serves “Homeless No More”

Fleet Services associates from Columbia and the Support Center volunteered to serve Homeless No More during the Easter season. They held an Easter egg hunt with lunch and prizes for about 20 children.

Homeless No More is a nonprofit emergency shelter based in Columbia, South Carolina. Its goal is to provide support services to keep families together and help them transition into temporary housing and affordable housing. They hope to gain stability and freedom of independent living.

A good time was had by all the children and associates participating!



SAFETY DRIVE FOR A CURE



From left, Ricky Boone (Asheville), Beau White (Atlanta), Brent Darnell (West Atlanta), Jeff Wade (Charleston)

In March, the Safety Drive for a Cure event was held in Atlanta, Georgia. This truck safety and skills competition had 220 truck drivers participate from 30 states. Southeastern Freight Lines helps sponsor this annual fundraiser for the Pediatric Brain Tumor Foundation. Four SEFL drivers attended with their families—Ricky Boone from North Carolina, Herbert “Beau” White and Brent Darnell from Georgia, and Jeff Wade from South Carolina.

We are happy to report that \$55,000 was raised for the Foundation!





CONNECT WITH US ON SOCIAL MEDIA

IN 2024, WE REACHED NEARLY 4 MILLION
PEOPLE VIA OUR SOCIAL MEDIA PLATFORMS!



FACEBOOK



INSTAGRAM



LINKEDIN



**X
(FORMERLY
TWITTER)**



YOUTUBE

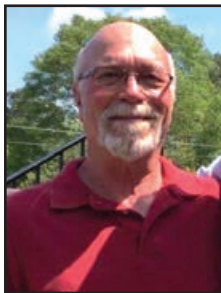
HELP US TELL OUR STORY!

SEND ALL SUGGESTIONS AND SUBMISSIONS TO

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RETIREMENT

Living our Culture is essential to achieving our Mission at Southeastern Freight Lines. We know that a company's culture doesn't just happen overnight. Cultures are built one day at a time, over a long period of time, and are built by each person who is a part of our organization. We owe a huge debt of gratitude to these associates who recently retired with **25 or more years of service.**



MACK HALL WEST ATLANTA

Mack Hall retired after serving Southeastern for over 49 years at three different service centers in the Atlanta area. Mack started his career as a part-time Outbound Freight Handler at the Atlanta service center in 1975. Six months later he became full-time and

four months after that, he became a P&D Driver. He served as a P&D Driver for 15 years until 1991, when he became a Linehaul Driver. He was part of the team that opened North Atlanta in 1992, transferring there as a Linehaul Driver. Southeastern continued to expand, and Mack was one of the seasoned associates to establish the third Atlanta service center in 1998—West Atlanta. Mack retired after serving WAT for over 26 years. In retirement, he plans to enjoy time at the lake and riding his motorcycle. We appreciate Mack's many years of dedicated service to SEFL and wish him the best in this next chapter of his life.



PAUL BROWNING GREENSBORO

Our team has never met an associate with as much deep passion and love for Southeastern as Paul Browning. Paul spent much of his life propelling our Culture, Quality, and Financial Strength. He used his massive influence for the good of others and ultimately for

the benefit of our company. With his servant's heart and deep love for his colleagues, it is no surprise that he earned the Regional Linehaul Driver of the Year Award in 2023. Paul will be greatly missed by his Greensboro family and all of SEFL. In retirement, he looks forward to traveling and simply doing the things he never had time to do. Thank you, Paul, for 41 years of service to our company. It is because of associates like you that SEFL is what it is today!



CHARLES "CHIP" SHEELY SUPPORT CENTER

We congratulate Chip Sheely on his retirement after 40 years of dedicated service! Chip started his SEFL career in 1981 as a part-time Technician. During his career, he wore many hats ranging from Technician, Inbound Dock Supervisor, Environmental

Specialist, Manager of Maintenance Purchasing, and Director of Sustainability. He spent the last 18 months preparing his

replacements to be up to speed regarding fuel and parts. When storms brewed out at sea, Chip worked 24/7 to make sure that our service centers were supplied with the fuel needed to keep our tractors running. He was always proactive and a master of prevention. His expertise and attention to detail helped us navigate some of the biggest storms ever—Hugo, Andrew, Katrina, Wilma, Harvey, and Helene, to name a few. Chip was the proverbial "man behind the curtain" who ensured that fuel, oil, diesel exhaust fluid, and parts were available for us to operate. We are grateful for your hard work, Chip, and wish you all the best as you enjoy your well-deserved retirement!



ANITA GILES SUPPORT CENTER

Congratulations to Anita Giles on her retirement after serving Southeastern for over 39 years! Anita joined SEFL as a Jr. Accountant-Financial Reporting in 1985. In 1993, she transitioned to the position of Unapplied Checks Specialist, where she remained until

retirement. She served internal and external customers with outstanding customer service. Her attention to detail ensured that customers' payments were applied accurately and in a timely manner. Thank you, Anita, for your service and loyalty. You will be deeply missed by our team. We wish you many blessings and good health as you embark on this new chapter of life.



BOBBY GREEN WEST ATLANTA

Please join West Atlanta in congratulating Bobby Green for his retirement after 39 years of service! Bobby began his career in 1985 as a part-time Freight Handler in Columbus, Georgia. One month later, he became a P&D Driver and

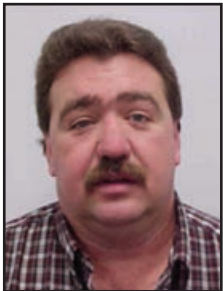
remained in this role for 34 years. In 2020, Bobby became a Safety Specialist and joined the West Atlanta team. He had a servant's heart and was always willing to help others. He had a passion for safety while coaching others and striving to create Continuous Measurable Improvement and maintaining our culture. Bobby looks forward to spending time with family and friends. Congratulations on your well-deserved retirement, Bobby, and thanks for your dedication and contributions to our company. We wish you nothing but the best in your next chapter!



ROBERT INMAN HICKORY

Hickory said farewell to one of its original associates from 1985 when the facility first opened. Robert Inman, P&D Driver for 39 years, retired in February. He ran our Lenoir route for many years before running one of our combo bids at night.

Robert was a tremendous asset to our team and will be truly missed. "Dependable and service driven" is what Robert's internal and external customers have said when they spoke of him. Robert plans to enjoy retirement with his wife Crystal and family. He may have a "honey do" list ready for him, but he looks forward to getting his closets cleaned and just relaxing. Thank you, Robert, for your many years of dedication to Southeastern. The Hickory team wishes you the best in your well-deserved retirement!



PETE NEILL HICKORY

John "Pete" Neill recently retired from Southeastern after working 36 years. Pete started his career as a Technician in the Charlotte Shop in 1988 and was promoted in 1992 to third shift Lead Technician. In 1996, he transferred to the Hickory service center when a Linehaul

Driver position became available. Pete always demonstrated a commitment to serve his internal and external customers with high integrity and a willingness to help whenever needed. He received numerous recognitions from fellow associates thanking him for taking the time to give advice and/or solve a mechanical issue. Pete looks forward to spending time with his wife Myra and the rest of his family. He would also like to join the YMCA. Congratulations, Pete...the Hickory team wishes you the best!



LEVERN LUCKEY CHARLOTTE

Congratulations to Levern Luckey on his retirement from SEFL after 36 years of service. "Luckey," as he was affectionately known, started his career at the Columbia service center in 1987 as an Outbound Freight Handler. After working there just short of a year, he

transferred to the Charlotte service center and remained until his retirement as an Outbound Freight Handler. Luckey was a man of high integrity and did everything right the first time. He was a very caring person who wanted to see others grow and succeed as he did over the years. During retirement, he looks forward to spending time with his wife, children, and grandchildren. Luckey also plans to get projects done around the house and maybe even finish that hot rod. Luckey, everyone at the Charlotte service center wishes you a long and happy retirement!



BRIAN HUSSEY KINSTON

Congratulations to Brian Hussey who retired after serving SEFL for over 35 years. He started as a P&D Driver in 1989 before transferring to the Kinston Linehaul division in 1994. During his career, Brian ran NAT, WAT, JAX, CSD, and unscheduled runs in nine different

linehaul units. His favorite truck, however, was the one he drove on his first and last day of work at Southeastern—a 1986 GMC 1500. Brian would like to thank the men and women with whom he served across the system for helping him get home to his family. He sends special thanks to the Cassels family for allowing him to be a part of the team. Brian looks forward to spending time with his wife, three kids, and new granddaughter Hailey. He plans to play golf, go hunting, and enjoy being on the water. Congratulations on your well-deserved retirement, Brian!



HOLLAND TAYLOR DALLAS

The Dallas team would like to recognize Holland Taylor for 35 years of service with Southeastern. Holland started his career in 1989 at the Savannah service center as a P&D Driver. In 1995, he transferred to the Dallas service center as a Combo Driver. A year later, he became

a Linehaul Driver and served in that role for the remainder of his career. We are thankful for Holland's great work ethic and loyalty to Southeastern. He will be missed in DFW, but we are excited for this next chapter in his life. Congratulations on your well-deserved retirement, Holland!



LOGAN "CHUCK" MCBEE COLUMBIA

We would like to thank Chuck McBee for his 33 years of service at the Columbia service center. He started his career in Fleet Services and moved to P&D Driver in 1994, where he stayed until retirement. Chuck was loved by his customers. They knew he would always arrive with a smile

on his face willing to help however needed. He looks forward to slowing down and enjoying life. We wish you many years of happy retirement, Chuck, and hope you will stop by to see us in the future.



DONNIE STANCILL KINSTON

On behalf of everyone at the Kinston service center, I extend our deepest gratitude to Donnie Stancill for his remarkable 33 years of dedicated service as a Linehaul Driver at Southeastern. Donnie's unwavering commitment and hard work were instrumental in our success and left an indelible mark on our team. We wish him all the best in his future endeavors. Thank you, Donnie, for your invaluable contributions and years of service!



GENE EDMONDSON GREENSBORO

With the retirement of Gene Edmondson, Southeastern said goodbye to a man who was known for his charisma, serving heart, and love for others. Each day, Gene showed up to work with a positive attitude that was infectious to all those around him. In retirement, he looks forward to spending time with his wife Sherri. They plan to watch their oldest son Dustin travel the world with the Special Olympics and see their youngest son Clay continue his stellar career as a Division 1 pitcher. Thank you, Gene, for giving 31 years to our company, and for all you have done to make it a better place!



MIKE GILREATH SUPPORT CENTER

Congratulations to Mike Gilreath on his well-deserved retirement after 30 years of dedicated service. Mike began his career at Southeastern in 1994 as a Rate Auditor in the Traffic department, where he excelled in this role for over 20 years. In 2016, he was promoted to Manager of Rating Systems, providing leadership that brought about many positive changes to our rating and publications process. We are deeply grateful for his contributions, which have set us up for continued success in the years to come. Mike looks forward to spending time outdoors, traveling, and practicing martial arts. We are very happy for you, Mike, and wish you all the best in your retirement!



DEBRA PORUBSKY SUPPORT CENTER

Congratulations to Debra Porubsky on her retirement after 30 years of remarkable service! Debra started her SEFL career in 1995 as a Billing Specialist in our Central Billing department. In 2006, she moved to Central Rating as a Rate Specialist, a role she held until her retirement. Her bright smile and willingness to help will be sorely missed by our team. Debra looks forward to spending quality time traveling with her husband and family. We wish her all the best for a joyful and fulfilling retirement!



JOHNNY GOOLSBY NORTH ATLANTA

The North Atlanta service center would like to congratulate Johnny Goolsby, who retired in April after over 29 years of service to Southeastern. He began in October 1995 and served his entire career as a P&D Driver in the North Atlanta market. Johnny looks forward to traveling, camping at new destinations with his wife, and spending more time with family. Congratulations on your retirement, Johnny!



JOHN LANE DALTON

The Dalton service center congratulates John Lane on his retirement after 28 years of service! John joined SEFL in the Dalton Shop in 1996 as a Technician. In 1998, he became a Combo Driver and within 14 months, advanced to the role of Driver Trainer/Safety Specialist. John remained in this role for over 25 years. He was dedicated, passionate, and always cared about people. He will be greatly missed by his fellow associates. John looks forward to spending time with family and friends. You will also find him close to his shop tinkering with something. Thank you for your 28 years of service, John. We wish you nothing but the best in the years ahead!



GLENN STARNES GREENSBORO

Over his 28-year Southeastern career, Glenn Starnes was always an associate who served the company's best interests. He did this as a Linehaul Driver, a P&D Driver, and a Driver Mentor. Glenn had a passion to educate and inform the next generation of SEFL drivers on how to Live Our Culture, Provide Quality, and Create Financial Strength. In retirement, he looks forward to spending time with his grandchildren, exercising, and going to the drag strip to watch races. Thank you, Glenn, for dedicating so much of your life to making Southeastern Freight Lines what it is today!



SUSAN BAKER SUPPORT CENTER

Congratulations to Susan Baker on her retirement after 28 years of service to Southeastern! Susan began her career as an Inside Sales Manager in 1997. In 2001, she moved to the Guaranteed Services team in its inaugural year. She was instrumental in establishing many processes that we continue to use today. Susan was undeniably the subject matter expert for all things Guaranteed. After serving 24 years in this role, her knowledge and historical perspective of Guaranteed offerings made a significant impact on both internal and external

customers. Many of you had the honor of working directly with Susan, due to the unique and time-sensitive nature of Guaranteed shipments. She often collaborated with all 89 service centers and many departments within the Support Center to provide Quality Without Question. We will all miss Susan and wish her the best in her well-deserved retirement!



LUIS CHEESEMAN MIAMI

After 28 years of dedicated service, we bid a heartfelt farewell to Luis Cheeseman as he embarks on his well-earned retirement. Throughout his career on the inbound shift, Luis was a guiding force as he mentored new associates and instilled the values that make SEFL a great place to work. His passion, commitment, and leadership have left a lasting impact, and he will be deeply missed. As he begins this new chapter, Luis looks forward to spending quality time with his wife Adelaida. They plan to travel together while embracing life's new adventures. Please join us in expressing our deep gratitude to Luis for his years of service and dedication. We wish him all the best in his retirement!



DANA MYERS SUPPORT CENTER

Sincere best wishes in retirement to Dana Myers who faithfully served Southeastern for over 27 years! Dana joined the SEFL family in 1997 as a Collection Support Clerk in Revenue Accounting, and in her nearly three decades with our company, she served in four Support Center departments. In her time as Lowe's Project Administrator, she helped SEFL consistently earn Platinum Carrier of the Year and in 2018, she was promoted to Customer Service Supervisor. In this leadership role, Dana helped create a true "team as family" mentality, hiring dozens of associates over her nearly seven years in the role. She led the department training program and was also instrumental in leveraging systems and creating processes to improve our phone customer service across the network. In retirement, Dana plans to travel with her husband, explore opportunities to volunteer with foster care, and spend ample time with her family.



JOHN CUTHBERTSON SOUTH CHARLOTTE

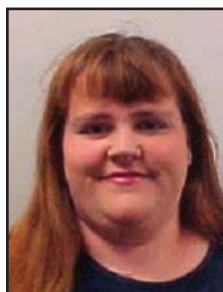
The South Charlotte team would like to congratulate John Cuthbertson ("JC") on his well-deserved retirement after 26 years of service. JC began his career in 1997 as a part-time Freight Handler in our Charlotte service center. Less than a year later, he was promoted to full-time. In 2011, he relocated to South Charlotte where he served on our inbound

team. Everyone enjoyed JC's smile and sense of humor. He will be truly missed around here. In retirement, he plans to travel and spend quality time with his family. He said he wants to check a Montana trip off his bucket list. Thank you, JC, for 26 years of outstanding service and good luck in the years ahead!



CHRIS HAWKINSON WEST ATLANTA


Congratulations to Chris Hawkinson on his retirement in March. Chris started his career with Southeastern at the West Atlanta service center in 1999 as a P&D Driver. He moved into Linehaul the following year and served both daytime and nighttime runs. In retirement, he looks forward to getting engaged to his first love from high school, Cindy. Together, they plan to explore the southwestern United States to visit as many historical sites and state and national parks as they can. They will also explore endless off-road trails in their Jeep®. Eventually, they want to relocate to Utah to be centrally located to diverse natural beauty. Chris will always keep the memories with him of the last 25 years working with his SEFL family. He is truly grateful to have had the opportunity to be a member of this team. Your West Atlanta family wishes you the best in your retirement, Chris. We will miss seeing you but are excited for your stories that have yet to be written!



TRACY LEAPHART SUPPORT CENTER

After 25 years of service at our Support Center, Tracy Leaphart retired from Southeastern. Tracy joined SEFL in 1999 and held many roles within our company. She began as a Billing Specialist, working in this role for four years, before transitioning to a Guaranteed Services Facilitator. She was recognized as Clerical Associate of the Year in 2004 and was awarded President's Club honors in 2005. She also served as a Sales Support Specialist and E-Commerce Specialist before moving to the International department in 2014 as our International Support Coordinator. Tracy earned six Quality Achiever Awards, 29 Eagle Awards, 229 QWQs, and submitted 1,361 QWQs and 138 ACTIONs. She embodied SEFL's culture during her tenure and played a critical role in the International department over the last 11 years. Tracy plans to pursue a new career as a Medical Coder. We can't thank Tracy enough for her years of dedicated service. She will be greatly missed!

Set Yourself Up for Success with Good Sleep Habits



Start winding down with a bedtime routine – turn off electronics, do a short meditation, or listen to relaxing music.



Limit caffeine and alcohol before bed since they can negatively affect sleep quality.



Make sure your sleep environment is cool, dark, quiet, and comfortable.

Set a regular bedtime and stick to it (yes, even on weekends).



For more sleep tips (and a personalized sleep report!),
take the Sleep Checkup at sleepcharge.com/sefl
or **scan the QR code.**



PROTECT YOUR BACK: SIMPLE TIPS FOR EVERYDAY HEALTH

When you think of back injuries, lifting something heavy might come to mind first. But did you know that sitting for long periods, poor posture, or even wearing the wrong shoes can also strain your back? The good news is that a few simple adjustments can help keep your back strong and injury-free.



EVERYDAY BACK PROTECTION TIPS

WHILE SITTING:

- Keep your stomach muscles engaged and maintain the natural curve in your lower back.
- Use a small cushion for lumbar support.
- Keep your knees slightly higher than your hips by using a footstool if needed.
- Stand up and stretch regularly to reduce muscle stiffness.

WHILE STANDING:

- Distribute your weight evenly on both feet.
- Rest one foot on a footstool occasionally to relieve back tension.
- Wear low-heeled, supportive shoes if standing for long periods.

WHILE SLEEPING:

- Sleep on your side with a pillow between your knees for support.
- If on your back, place a pillow under your knees to reduce pain.
- Avoid sleeping on your stomach, as it can stress your spine.

WHILE LIFTING:

- Squat down and lift with your legs, not your back.
- Keep objects close to your body while lifting and carrying.
- Ask for help with heavy items—your back will thank you!



By making these small but effective changes, you can reduce strain and keep your back healthy.

To learn more about your Disability benefits and how to file a claim, scan the QR code to visit [metlife.com/sefl](https://www.metlife.com/sefl).

The information and materials included in MetLife's Health and Wellness Information Library, including all toolkits, modules, template communications, text, charts, graphics and other materials, (collectively, the "Content") are intended to provide general guidance on health and wellness matters and are not, and should not be relied on as, medical advice. While the Content is based on resources that MetLife believes to be well-documented, MetLife is not responsible for the accuracy of the Content, and you rely on the Content at your own risk. Each person's condition and health circumstances are unique, and therefore the Content may not apply to you. The Content is not a substitute for professional medical advice. You should always consult your licensed health care professional for the diagnosis and treatment of any medical condition and before starting or changing your health regimen, including seeking advice regarding what drugs, diet, exercise routines, physical activities or procedures are appropriate for your particular condition and circumstances.



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SAFEGUARD YOUR ACCOUNT.

Small steps can make a big difference.

Account security is a top priority at T. Rowe Price and Southeastern Freight Lines, and you play an important role. Securing your data requires vigilance. Take a moment to review some steps you can take to keep your retirement account safe.

- Set up and frequently check on your online accounts
- Use strong and unique passwords
- Ensure multifactor authentication is enabled on your account
- Create a passkey for your account
- Use antivirus software and keep apps and software updated
- Be on the lookout for phishing attacks
- Avoid free Wi-Fi
- Notify T. Rowe Price as soon as possible if anything is amiss with your account

What you can do now

Safeguard your account today by logging in to **rps.troweprice.com** to review your profile settings, change your password, enable multifactor authentication, and more. You can also call T. Rowe Price at **1-800-223-4055**.



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