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Articles, letters, advertisements and comments are encouraged. Send to:

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#### **2024 RECAP**

As the year comes to an end I always ask the question to myself... Did I do all that I could to meet or exceed my goals? The question always gets me down. I look at projects that I wanted to get done and I've only started them. Ideas that had that are still just ideas. By this



**President Trey** 

point in the year I feel like I've been chewed up and spit out. It's really easy to focus on the small amount of stuff that I didn't get done and forget about how much I actually accomplished and the people that help me get it done. I have so much to be thankful for!

Our NTPDA family is one thing that we should all be thankful for. We as a group offer farming operations a monetary and time savings as well as a wealth of equipment knowledge. We help each other and customers out of tight spots. We go the extra mile to ensure the satisfaction of each customer. WE as a group are GREAT!!

Our annual Conference and Trade Show in New Orleans is just around the corner. I would love to see each and every member there. The itinerary is packed with events that should please everyone. If you have not made plans to be there...Get signed up now!!

After a few minutes of me rambling I'll say this to wrap up.

I am thankful for 2024.

I am looking forward to what 2025 will bring.

I am glad the election is over.

I am looking forward to seeing you in New Orleans!

Merry Christmas and Happy New Year

Trey





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### StaffNotes

### Håppy Hølidåys!

We are in the middle of the season which means our 2025 Conference and Trade Show in New Orleans is only weeks away. For those who have signed up, we are excited and look forward to seeing you and celebrating our 40th anniversary! For those who haven't signed up, we want to see you there! Here are some reasons to consider attending.



Kim Carroll

- 1. Network with like-minded people and connect with NTPDA members in one location. We have 36 different companies being represented as of this writing.
- 2. Discover from bestselling author and keynote speaker, Brian Carter, about Attracting the Future: How to Enhance Work Culture to Increase Retention and Productivity. See page 17 for more keynote details. Brian delivers a rare combination of motivation, original comedy and practical takeaways. He has been the speaker for corporations and associations such as NBC Universal, Microsoft, Keystone Automotive Operations, National Agrimarketing Association, National Association of Electrical Distributers and many more.
- 3. Support charity through our on-site live auction for St. Jude Children's Research Hospital. Plus participate in Operation Military where we will incorporate this networking event assembling military care packages to send to brave men and women proudly serving our country.
- 4. Affordable registration fee! Access to all NTPDA events, food, and drinks for only \$375 per person. Member rate good through December 31st.
- 5. Exclusive on-site promotions, games, and great prizes.
- 6. Experience New Orleans at its best! The city is preparing for the 2025 Super Bowl, and we will be there right before that takes place. January high temperatures are in the mid-60s which makes the perfect backdrop for outdoor exploration.

There is so much to offer you in one location. Registration is available on the NTPDA website at www.ntpda.com under Events.

Wishing you all a Merry Christmas and Happy New Year with family and friends.

-- Kim

#### Headed South!

We're really excited to head back to New Orleans in January for a 40th Celebration of NTPDA! Lots of very cool things are planned with a heavy emphasis on having a good time as well as being able to do some serious business. It's a great opportunity for our Regular Members to learn more about what our Associate



Michael Libbie

Members can do for them. See you soon!

On the membership front we've had several members close shop and retire but then again some new entrepreneurs have stepped up and opened new salvage yards and joined our Association. Because we get to visit with our member on a regular basis the report is that business is going well. Yes, there are those who have reported that business had been slow during the summer but things have picked up. Great news!

A HUGE THANK YOU to our members who have recommended membership to their friends and business contacts. It's really helpful to have that recommendation and then use it when we make contact with them. PLUS...if they do join, we waive your next year's membership dues.

We'll be watching, with great interest, should the U.S. impose tariffs on a number of our trading partners and what impact that may have on business. Stay tuned.

Finally, enjoy this edition of The Bulletin. We have several new ads inside, some interesting (we hope) information and some great memories. Thank you for being a member...it does matter!

-- Michael

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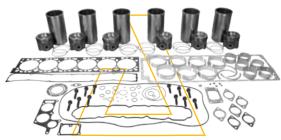
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#### OFFICER A BILLOUGERING FROM RECEIVED A FRANCISCO OF THE PROPERTY OF THE PROPER

During your career-building decades, housing will probably be your biggest expense. And guess what? Housing likely will be a major expense during your retirement as well.

As you plan for your retirement goals, it may help to understand that, although your retirement journey will likely begin in your current home, your evolving needs are likely to drive change over time. Today's seniors have a variety of choices when exploring their living arrangements and increasingly more services designed to help them transition as their needs change. Identifying the right type of housing at each stage requires recognizing how your needs might change and balancing considerations like level of care, personal preference and costs.

#### MAINTAIN A PRIVATE RESIDENCE

Staying in a single-family dwelling to "age in place" can be a fit for seniors in good health who are still independent and seek a cost-effective solution. However, even a plan to stay in a home or townhome may require some accommodations. A few of the more popular choices include:

- Downsizing for ease of upkeep and maintenance
- Single-level living with bedroom and bath on the main floor
- Safety amenities, such as a walk-in bathtub, handrails or larger doorways
- Maintenance services, such as cleaning, lawn or snow-removal services
- A shift in geography to be nearer to family and friends or better health systems

### MOVE TO AN INDEPENDENT OR ASSISTED-LIVING COMMUNITY

As you age, you or your partner may find that you prefer or require help with day-to-day tasks like preparing meals, laundry or housekeeping. Eventually you may even require help with personal services like bathing and dressing.

Today's senior living communities offer options that can adapt as your needs change, as well as deliver social outlets and structure to keep you active and engaged. This can be a practical option for couples when the needs of one spouse



advance beyond the care that the other spouse is able to provide.

### STAY IN A LONG-TERM CARE FACILITY OR NURSING HOME

When the need comes, a nursing home offers the highest level of care and, with it, the largest price tag. Stays at a nursing home generally range from short-term issues like rehabilitation following a fall to requiring treatment for chronic and complex conditions. Care is delivered by licensed nurses available around the clock, with most facilities offering special memory care units for dementia and Alzheimer's disease.

Having so many choices requires careful financial considerations. There may be tax trade-offs to think about, depending on whether you rent or own. The extent of your care structure, insurance needs and other factors must also be evaluated.

Of equal importance are quality-of-life issues – because you could spend two or three decades in retirement. So plan ahead and choose wisely.

This article is provided by Craig Shaver, a Financial Advisor at RBC Wealth Management. The information included in this article is not intended to be used as the primary basis for making investment decisions. RBC Wealth Management does not endorse this organization or publication. Consult your investment professional for additional information and guidance.

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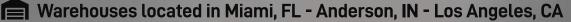
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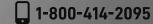












### DID YOU KNOW...

## Annual Conference & Trade Show

Our Annual Conference and Trade Show is not only worth the time and money it's also the very best way for our Associate Members to showcase their products and services to each other as well as our Regular Members. Look, people



do business with people they know and trust and if you have a product or service that is of value this is the time to show it off.

And, this year we're doing something completely different. Rather than having members walking from booth to booth we're setting aside time for members to actually sit down at a table and learn more about what our Associate Members have to offer. While we did this because of space issues, we really think this will be a much better way to dig into the many offerings available to you. And, we'll be having some new people with us this year.

The Annual Conference and Trade Show...let's do some business!



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#### MEMBER NEWS MEMBER NEWS MEMBER NEWS

#### New members have come on board since our Fall Edition. Feel free to connect with them and let's do some business!

#### **Parts Books**

We recently learned that long-time NTPDA Member RC Machine and Supply shut down their business and retired. However, Carolyn Roberts tells us that she has some parts books for sale. If you are a collector or still use them they have books for John Deere, Massey, Ford, Deutz and others. Give them a call at 936-254-2345. And thank you to Ralph and Carolyn for the many years of being NTPDA Members!

#### **Ogema Tractor Parts**

Some of you may remember Brian Kushniroff of Mayslick Ag Parts that was based in Kentucky. Well, Brian and his bride, Amanda, have been working to build a brand-new facility in Ogema, Wisconsin. He tells us that he hopes to have his new building up and salvage and new parts ready to go out the door just ahead of spring. We look forward to seeing you folks in New Orleans and thanks for joining NTPDA.

#### **Envoy Business Systems**

Joining us at our Annual Conference and Trade Show are new members Enjoy Business Systems. The company specializes in Payment Processing and their membership was the result of a member who was not satisfied with their former processing company and needed a more "hands on" approach. Make sure you visit with them in New Orleans.

#### Loader Parts Source, Inc.

Levi Burkholder founded Loader Parts Source (LPS) in 2008 with one goal in mind: keeping equipment up and running. Today at LPS, we pride ourselves on being a trusted provider of high-quality parts at a reasonable price for skid steer loaders and compact track loaders. Since our founding, we've focused on delivering top-notch customer service, reliable parts, and expert support to keep your equipment running smoothly.













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### Let's Eat!

#### **Bagel Breakfast Casserole**

Here is an easy dish you can make for the holidays or anytime. The total time, including cooking, is about two hours and yields eight to ten servings.

#### **Ingredients:**

Non-stick cooking spray to grease the pan

1 tbs olive oil

8 oz. breakfast sausage

2 cups whole milk

3/4 cup half-and-half

Pinch of cayenne

8 large eggs

Kosher salt and freshly ground black pepper

1 1/3 cups packed baby spinach

2 large plain bagels cut into 1 inch pieces

1 1/3 cups shredded provolone

8 oz cream cheese, cut into ½ inch cubes

2 tbs of everything bagel seasoning

#### **Directions:**

Position a rack in the center of the oven and preheat to 350 degrees. Grease a 9 x 13 inch baking dish with the cooking spray.

Heat the olive oil in a large skillet over medium high heat. Add the sausage and cook as you break up any clumps until brown and transfer to a bowl with a slotted spoon.

Whisk together the milk, half-and-half, cayenne, eggs, <sup>3</sup>/<sub>4</sub> teaspoon salt and <sup>1</sup>/<sub>2</sub> teaspoon pepper in a large bowl. Fold in the sausage, spinach, bagels and <sup>3</sup>/<sub>4</sub> cup of provolone and pour into your baking dish. Dot the top with the cream cheese and sprinkle all over with the everything bagel seasoning and the remaining provolone cheese.

Cover with foil and bake for 45 minutes. Uncover and bake until the casserole is puffed, golden brown at the edges and set in the center, about 45 minutes more. Let cool before serving and enjoy!

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# ATTRACTING THE FUTURE: How to Enhance Work Culture to Increase Retention and Productivity

Keynote Speaker – Brian Carter, CEO of the Brian Carter Group

In today's competitive landscape, businesses face unprecedented challenges in attracting and retaining top talent. Brian Carter, a renowned expert in workplace dynamics, teamwork, and leadership, brings his unique insights to help you transform your company into a magnet for high-performing employees. Discover how enhancing your work culture can not only boost retention but also skyrocket productivity.



#### **Key Points:**

- 1. The New Employee Landscape: What today's workforce really wants
- 2. Culture as a Competitive Advantage: How top companies use culture to attract and retain talent
- 3. Beyond the Paycheck: Non-monetary strategies to increase employee satisfaction and loyalty
- 4. The Productivity-Culture Connection: How a positive work environment drives better results
- 5. Community Integration: Positioning your company as an employer of choice in your local area

Get ready for a presentation that's as entertaining as it is informative! Brian Carter's engaging and often humorous approach will keep you on the edge of your seat while equipping you with actionable strategies to create a workplace that not only attracts top talent but also inspires them to stay and excel. You'll leave with a smile on your face and a practical roadmap to transform your company culture, boost employee retention, and drive productivity to new heights. Don't miss this opportunity to future-proof your workforce, position your business for long-term success, and have a great time doing it. Remember, in the world of tractor parts, it's not just about nuts and bolts – it's about the people who keep everything running smoothly!

#### **Biography**

Brian Carter is a popular speaker, bestselling author, and IBM Futurist you may have seen on Bloomberg TV, ABC, and in the Wall Street Journal. LinkedIn has called him "an expert you need to listen to." His 20 years of business success guide The Carter Group and Optymedia, agencies that help great people and companies make their businesses even greater. Brian has worked with 100's of organizations in 42 industries, including Microsoft, NBC, Salesforce, JP Morgan, McDonald's, and The U.S. Army. He's taught over 150,000 students, has more than 500,000 online fans, an overall audience of over 5 million. Brian combines cutting-edge expertise, business experience, and professional stand-up comedy skills to deliver inspiration, info, humor, stories, and actionable takeaways, leaving every audience motivated and empowered with new tools and skills that will work today!

## 2025 NEW ORLEANS Program At A Glance



### NATIONAL TRACTOR PARTS DEALER ASSOCIATION ANNUAL CONFERENCE & TRADE SHOW – CELEBRATING 40 YEARS



#### **WEDNESDAY, JANUARY 15, 2025**

Pre-Conference Networking

6:30 a.m. Depart hotel

7:30 a.m. - 12:30 p.m. St. Bernard Fishing Charters (Mississippi Gulf Outlet Canal - Fish for Redfish, Sheepshead, &

Black Drum)

1:15 p.m. - 2:30 p.m. Lunch at CRAVE — "Cook Your Catch" or order off of menu

3:00 p.m. Return to hotel

Limited Space – Sign Up & Payment Required to secure space.) Cost: \$450 per person plus

fishing license

**Includes:** Transportation, Top of Line Fishing Reels & Rods, Fuel, Live Bait (Shrimp), Snacks, Water, Ice Chests for refreshments & Your Catch, Lunch at CRAVE, and Gratuities. **Not Included:** Fishing license (approx.. \$20) per person and must be purchased prior to trip.

#### **THURSDAY, JANUARY 16, 2025**

Pre-Conference Networking

9:00 a.m. - 11:15 a.m. New Orleans VIP City Tours

New Orleans has so much to see and history to soak in. Ride on a comfortable minibus bus through some of the most famous neighborhoods in the city. You'll be shown the landmarks you don't want to miss and hear stories you'll love to hear. Tours are interactive and guides are both knowledgeable and entertaining. Areas covered include the French Quarter, Garden District, Treme, City Park, Cemeteries, The 9th Ward, and Lake Pontchartrain. Includes a cemetery tour and a break for beignets!

11:30 a.m. - 12:30 p.m. Lunch – Manning's Sports Bar & Grill – Stadium Club – 2nd floor (owned & operated by Caesars)

When people think of Archie Manning, they think of football. But Archie's appeal transcends his athletic achievements. People far and wide have been inspired by his warm personality, drive, and sense of humor. Dine and view unique memorabilia from Archie's career, plus mementos from his sons Peyton and Eli.

12:30 p.m. - 3:30 p.m. New Orleans Scavenger Hunt – Start at Manning's Sports Bar/End in Vieux Carre Ballroom

12:30 p.m. - 12:45 p.m. The Kick Off / 12:45 p.m. - 3:15 -- The Hunt / 3:15 p.m. -3:30 p.m. - The Wrap-Up

This walking city scavenger hunt is the ultimate technology-driven event for fun competition, team building, and sightseeing! Teams will experience the cool interactive features of the SmartHunts app on Apple® iPads® that utilize text messaging, audio, video, FaceTime®, social media, QR codes, and GPS with built-in mapping to produce the coolest hunt! These challenging activities encourage teams to think SMART while using the iPads to find New

Orleans landmarks, solve clues, answer trivia, shoot photos, create videos and complete challenges. SmartHunts® have two-way messaging so teams are connected with the SmartHunts facilitator who tracks teams using GPS and monitors photos and scoring during the hunt and will have them up on the big screen when teams arrive at the final location. A collection of the best and most creative photos and videos captured by team iPads® throughout the hunt are presented in a highlight slideshow at the concluding awards ceremony.

2:30 p.m. - 5:30 p.m. Early Registration - Vieux Carre Foyer - Pick up Name Badge for Early Arrival Party

Early Arrival Party

**6:00 p.m. - 6:45 p.m.** Creole Queen Boarding – 1 Poydras St., New Orleans, LA (2 blocks from Hotel towards river)

Wear Your Name Badge to Receive a Boarding Pass

6:00 p.m. - 9:00 p.m. Creole Queen Jazz Dinner Cruise

6:00 p.m. - 6:30 p.m. Cocktails / 6:30 p.m. - 8:00 p.m. Dinner Buffet/Evening Entertainment - New Orleans Jazz Trio

Step back into the glamour and romance of the riverboat era with a cruise aboard the Paddlewheeler Creole Queen! Experience the lively sounds of traditional New Orleans music while enjoying a lavish Creole Buffet in an elegantly appointed dining room. After dinner, and maybe a little dancing, enjoy a classic New Orleans cocktail and sweet Mississippi River breezes on the promenade deck as the city skyline slips by under a canopy of stars. This nighttime cruise is pure New Orleans.

#### FRIDAY, JANUARY 17, 2025

7:30 a.m. - 8:45 a.m. Breakfast – Vieux Carre Foyer/Ballroom

8:00 a.m. - 5:00 p.m. Registration – Vieux Carre Foyer

9:00 a.m. - 10:00 a.m. Keynote Speaker - Brian Carter - Fulton Street Salon I & II

#### Attracting the Future: How to Enhance Work Culture to Increase Retention and Productivity

In today's competitive landscape, businesses face unprecedented challenges in attracting and retaining top talent. Brian Carter, a renowned expert in workplace dynamics, teamwork, and leadership, brings his unique insights to help you transform your company into a magnet for high-performing employees. Discover how enhancing your work culture can not only boost retention but also skyrocket productivity.

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- 4. The Productivity-Culture Connection: How a positive work environment drives better results
- 5. Community Integration: Positioning your company as an employer of choice in your local area

10:00 a.m. - 10:15 a.m. Break

10:15 a.m. - 11:15 a.m. Brian Carter – Engaging breakout on 2 to 3 Key Points from Keynote – Fulton Street Salon I & II

11:15 a.m. Break

11:30 a.m. Lunch – Vieux Carre Foyer/Ballroom

12:30 p.m. - 2:30 p.m. Operation Military Care (Charitable/Team Building Event) – Vieux Carre Ballroom

**Operation Military Care** is a unique opportunity to support the brave men and women proudly serving our country. This charitable event starts with a fast-paced icebreaker, then teams work through a series of engaging teamwork exercises, iPad® challenges, and photo & video activities to earn the points needed to acquire care package contents. Examples of the various exercises may include trivia, picture and video challenges, and fun problem-solving initiatives presented on iPads®. Teams also earn points by demonstrating high-performing team attributes such as clear communication,

Continued on next page

#### Program At A Glance Continued

leadership, innovation and team spirit. After all the items have been acquired, teams will assemble their military care packages and add personal touches in the form of letters written to the recipients that will be included in the boxes. The care package supplies have been carefully chosen, based on the items most requested by service men and women and their families. Teams will leave this event with a deep sense of patriotic accomplishment.

2:30 p.m. - 4:30 p.m. Vendor Set-Up - Vieux Carre Ballroom

Set items (e.g. parts, supplies, informational material, swag, etc.) on 6' rectangular tables assigned to each vendor until roundtable presentations.

2:30 p.m. - 4:30 p.m. St. Jude Auction Set-Up - Vieux Carre Ballroom

Auction Items Needed for St. Jude. Bring the actual item or picture to display. Live auction will be on Saturday evening. Items will be set up and displayed for viewing during the trade show with live bids accepted on Saturday evening.

5:00 p.m. - 6:00 p.m. "Welcome to New Orleans" Cocktails & Hors d'oeuvres - Vieux Carre Foyer & Ballroom
6:00 p.m. - 8:00 p.m. Trade Show Open/Vendor Roundtable Presentations & Poker Run – Vieux Carre Ballroom

Round tables around the room will have a tent card to note where each vendor will be for the Vendor Roundtable Presentations & Poker Run. Vendors – 14 minutes to present products/services with time for guestions/answers.

(Example 7-minute presentation/7-minute q/a)

**Attendees** – Visit vendor roundtables and spend time at each as noted above.

**Poker Run** – Vendor passes out one card per Attendee who visits table.

**Attendees** – Redeem tickets for best hand turned into Dealer (NTPDA table) on Friday night and Saturday morning.

Royal Flush – 7 tickets/Straight Flush – 6 tickets/4 of a Kind – 5 tickets/Full House – 4 tickets/Flush – 3 tickets/Straight – 2 tickets/3 of a Kind – 1 ticket

Tickets will be drawn for prizes after lunch on Saturday. Must be present to win.

8:00 p.m. - 11:00 p.m. NTPDA Casino Night - Fulton Street Salon I & II

Time to unwind and play Blackjack, Roulette, Craps & Poker and learn insider tips! Drinks & Reception Stations Served

#### SATURDAY, JANUARY 18, 2025

#### **Activities in Vieux Carre Ballroom except Board Meeting**

7:30 a.m. - 8:45 a.m. Networking – Breakfast & Conversation – Breakfast Served

9:00 a.m. - 11:00 a.m. Trade Show Open/Vendor Roundtable Presentations & Poker Run

11:00 a.m. - 11:15 a.m. Break

**11:15 a.m.** General Session/Election of Officers/Recognition of NTPDA Presidents

12:15 p.m. Lunch & Poker Run Ticket Drawings1:15 p.m. Vendor Meeting/Trade Show Close2:00 p.m. Board Meeting – Satchmo Room

**6:00 p.m.** Happy Hour/Dinner/Awards/Live Auction

#### SUNDAY, JANUARY 19, 2024

Departures

Theme: Mardi Gras





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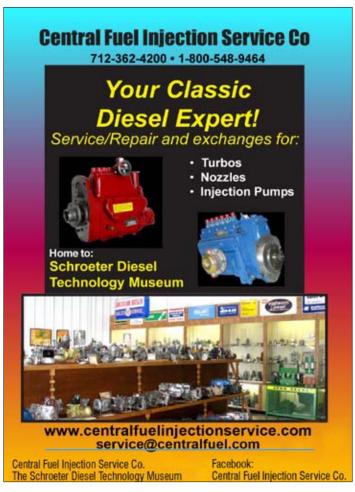
"Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up." Galatians 6:9

We are hosting a St. Jude Auction again this year in New Orleans. Donations are requested to make

this another successful event. Together as a community \$24,044 was raised last year! Let's do it again! Bring the actual item or picture to display on Friday, January 17 between 2:30 p.m. – 4:30 p.m. to the registration desk. Live auction will be on Saturday evening. Items will be set up and displayed



for viewing during the vendor presentations/trade show with live bids accepted on Saturday evening. Because of leaders like you, families never receive a bill from St. Jude for treatment, travel, housing, or food because all a family should worry about is helping their child live. Let's come together as a community to make a difference for the kids at St. Jude!





### Your Trusted Partner In Driving Business Growth









by Michael Libbie

### "They Aren't Baying!"

We've been in the business of marketing and advertising for decades and when I've had the opportunity to do "Five in 24 – Five Things You Can Do in Twenty-Four Hours to Sell More Stuff!" One of those five things is addressing the problem of "They aren't buying what I'm selling!"

We believe there are only three reasons that is happening and they are simple:

- 1. You're not selling what people want. Often just because you are in love with a particular product or service doesn't mean your customer is. They have may "moved on." So, how do you know what they want? Ask them...
- 2. Wrong people in the wrong job. We understand that it may be difficult to find folks who are willing to work hard. Sometimes we settle and hire a person that isn't a good fit. Or we keep an employee who may have been around awhile but

fails at their job. It is always tough but sometimes you need to decide to get the right person.



3. Using the wrong marketing tools. Times change and consumers change with the times. For example, newspaper advertising was a great way to connect with the consumer but as newspapers have given way to online marketing, they are no longer what they were. Depending on who your target customer is will dictate where and how you reach them. Again, the best way to know where they are is to...ask them.

Three thoughts to help and thanks for reading!





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### Greasy

By Terri Stevens



Dear Friends.

As I am writing this article, we just took a load of tractor heads off to the steel recycler. It is hard for me to see those old tractor parts that at one time were valuable and now they aren't.

It makes me walk down memory lane and think about all those tractors and how they helped make this country into what it is. The old tractors have integrity. They worked hard for



many years and would still be running if anyone wanted to get them going again. Life is like that; we work hard and then we get to the point where we aren't what we once were. It is the cycle of life. We start out strong and end up weak. I have heard we need to appreciate growing old and that is so true. I started drawing social security this year. Life cycle!

We got involved in the Association about 25 years ago. We have traveled all over the US. We have made friends and gone places and seen things I wouldn't have imagined that we would ever get to see. We have been to many of your places of business and have seen how you run your business. If you aren't involved in this association, make a decision to get involved. Life is what you make of it and if you sit on the sidelines, you will miss so much.

I appreciate all of you and thank God for each one of you. May life treat you well. Always remember to put God first and know that He will lead you if you trust Him.

Proverbs 3:5-6 "Trust in the Lord with all of your heart and lean not on your own understanding in all thy ways acknowledge Him and He will direct your path."

I hope you have a blessed year and that you enjoy your life and realize life is like a pie you may have a half of a pie leftover, maybe less like me, but I am hoping my piece is wonderful and delicious and yours as well.

Greasy







### **Celebrating 40 Years of NTPDA Leadership**

We look forward to seeing you in New Orleans for our 40<sup>th</sup> Celebration!

Years	NTPDA Presidents	Conference Locations
1985 (Mar)	Andrew Goodman (Discussion Leader)	Dallas, TX
1985 (Aug)	Andrew Goodman (Committee Chairman)	Las Vegas, NV
1985 (Oct)	Andrew Goodman (Committee Chairman)	Des Moines, IA
1986 (Mar)	Andrew Goodman (Interim President)	St. Louis, MO
1986 (Aug)	Jr. Roberts	Minneapolis, MN
1987 (Feb)	Jr. Roberts	Las Vegas, NV
1988	Tom Silver	Orlando, FL
1989	David Eftink	Nashville, TN
1990	Doug Minzenmayer	San Antonio, TX
1991	Doug Minzenmayer	Des Moines, IA
1992	Jerry Bailey	New Orleans, LA
1993	Pat Russell	St. Louis, MO
1994	Pat Russell	Corpus Christi, TX
1995	Gordy Smith	Ponte Verde Beach, FL
1996	Scott Cummins	Houston, TX
1997	Scott Cummins	El Paso, TX
1998	Eric Benton	Nashville, TN
1999	Larry Wenger	Atlanta, GA
2000	Pete Smith	Memphis, TN
2001	Pete Smith	New Orleans, LA
2002	Mike Hansen	Charleston, SC
2003	Mike Hansen	Little Rock, AR
2004	Brian Kooima	Austin, TX
2005	Brian Kooima	Reno, NV
2006	Glen Leaders	Memphis, TN
2007	Glen Leaders	Panama City Beach, FL
2008	Steve Chandler	Kansas City, MO
2009	Steve Chandler	Frisco, TX
2010	Carl Vande Weerd	Nashville, TN
2011	Carl Vande Weerd/Jeff Griggs	Orlando, FL
2012	Jeff Griggs	San Antonio, TX
2013	Jeff Griggs	Little Rock, AR
2014	Jeff Griggs	Tucson, AZ
2015	Jeff Griggs	Memphis, TN
2016	Doug Swanson	Kansas City, MO
2017	Doug Swanson	San Antonio, TX
2018	Scott Schelling	Corpus Christi, TX
2019	Scott Schelling	Mobile, AL
2020	Scott Schelling	Maricopa, AZ
2020	Scott Schelling Scott Schelling	(COVID - originally Nashville, TN)
2022	Trey Russell	Kansas City, MO
2022	Trey Russell	Nashville, TN
2023	Trey Russell	San Diego/Valley Center, CA





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### ALASKA, HAWAII, AND THE CARIBBEAN

When you need to transport your freight across the open seas, you want a carrier that knows the ropes. Estes has decades of experience shipping to and from Alaska, Hawaii, the Caribbean, and Puerto Rico. And because keeping your cargo safe is important to us, we go the extra mile to make sure your freight is secured for optimal protection on the high seas.

#### LESS THAN TRUCKLOAD

Estes is one of the top-rated Less Than Truckload carriers in the nation, and is proud to offer reliable LTL shipping solutions to and from all 50 states, Canada, Mexico, and the Caribbean. We have a vast network of more than 280 terminals throughout North America, and offer comprehensive freight forwarding options that make it easy to ship your LTL freight just about anywhere in the world with confidence.

### CUSTOM SHIPPING AND LOGISTICS

Estes wants to help you build a more flexible supply chain. One that works for you—not the other way around. That's why we offer a full range of custom supply chain and logistics solutions tailored to your specific transport needs, including dedicated fleet and logistics centers services.

#### FINAL MILE

Whether you're delivering to a retail business or a residential consignee, you can rest assured knowing that with Estes, your Final Mile freight is in safe, reliable hands. Our Final Mile commercial non-dock delivery solution is perfect for businesses without traditional loading docks. And our Final Mile home delivery experience offers real-time shipment tracking, automatic text updates, and userfriendly website tools for your residential consignees.

#### **VOLUME LTL AND TRUCKLOAD**

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