Driving into Spring

Published Bi-Monthly for Danny Herman Trucking, Inc.
March/April 2019
Volume 19, Issue 2

In The Driver’s Seat
Hello all, I hope this newsletter finds all of you doing well. I am glad to see that Spring has arrived and warmer weather is finally here!

As I am sure most of you have noticed, 2019 has been softer than 2018, and at times has been up and down. One of the areas that has taken longer to get up and running is California. California usually is up and running by the first of March after the shakeout from the Chinese New Year. This year it has taken until the end of April, first of May, to get up and running as normal, and we are seeing that now.

A lot of the volatility (up and down) for freight in general has been due to higher than normal inventory levels. Many companies pre-ordered a lot of materials and products from China prior to the tariffs. When warehouses are full this slows down freight being moved. I believe we are starting to see these inventories begin to get depleted, customers are beginning to order again, and freight is starting to move much better.

In addition to all the above, 2018 was a Banner Year! At a conference that Blake and I attended an Economist stated that it was one of those 1-in-10-year deals where freight was strong across the board. This year is not as strong, like 2018 was, but is comparable to what we saw in 2017. It is predicted that the second half of this year will be stronger than the first half of the year due to those inventory levels falling.

We continue to get new trucks and trailers into the fleet that are replacing older equipment. We want to keep our equipment new for our drivers, so we will work on this throughout the remainder of the year!

As I mentioned earlier in this article, we are getting into the warmer season and I urge all of you to focus on doing thorough pre-trip inspections, as well as, in-route inspections. Pay special attention to your tires as hot weather is hard on the rubber. Also, be on the lookout for increased traffic over the summer months. It is this time of the year when more people are traveling on vacations.

In closing, I want to thank each of you for all that you do for DHT. Please stay safe out there, and may God bless you in every mile that you travel!

Keep on Trucking Safely!

Joe

Joe Herman
President

"To every thing there is a season and a time to every purpose under the heaven:"
Ecclesiastes 3:1

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March / April 2019
As we move into the Second Quarter of 2019, freight volumes have started to tick up slightly, especially on the West Coast. After the record year we saw in 2018, many factors have influenced the freight market including the trade war with China, as well as the buildup of inventories we saw at the end of 2018. The year, so far, has been comparable to what we saw in 2017, but I realize a new standard was set in 2018 and even a small pullback from 2018 numbers makes everyone in the industry uneasy with memories of 2018 still fresh in our minds. It looks like the back half of 2019 should improve, and we are working to take advantage of a stronger freight market.

I want to talk about the use of toll roads in Texas. Many of these would be of benefit to use but the pricing makes them unaffordable. For example, the toll road around Austin, TX, can be of benefit at times but much of this road is privately owned and they are charging outrageous sums to run short amounts on this road. To run it from the northern most point down to I-10 is at a cost of almost $55! In other areas, we pass along the toll costs to the customer because they understand there is no choice but to run them. In the case of the one in Austin, they expect us to run I-35 and stay off that toll road. I have tried to negotiate pricing with the TxTag Department with no success. So for now, we must stay off the toll roads in Texas, but I am hopeful they will make it affordable at some point in the future.

Summer is just around the corner and this means more people on the roads taking vacation. This may be the only time of year these folks get out on the open highway and we ask you to be on alert even more than usual. Professional Drivers are the safest drivers in the country, but the vacation traveler can become the most dangerous when in unfamiliar areas and especially congestion in large cities. We appreciate your special attention through the summer months to these non-professional drivers that will be on the roads with you. We want all drivers out there to be safe, as well as the families and friends that are on the roads at heavier volumes during the summer.

I hope everyone in the DHT family can take some time to enjoy their own families and friends during the summer season. We realize the hard work and dedication it takes to move this country’s freight and wish all of you the best going forward. I am so honored to be a part of the DHT family with each of you.

Blake Grindstaff
Chief Operating Officer
Road Checks and ELDs

Hello to all our DHT drivers. I hope this newsletter finds you and your families well. It looks like summer is finally here and personally I love the sunshine and warmer temperatures; however, along with that comes several issues:

• Spring/Summer Storms – We have already seen some major storms with high winds, heavy rain, flooding and tornados. Please be aware of the weather conditions in the areas you will be driving. Slow down in the rain to keep from hydroplaning. Do not drive through standing water in the road, it may be deeper than you think. If the weather is bad and puts your or the general public at risk, find a safe place off the highway or road and park until the weather passes. Communicate with dispatch with your location and weather conditions. Always remember, there is nothing in that trailer worth you or someone around you getting hurt.

• Increased Enforcement – All enforcement agencies and DOT are out in full force. They are looking for any aggressive driving, tailgating, seatbelts usage, speeding, improper lane changes, etc. Please make sure you are obeying ALL the traffic laws. We want to set a good example for our company and the industry. I know the driving habits of a lot of 4 wheelers as well as big trucks have gone downhill, however, we are better than that. Let it show

• Heat – As the temps get higher this summer you need to do several things;
  1. Keep yourself hydrated, drink plenty of water, eat healthy and get the proper rest. Take care of yourself.
  2. Preform good Pre- & Post-trip inspections. Check those tires making sure they are at the proper air pressure. Hot roads and low air pressure don’t mix. Keep an eye on the coolant, proper levels will keep from overheating. By keeping a closer eye on your truck, you may keep from sitting on the side of the road waiting for road service. If you find any issues, get with Maintenance and get it corrected before it becomes a problem.

ROADCHECK 2019

It is that time of year again for The Annual 72 Hour Roadcheck. This nationwide event will take place on June 4 – 6. The focus this year will be on Steering and Suspension Systems. All our shops have been notified and are looking at these systems. Please do your part and conduct good inspections. Let’s not have any write-ups from this Roadcheck. Make sure you are looking at everything, even though their focus will be on those systems, they will be looking at everything as well. As we get closer to December when all CMV’s must be on ELDs they may be asking you about that as well. See the next section on what you need to know about ELDs.

ELDS

The new ELD mandate from FMCSA must be fully implemented by December 2019. We are currently in full swing of making this transition. We expect to be fully ELD by Summer 2019. A couple things as a driver that you need to know if asked by a DOT officer (I want to elaborate a bit on these things):

1. You must know what mode you are running in AOBRD (Automatic on-Board Recording Device) or ELD (Electronic Logging Device). Your unit should display this on the screen. Soon this will not be an issue, as they all will be ELD.

2. Everyone, no matter if you are running as ELD or AOBRD, are required to have in the truck, a blank paper logbook and the DOT quick reference card for the Omnitracs Unit.

3. Officers can also inquire where the User’s Manual for the Omnitracs Unit is located. All units have an electronic version of the User’s Manual installed on the unit. It’s located under the Driver Training App on the unit.

4. Officers could also ask for you to send your logs
to the ERODS (Electronic Record of Duty Status) system. This is a new part of ELD and is located under the Day Log tab of Hours of Service App. The Fax / email function is still under the 8Days tab.

5. Load Information is required to be input on your logbook. Load Number and Trailer Number are the only two required fields. Please get in the habit of verifying and entering this daily. If the unit doesn’t see 8 days of load information, it will prompt you to enter it and will not allow you to move forward until it has this information. Don’t confuse this with your dispatch macros. They are not related.

6. With ELD, no one in the company can edit any Drive Time. This makes it very important that you log out of your unit, if someone besides you will be moving your truck. If not, this movement will go onto your logs and it can't be corrected. You also need to make sure that the unit accepts your changes before leaving the unit for break or home time.

7. Personal Conveyance replaced Off Duty Driving. The rules to use Personal Conveyance have not changed, can’t under load, etc. The one exception is being out of time at a shipper, receiver, or being forced to move by law enforcement. You can use Personal Conveyance for these situations. Always be sure to document this with good remarks on those log entries.

8. Yard Move is also a new option under On Duty. This is an on-duty function and will allow you to move around in a yard without using your Driving Time.

Thank you and Please Drive Safe
Steve E Frantz, VP of Safety
Hello everyone, I hope this letter finds you and your families doing well. You’ve probably seen that 2019 vs. 2018 started off different and rightfully so! With the growth plans for DHT, combined with a strong economy, on top of some National Disasters rolling over from 2017, things are settling back to the normal. In the chaos of all this, it has taken some time to adapt and adjust, but I think we are getting there now. Shippers and Carriers alike had to take a pause and reassess the planes.

I feel we are at a good place for our growth with diversifying and increasing our Brick and Mortar Customer Base in virtually every market we service. This is our way to make sure that if you have the hours, you are rolling and making money.

Thank you, Drivers, for what you do out on the road. Your service is much appreciated and does not go unnoticed. Please be safe and stay alert out on the highways and remember to always do you pre-inspection before starting your trip.

May God’s Blessing be with you and your families this summer!

God Bless,
Rick Watkins, VP of Sales

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Hello Everyone, I hope all is well with you and your families. We have gotten through another winter and can now look forward to better weather. Overall, the first quarter of this year was softer in some areas than that of last year which provided many challenges. Due to Chinese New Year, combined with tariff negotiations between the United States and China, business out of California was much slower than in years past but does seem to be coming back around now.

We are managing to swap out a lot of our older trucks (2016 models) and trailers (2006 models) for new equipment and this will be an ongoing project throughout the remainder of the year. We take pride in providing well-maintained, quality equipment for all drivers, so this is considered a priority by all here at DHT.

I recently traveled to El Paso, Nogales, and Laredo and had the opportunity to meet several drivers while I was at our terminals. I met some drivers that I had never had the opportunity to speak with and really enjoyed the conversations. I appreciate all that each of you do and understand that there are several sacrifices involved. Thank you all for your hard work and may God bless each of you.

Brian Morefield, VP of Operations

― Pearl Buck

“The secret of joy in work is contained in one word – excellence. To know how to do something well is to enjoy it.”
Getting Ready for Warmer Months

Hello everyone! Greetings from the Maintenance group and hope everyone is doing well. As we are coming out of Spring and heading towards Summer, I would like to remind everyone that we need to make sure we are getting into good habits of checking the air pressure in the tires during your pre-trip and post-trips. Make sure that those tires are up and inflated! A good quick way to check to see if you have a dangerously low tire is to take your hand and feel the tire. A tire low on air will become warmer than the rest of your tires and could be a signal that there is a problem getting ready to happen. The one next to the low one will also be warmer to the touch. The best way, of course, is with a good tire gauge to accurately gauge the tires.

While under the hood checking the fluids, make sure the coolant level is above the minimum level line, this will help keep you on the road. New trucks are sensitive to low coolant setting a code and even start to de-rate if the level falls below the minimum line. Keeping the coolant between the two marks will keep you rolling. If you need coolant, every truck should have a gallon of coolant in the side compartment. If none there, stop at a DHT shop and get one. If you need to purchase a gallon on the road, we use ELC Antifreeze/Coolant in the truck, sometimes called just ELC.

Now is the time to check the APU for cooling and proper operation. If unsure how to operate the unit, stop by a shop, have a mechanic show and explain the proper operation. We want to make sure you stay comfortable in the truck as the temperature starts to rise. One thing to remember is the APU engine uses the same coolant as the truck, so if the truck gets low on coolant, the engine for the APU may not run properly if it is low on coolant. If you think there may be coolant leak, always check back in the vicinity of the APU.

We want to thank all our drivers for your cooperation when there is a maintenance issue with your truck or trailer. Sometimes questions are asked that may seem unimportant at first, but they are asked in order to get you repaired and going as quickly as possible.

We are the best fleet in the Industry, and it takes a total team. With the best drivers out there, we are way ahead of the competition and that is what keeps us ahead of them.

Thank you, drivers, for all you do and be safe in your travels.

Bobby Allen, VP of Maintenance

“As long as you live, keep smiling because it brightens everybody’s day.”
~ Vin Scully
Saul Zarate-Vasquez has been with DHT since 2012! Saul started driving truck S609 in 2015 and in 4 years put close to 600,000 miles on it!!!

That is amazing and we appreciate Saul and all he does for DHT!!

We are honored to have you on our team!
To those who have served, thank you.

#wewillremember

# Let us forget.

All gave some... Some gave all

Remember them this Memorial Day

Thank you
Hello my name is Cecilia Johansen, but my maiden name is Hyrman (pronounced Herman). I live in Tennessee and travel a lot for work when I see your trucks and it makes me smile. See I have a cousin Danny Hyrman, he passed away a few years ago. The first time I saw your truck it brought tears to my eyes thinking about my cousin. Then as I saw your trucks more frequently, I noticed little details like the bible scripture on the back of the truck. So, I just want you to know that you make my day whenever I see your trucks on the road and remind me of my family back in Michigan. Thank you for your time reading this, Cecilia Johansen

Cecilia (Hyrman) Johansen 05/11/2019

Laura and her husband were headed to Florida from Colorado to visit her sister and her brother-in-law. They had recently moved to Florida from Maine and is not doing well. She is showing dementia and having a hard time adjusting to the new place. As Christians they had asked their friends and family to please pray their situation. As she was running out the door, the Holy Spirit told her to “grab that sign.” This was sign with bold letters stating HOPE. He told her that the world needs hope and you need to help show it. She got into her car and put the sign in her window for all to see. As they were driving home, they encountered 2 trucks carrying that word, HOPE. One was semi hauling big pipes and had a metal wall in front of the pipes to hold them in with HOPE etched in the sign. The other was our DHT truck, and she just knew without a doubt that God was telling her that He is present with them in all things. She was very thankful and wanted to tell the drivers, the company owner, and all of us that thank you for taking a stand for Christ in today’s world.

Laura Dunn 05/03/2019

“Now the God of HOPE fill you with all joy and peace in believing, that ye may abound in HOPE, through the power of the Holy Ghost.”
Romans 15:13
Human Resources Reminders

- **BCBS Subscribers:** Don’t forget to complete your Wellness Activities by **October 31.** If you want a discounted rate, call Amber in HR for more details.

- **Colonial Life Subscribers:** Did you know? Your plans come with a $50 Wellness Benefit for having routine tests done in each year. Each plan carries a benefit (Accident, Cancer, Critical and Hospital), you can even claim last years or the year before if you forgot! Again, call Amber in HR for more information!!

- **LegalShield Carriers:** Did you know you can get your Wills completed for free if you have the Legal Service? Also, if you have the I.D. Shield you can go to [www.idshield.cloud/login](http://www.idshield.cloud/login) to register and have them monitor your personal information!

All of this information is available to you on your DHT-U Resources Tab...check it out!!

Safety Updates

**Sleeper Restraints**

- All drivers, employees and passengers MUST use the Sleeper Restraint Net at all times while in the sleeper. This includes all times that a co-driver or passenger is in the sleeper while the driver is driving, but also when parked at a truck stop, customer, etc.

- It is against FMCSA regulations and company policy to be on top bunk while truck is in motion.

- If the top bunk is used for storage, the restraint must be used to secure all Items. This will prevent them from flying forward in the event of an accident or Emergency stop!

DHT cares about you and your safety!
Solo Driver: Abraham Morales  
Driver Manager is Frank Icenhour

ABRAHAM:
How long have you been a driver? **For 15 years**
Why did you start driving trucks? *It was something he had always wanted to do, on his bucket list, so he did it!*  
How long have you worked at DHT? **Since March of 2013**
Why do you like DHT? Abraham says, “I like the family atmosphere and communication is so easy, dispatch, to planners, to terminals, etc., you don’t have to go through so many people and it’s the one-on-one personal touch, even Joe Herman is very approachable.”
Advice to new drivers? He replies, “Attention to detail is key, take your time, don’t get in a rush, it pays to take a few extra minutes and do it nice and steady in the long run. Also communicate with your DM, they are not mind readers, so tell them when you have a problem or ask them when you have a question.”

Team Drivers: Donnie Self and Hal Purgason  
Driver Manager is Tim Hensley

DONNIE:
How long have you been a driver? **6 years**
Why did you start driving trucks? Don says that driving a truck has always been on his Bucket List, so he did it. How long have you worked at DHT? **Since February of 2016**
Why do you like DHT? Don says, “I like that everyone is friendly. There is a family atmosphere and you are treated as a person, not just a number.”
Advice to new drivers? His reply was, “Pay attention, and be safe.”

HAL:
How long have you been a driver? **6 years**
Why did you start driving trucks? Hal said that he had worked in customer service for many years sitting behind a desk, and that once his job was displaced, he decided to drive. It was something on his bucket list as well.
How long have you worked at DHT? **Since February of 2016**
Why do you like DHT? Hal says, “The biggest contributor is the difference in the people. Not just with everyone that works at DHT, but there is a clear difference when you arrive at the shippers and consignees and they know you are with DHT. They are more friendly and more respectful just knowing you are with DHT. It makes a difference!”
Advice to other drivers? He says to be nice to your driver manager, if you take care of him and do what he asks of you, he will take care of you!
Solo Driver: Mike Skaggs
Driver Manager is Jason Brown

MIKE:
How long have you been a driver? 11 Years
Why did you start driving trucks? Mike said he started driving with the intent of getting his son to become a driver too.
How long have you worked at DHT? About 2 years, total – Mike came in 2013 with his son, they drove team, then left DHT, when son went to a local job, Mike came back to us.
Why do you like DHT? Mike said, “The people of DHT are so easy going.”
Advice to new drivers? His advice is watch out for pitfalls, respect the CDL and honor Safety.

Team Drivers: Richard Schaffner and Sandra Yates
Driver Manager is Jared Furches

RICHARD:
How long have you been a driver? 31 Years
Why did you start driving trucks? “I had a friend who was driving, and he invited me to try it.”
How long have you been with DHT? Since June of 2013
What do you like most about DHT? “The Friendships that I’ve built here. The people at Nogales are great friends, we work well together, I feel privileged to be out of that Terminal; and El Paso, they are so friendly, always smiling and that makes it enjoyable to work in that environment.”
Advice to new drivers? “Everyone is looking for the greener grass on other side of fence, but this is it. We are lucky to be here and my advice is to stay here.”

SANDI:
How long have you been a driver? About 1 year
Why did you start driving trucks? “I met Richard, and decided to drive too.”
How long have you been with DHT? Since December of 2017
What do you like most about DHT? “Traveling across USA”
Advice to new drivers? “Trust in God and yourself.”
March

Eduardo Nunez 3/22/2004
Michael Sidwell 3/22/2005
Salvador Santoyo 3/28/2008
Aaron Crowder 3/22/2010
Ramiro Garcia 3/29/2010
Russell Miller 3/3/2011
Luis Rivera 3/9/2011
Abraham Morales 3/4/2013
Sherrie Wafer 3/4/2013
Chris Lake 3/18/2013
Richard Wafer 3/20/2013
Gregory Damron 3/3/2014
Robert Barner 3/10/2014
Ted Blankenship 3/24/2014
Thomas Frantz 3/2/2015
Billy Rivera 3/9/2015
Mia Rivera 3/9/2015
Samuel Robinson 3/16/2015
Michael Cramer 3/23/2015
Virginia Cramer 3/25/2015
Benny Coots 3/30/2015
Joe Richards 3/30/2015
Jorge Cordero Aranda 3/7/2016
Andrew Esquivel 3/7/2016
Hans Hegedorn 3/14/2016
Keith Morrell 3/21/2016
Gary Guthrie 9/12/2016
Raul Hinojosa 10/13/2016
Randy Brown 3/6/2017
Jason Wootton 3/8/2017
Erich Statzer 3/20/2017
Erick Velazquez Navarro 3/27/2017
Dellas Gilbert 2/12/2018
Stephen Scheffel 3/5/2018
Roger Ruiz 3/7/2018
David Tackitt 3/7/2018
David Austin 3/12/2018
Joel Hubbard 3/12/2018
Thurman Paul 3/12/2018
Michael Tatham 3/12/2018
Gregory Foss 3/13/2018
Rocky Martinez 3/19/2018
Deborah Stratman 3/19/2018
Enrique Goytia 3/21/2018
Kenneth Martin 3/26/2018
Brian Villigan 3/26/2018
James Garland 5/24/2018
Randy Freeman 10/22/2018
Mike Puckett 11/6/2018
April

Joe Herman 4/6/1982
Angela Pritt 4/18/1994
Brian Morefield 4/8/1997
Mike Averill 4/21/1997
Pedro Lira 4/5/2002
Teresa Arias 4/10/2006
Carl Peterson 4/7/2008
Jesus Barragan 4/12/2010
Gabriel Herrera 4/4/2011
Robert McDonald 4/13/2011
Garry Reed 4/17/2012
Barbara Ingram 4/8/2013
Tony Stuart 4/21/2014
Daniel Tapia 4/28/2014
Mike Harm 4/6/2015
Carlos Gonzalez 4/13/2015
Jose Carrion 4/27/2015
Jeremy Johnson 4/27/2015
Jose Hernandez Sanchez 4/18/2016
Mose Beatty 4/25/2016

Douglas Patterson 4/3/2017
Mauro De Leon Barrios 4/10/2017
Shirley Harris 4/10/2017
Mark Green 4/18/2017
Sandy Wages 4/18/2017
William Todd 4/24/2017
Charles Good 4/2/2018
Halbert Gonzalez 4/3/2018
Ronald Jones 4/3/2018
Patric Smith 4/9/2018
Sally Tugman 4/9/2018
Timothy Henges 4/16/2018
Christopher Orr 4/16/2018
Rusty Taylor 4/16/2018
Bobby Anderson 4/23/2018
Austin Blevins 4/23/2018
David Gardiner 4/23/2018
Edmund Hall 4/23/2018
David Martie 4/23/2018
Kenneth Millender 4/23/2018
Sunshine Ford 4/30/2018
Danny Inman 4/30/2018
Gary Southerland 4/30/2018
## March

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<td>Will Pockel</td>
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