

THE DISPATCH

YOUR MONTHLY NEWSLETTER – February
2019



“Life’s a game made for everyone, and love is the prize”

Leadership Changes at Paladin Capital Inc.

In August, 2018, Roger Ross joined Paladin as our new CFO, assuming leadership responsibilities for all Financial and Administrative functions; including Jeff Foreman’s Paladin Technology Group.

Chris Tate rotated to the newly created position of Vice-President of Human Resources and ESOP Administration.

On November 30th the Board of Directors announced the retirement of former CEO Roger Blume as Chairman, and elected Bill Prevost Chairman, President, & CEO.

Chris Tate remains Corporate Secretary, and Roger Ross is Treasurer. Alan Taylor of BKD LLP remains as our ESOP Advisor. The rest of the Board returns. They are: Bob Morse, former President of Caesar’s Hospitality, J Alexander, CEO of EquusNox, and Tony Heard a Principal with InfoWorks.



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Bill Prevost
President/ CEO

93 Smart Ones Still Too Many Stupid Ones

Save Money! That is what smart people do!

We often talk about building financial buckets for retirement. Social Security (however long it lasts) is one bucket we have all been paying into each and every paycheck of our lives; 15%! That's right, we put in 7.5% from our earnings and the Company pays a FICA tax to match our contribution.

The ESOP! Yes indeed, our ESOP provides us a unique financial retirement bucket few other people have. Engaged professional Shareholders help our ESOP build value.

401k – We got it! And so do many of you! In the last two months we have had 93 new enrollees in our 401K plan. You can actually save, lower your taxes, and get a free match all through the 401K. Put in 6% (or more if you can), the Company matches 50%, so you now have a 9% savings bucket that is growing and compounding every year! Great job by the 93 newbies, added to the others of us, we now have 370 Shareholders building 401K wealth buckets.

Money is never saved without a plan, so, “plan to pay yourself first”. SAVE SAVE SAVE today, means MONEY MONEY MONEY at retirement.

You want to know what else? Taking money out a Retirement Savings Plan to spend it on today is just STUPID!

But each year we have Shareholders rob from their futures, to spend for today, through ESOP Diversification. Our greedy government loves you! Not only are you paying additional income tax (and Social Security and Medicare) on that money, you are also paying an additional 10% tax penalty for withdrawing early from a Qualified Retirement Savings Plan. Is the urge that great that you are willing to give the government 45 cents so you can have 55 cents?



**Bill Prevost
President/ CEO**

93 Smart Ones Still Too Many Stupid Ones

I doubt many of you walk around with a dollar in your pocket and every time you see a policeman, fireman, military person, POLITICIAN, etc. say “hey, wait, let me break this dollar and give you 45 cents because I want you to have it!” In addition to all the taxes you are paying, you are also giving away a lot of future value by reducing the balance in your ESOP to grow- DOUBLE WHAMMY!

Get smart in 2019! In the end you will get what you deserve!

Respectfully,

Bill



**Bill Prevost
President/ CEO**

Now That's Interesting...

Here's a Fun Fact!



According to the Reader's Digest,

Printing new money uses 9 tons of ink. EVERY. DAY. The U.S. Bureau of Engraving and Printing uses nearly 9 tons of ink to print 26 million currency notes each day, with a face value of approximately \$974 million. For more information, please refer to the link below.

<https://www.rd.com/culture/money-facts/>

Now That's Funny!



Source: www.jokideo.com

<https://www.fueloyal.com/trucking-memes-jokes-will-make-laugh-head-off/>

One cardiologist's mission to reduce statin use for cholesterol

By Dr. Elizabeth Klodas

Updated 12:26 AM ET, Mon January 14, 2019

High cholesterol? Here's a pill. High blood pressure? Here's two pills. High blood sugar? Here's two pills and an injection. This is what many doctors routinely do without ever addressing why the cholesterol, blood pressure or blood sugar is abnormal in the first place.

I used to practice this way until I realized that all I was doing was covering up the downstream effects of poor diet with a bunch of drugs, instead of changing the food.

I am a practicing cardiologist. I trained at some of the finest medical institutions in the world, including Mayo Clinic and Johns Hopkins, and have been repeatedly recognized for great patient care. But what I really want to achieve professionally is to put myself out of work.

Unfortunately, cardiologists have endless job security. And that's because we're treating the wrong thing. My waiting room was full of patients whose numbers I had made perfect but who still looked sick and felt terrible. Some even felt worse with all the drugs I had put them on. No cures, just a neverending revolving door of follow-up visits. This is not why I went to medical school.

Yet no one seemed to be doing anything about this or even acknowledging it. So I became obsessed with finding a better solution and founded a company that formulates foods to help lower cholesterol, backed by pharmaceutical-level science.

There may be 30,000 food items in the average grocery store, but none of them has been subjected to any real scientific scrutiny. They bear all sorts of checkmarks and heart symbols, but that tells only part of the story. For example, a cereal might contain fiber -- and boldly tout the ability of this nutrient to lower cholesterol -- but the fine print reveals that a serving of the cereal also delivers the added sugar equivalent of three cookies. Any positive health effect of the fiber is completely negated. But how is the average consumer supposed to know this? They're not. They're just supposed to like the taste and feel good about buying that cereal. My patients may have been trying to "eat better," but they were getting duped.

[Two decades ago, the National Institutes of Health cholesterol guidelines](#) mandated that changing diet should be tried for three months as the first step in treating high cholesterol, before putting anyone on drugs. But today, many of my peers expressed skepticism that a food-based solution could work.

It took more than 80,000 hours of training for me to become a cardiologist. How much of that time was spent on nutrition? Zero.



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President/ CEO

One cardiologist's mission to reduce statin use for cholesterol

Treatment guidelines, representing the standard of care, only pay lip service to nutrition. For example, the American Heart Association's latest cholesterol management guideline is [120 pages long](#). How much of that is devoted to diet? One paragraph. The guideline mostly instructs providers on which patient to put on which drug and at what dose. Children as young as 10, according to the guidelines, can be started on statin medications such as Lipitor and Crestor.

In addition, physicians know only the prescription model. They are taught that the only truly valid proof of efficacy is a clinical trial and that everything else is conjecture. That's why pharma rules, even though the literature is full of data about the health benefits of various foods. Food does not have "dosing data."

Did you know that doctors are monitored according to whether they prescribe medications? If I don't follow the cholesterol guidelines by prescribing statins, insurers will send letters scolding me. If I don't talk to you about the cholesterol-lowering effects of walnuts and oat bran, nobody cares. Physicians even get paid more when a drug is prescribed. A medical encounter that generates a prescription is considered more complex, which qualifies for higher reimbursement. In contrast, if a physician uses some of the very limited time with patients to talk about antioxidants and omega-3 fatty acids, they get nothing more.

My solution is to give physicians, insurers and especially patients an alternative food-based option for cholesterol lowering that could compete with drugs on every level. These foods taste great and are formulated using only health-promoting ingredients. They are dosed and measured and as easy to prescribe and use as medications. Most important, they yield clinically meaningful cholesterol reductions as confirmed by a clinical trial.

Given that 70 million Americans have high cholesterol, I approached big food companies and investors, naively thinking they would love my idea and want to help. They did not. Food manufacturers thought our ingredients (such as real almonds, walnuts, pecans and blueberries) were too expensive. They wanted to replace them with flavorings, artificial sweeteners and "fruit bits." Investors thought the clinical trial we proposed doing to confirm efficacy was too uncertain. They told us we needed to have patents so we could charge prices like the pharmaceutical companies. No wonder this had never been done before. There was simply not enough profit in it. Patient health, it seems, is not very valuable.

Undeterred, my supporters and I pushed forward and, supported by grant funding, conducted a trial in two countries testing our foods in statin intolerant individuals. These were people who are candidates for statin drugs but either can't or won't take the medications due to side effects, such as muscle aches. The only instruction to the study participants was: "Eat these foods twice per day instead of something you're eating already," without making any other lifestyle changes. Literally as simple as "take this pill twice per day."



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The result was that 20%, 30%, even close to 40% [cholesterol reductions were found in many individuals](#) in just 30 days. This data was submitted at an American Heart Association meeting and will be submitted for publication. These medication-level cholesterol responses were obtained with food, without the need for dietary overhauls or exercise routines. They don't just represent an option for the estimated 20 million Americans who are statin intolerant and have no other solutions but for millions more who need to lower their cholesterol but don't need statins.

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[Sign up here to get **The Results Are In with Dr. Sanjay Gupta**](#) every Tuesday from the CNN Health team.

As with medications, not everyone's cholesterol will respond equally to a food intervention. Some people should be on statins even if their cholesterol is perfect. But given that it takes only a month of dietary change to determine whether you're a food responder, doesn't it make sense to give people the chance to at least try a validated food intervention before assigning them to a lifetime of pills? Especially since food doesn't have any side effects, just side benefits such as lower blood pressure, better blood sugar control, weight loss and feeling better.

Food is the comprehensive solution to a complex problem. And it just might put me -- and pharmaceutical companies -- out of business.

<https://www.cnn.com/2019/01/08/health/cardiologist-statin-cholesterol-mission/index.html>



Bill Prevost

President/ CEO



Valentine's Day in Indy



Thanks to our Indianapolis terminal for the great photo!

Personal Wellness Program



**Terrence Hayden-Before
Weight Loss Journey**

It is important that we all put time and effort into taking care of ourselves and our families. One of our drivers in Shelbyville, Terry Hayden, has been very successful when it comes to personal wellness. Terry is a 50 year old truck driver that not too long ago decided it was time to start taking better care of himself. Terry started by a visit to a wellness clinic for a physical and wellness checkup. The clinic helped him set goals and make changes to his diet. Instead of yogurt for a snack they suggested almonds. They also suggested using Aunt Millie's 30 calorie bread ,

eat lean meats and stay away from frozen foods. Terry and his family started the Keto diet. The Keto diet cuts carbs and sugar intake and replaces unhealthy foods with foods that are better for you. This allows you to eat enough to feel full and still meet your weight loss goals. Dieting isn't the only thing you have to do to improve your health. Terry makes it to the gym 4 to 5 times a week for a quick work out before work. In the last 8 months Terry has went from 220 pounds down to 183 pounds. Terry's wife and daughter also have had success on this diet by setting and meeting their weight loss goals. The word "diet" does not mean to stop eating; it just means to make better food choices. Diet, exercise and annual doctor's visits need to be a part of every wellness program.



**Terrence Hayden-After
Photo**



Paul Moore

Central Region Safety Manager

20 years of safe driving for Tim Reid, A “Stellar” achievement!



Our Lynchburg Virginia, terminal 48, recently celebrated over 3,000 days since their last DOT Preventable accident. That is a Quickway record and it continues to grow. That success is due to our outstanding team of drivers in Lynchburg. Drivers like Tim Reid. Tim recently reached the 20 year safe driving milestone without a single preventable accident. That’s terrific by anybody’s standard, Tim! 20 years of safe driving represents a little over 2,000,000 miles behind the wheel. To put that in terms we can all understand, that’s like driving to the Moon and back....8 times! Congratulations, Tim on this outstanding “stellar” achievement. So what did we do for Tim for this milestone award? How about this list of “Heavenly” awards: a Trucker GPS, hat, gloves, T-shirt and 20 year safe driving patch! Here is a picture of Tim receiving his award package from Doug Noakes the Terminal Manager in Lynchburg. Keep up the terrific job Tim and to the rest of the Lynchburg team...Keep reaching for the Stars! We’re simply “over the moon” about this record.



Eric Hill

Northern Region Safety Manager

Lowest 25 Idlers Company

Wide - January 2019

#	Driver Name	Terminal	Long Idle %	Short Idle%	Total Idle %	Long Idle Fuel	Short Idle Fuel	Total Idle Fuel
1	Petro, James	Ft. Worth	0.12%	0.92%	1.04%	0.04	0.41	0.45
2	Mabry, Diwarn	Murfreesboro	0.00%	1.08%	1.08%	0.00	0.00	0.00
3	Nitshke, Brian	Norman	0.00%	1.12%	1.12%	0.00	1.94	1.94
4	Moore, Luther	Simpsonville	0.00%	1.14%	1.14%	0.00	1.49	1.49
5	McGary, James	Bloomington	0.11%	1.16%	1.27%	0.26	1.57	1.82
6	Rowland, Darrell	Norman	0.00%	1.30%	1.30%	0.00	1.99	1.99
7	Leverson, Rainey	Murfreesboro	0.00%	1.31%	1.31%	0.00	1.04	1.04
8	Sylvester, Brandon	Bloomington	0.07%	1.38%	1.45%	0.23	2.40	2.62
9	Martell, Douglas	Murfreesboro	0.00%	1.48%	1.48%	0.00	1.67	1.67
10	Vindel, Noemi Nunez	Murfreesboro	0.00%	1.51%	1.51%	0.00	1.44	1.44
11	Twine, Linwood	Simpsonville	0.07%	1.60%	1.67%	0.10	3.03	3.13
12	Rinke, Stephen	Lynchburg	0.09%	1.60%	1.69%	0.11	1.51	1.62
13	Wolfe, Carl	Bloomington	0.03%	1.68%	1.71%	0.02	2.83	2.85
14	Markwell, Milton	Murfreesboro	0.00%	1.82%	1.82%	0.00	2.43	2.43
15	Priddy, Barry	Louisville	0.00%	1.83%	1.83%	0.00	1.55	1.55
16	Cook, Johnny	Dallas	0.16%	1.68%	1.84%	0.10	1.58	1.69
17	Fletcher, James	Dallas	0.03%	1.89%	1.92%	0.02	2.21	2.23
18	Dunham, Bobby	Conroe	0.44%	1.51%	1.95%	0.58	1.18	1.77
19	Lincicome, Lester	Newark	0.15%	1.84%	1.98%	0.14	1.87	2.00
20	Watkins, Tracey	Murfreesboro	0.12%	1.88%	2.00%	0.08	2.43	2.50
21	Russell, Michael	Conroe	0.05%	1.98%	2.03%	0.16	3.52	3.68
22	Colvin, Jimmy	Bloomington	0.00%	2.03%	2.03%	0.00	1.00	1.00
23	Nalley, James	Louisville	0.52%	1.52%	2.04%	1.15	2.43	3.58
24	Sikes, Curt	Louisville	0.00%	2.06%	2.06%	0.00	2.43	2.43
25	Sheese, Richard	Bloomington	0.49%	1.57%	2.06%	1.18	2.26	3.44
Averages			0.10%	1.56%	1.65%	0.17	1.85	2.01

Drivers With No Long Idle Time - January 2019

#	Driver Name	Terminal	Long Idle %	Short Idle %	Total Idle %
1	Mabry, Diwarn	Murfreesboro	0.00%	1.08%	1.08%
2	Nitshke, Brian	Norman	0.00%	1.12%	1.12%
3	Moore, Luther	Simpsonville	0.00%	1.14%	1.14%
4	Rowland, Darrell	Norman	0.00%	1.30%	1.30%
5	Leverson, Rainey	Murfreesboro	0.00%	1.31%	1.31%
6	Martell, Douglas	Murfreesboro	0.00%	1.48%	1.48%
7	Vindel, Noemi Nunez	Murfreesboro	0.00%	1.51%	1.51%
8	Markwell, Milton	Murfreesboro	0.00%	1.82%	1.82%
9	Priddy, Barry	Louisville	0.00%	1.83%	1.83%
10	Colvin, Jimmy	Bloomington	0.00%	2.03%	2.03%
11	Sikes, Curt	Louisville	0.00%	2.06%	2.06%
12	Jones, Jon	Indianapolis	0.00%	2.33%	2.33%
13	Parsons, Gene	Newark	0.00%	2.74%	2.74%
14	Sutton, Michael	Bloomington	0.00%	3.02%	3.02%
15	Butler, Ronald	Indianapolis	0.00%	3.19%	3.19%
16	Bell, Curtis	Shelbyville	0.00%	3.34%	3.34%
17	Schlise, Michael	Louisville	0.00%	3.56%	3.56%
18	Bowman, James	Newark	0.00%	3.71%	3.71%
19	Boyd, Frederick	Indianapolis	0.00%	3.72%	3.72%
20	Froedge, Jerry	Louisville	0.00%	3.92%	3.92%
21	Aguirre, Jesus	Shelbyville	0.00%	4.05%	4.05%
22	Kennedy, Kevin	Shelbyville	0.00%	4.55%	4.55%
23	Lloyd, David	Murfreesboro	0.00%	4.56%	4.56%
24	Phan, Phuc (Ken)	Ft. Worth	0.00%	4.56%	4.56%
25	Shively, Charles	Louisville	0.00%	4.64%	4.64%
26	Reffitt, Larry	Newark	0.00%	4.64%	4.64%
27	Kuykendall, Michael	Norman	0.00%	4.81%	4.81%
28	Hale, Rodney	Murfreesboro	0.00%	5.21%	5.21%
29	Shaw, George	Norman	0.00%	5.35%	5.35%
30	Walden, Jessie	Lynchburg	0.00%	8.51%	8.51%
31	Warren, David	Livonia	0.00%	10.86%	10.86%
32	Byerley, Thomas	Ft. Worth	0.00%	10.98%	10.98%
33	Portner, Danny	Livonia	0.00%	11.41%	11.41%
34	Olague, Ubaldo	Conroe	0.00%	11.56%	11.56%
35	Wood, Robert	Conroe	0.00%	12.02%	12.02%

February Anniversaries



In this edition, we pay special recognition to our CEO and Chairman Bill Prevost. He started with Quickway on February 23, 2004. He now has 15 years of service with us. Congratulations on your anniversary and thanks for your leadership over these formative and successful years.



Joseph Dunivan– 15 Years
Lynchburg Terminal



Dean Daugherty– 15 Years
Shelbyville Terminal



Tammi Berry– 10 Years
Shelbyville Terminal



Kevin Carpenter– 5 Years
Shelbyville Terminal



Danny Portner– 5 Years
Shelbyville Terminal



February Birthdays

Phipps, Ronnie
Pawlick, Edward
Boyer, Larry
Marshall, Ronald
Bryant , Charles
Pyles, Megan
Nieves, Rafael
Flint, Robb
Bewu, Justice
Smith, Quentin
Dean, Patrick
Anderson, Anton
Peabody, Carolyn
Schwenck, Daniel
Blevins, Brian
Horton, John
Fox, Humphrey
Miller, Tyrone
Drummond, Richard
Jordan, Terrence
Mundy, Reed
Phan, Phuc
Salberg, Roger
Renfro, Ryan
Mabry, Diwarn
Jenkins, Michael
Hunt, Robert
Duke, Rachel
Mason , Herbert
Fernandez, Jacob
Parsons , Gene
Hibbert, Philip
Anderson, Jason
Price, Christopher
Kennedy, Thomas

Cunningham, Ricky
Berry, Tammi
Ellis, Donald
Wisecarver, Shawn
Cappers, Johnny
Shaffer, Kurt
Taylor, Sean
Blennert, Douglas
Borneman, Kenneth
Bryant , John
Byerley, Thomas
Cobb, John
Miller, Jeffrey
Blackburn, Gerald
Petruzzelli, Stephen
Sizemore, Valarie
Kobs, David
Titworth, Briane
Bishop, Brian
Void, Cleveland
Hardee , Wayon
Anderson, Robert
Jones, Jon
Minnix, Charles
Jones, Michael
Mason, Mark
Evans, Mark
Connerley, Harold
Wagley, Enoch
Lewis, James
Johnson, Terry
Morford, Douglas
Steed, Derrick
Reffitt, Larry
Wolfe, Carl