



# KNIGHT TRANSPORTATION SWIFT Joint Ownership Update

We wanted to provide everyone with an update on the Knight/Swift Joint Ownership Announcement. The great news is that the transition plan is beginning to take shape. We have identified our Transition structure and the areas of focus that we believe represent the most synergy between both companies. Here are a few highlights:

### Transition Structure

- An Executive Steering Committee has been created consisting of: (from Knight) Kevin Knight, Adam Miller, Kevin Quast, (from Swift) Richard Stocking, Ginnie Henkels and Deborah Owens.
- That Committee is identifying Senior Facilitators, from Swift and from Knight who will help lead the process.
- Senior Facilitators will pull people from many departments and disciplines to help them analyze the functional aspects of the identified areas of our business.

### Synergy Areas

The Transition Teams will focus on seven key areas.

- 1) *Buying power/procurement* – We will work to identify opportunities where the combined size and purchasing volumes of both companies can be leveraged to reduce the cost to both companies.
- 2) *Financial Accountability* – We will work to make sure there is clear financial accountability that ties directly to profit in each Business, Service Center, Terminal, and Department.
- 3) *Safety, Claims and Risk Management* – We will

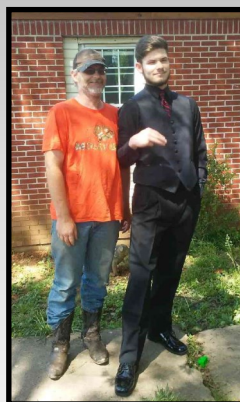
work together to make sure both companies are leveraging strong management processes and technology to improve safety and reduce cost in both companies.

- 4) *Yield Improvement & Market Efficiency* – We will focus on how we will coordinate bids, customer quotes, and spot market pricing while still maintaining independent decision making. Goal is to improve market yield, meaning improvement in rate per mile, adjusted for any changes in length-of-haul. This includes the impact of spot market opportunities.
- 5) *Functional Efficiency* – We will work with leaders in each functional area to first establish if necessary and second compare common metrics for performance of functional teams and individuals on those teams.
- 6) *Brokerage* – We will focus on improving brokerage growth and profitability in both Knight and Swift.
- 7) *Independent Contractors – Next Generation* – We will focus on creating a “next generation” Owner Operator program including operational changes and contract revisions where necessary.

The goal is to begin to work through these areas of opportunity and create a plan forward so we are best positioned to move ahead after the close of the Joint Ownership Agreement. We are committed to operate Swift and Knight as two separate companies. This path forward will provide the best opportunity for the success of both companies.

## IN THE SPOTLIGHT... JOSEPH LYNCH | DRIVING ASSOCIATE

Hometown: Morresburg, TN  
Hobbies: Hunting, fishing, spending time with his kids, grandbabies, and wife.  
Favorite Food: Beans and potatoes kind of guy—calls himself a country boy from the hills  
Favorite Movies: Action movies  
Grateful For: The health of his kids, grandbabies, and wife  
Traits: Polite, easy going, sociable  
Favorite Place: Montana  
Favorite Music: Country  
Favorite Junk Food: Chocolate  
Family: Joseph has been married to his wife, Melissa, for 25 years. They have 2 kids & 2 grandkids  
Future Goals: Retire from Knight and spend what time he has left with his family  
Time with Knight: 5 years total, currently a trainer



*“I love to just drive and one of my favorite things about Knight is that I work with good people from my DM, to safety, to managers.”*

Joe came back home to us in September of last year. Since then, Joe has had outstanding service and been very productive for our company. Joe has become a trainer for our service center and is teaching his trainees everything he knows. We appreciate everything Joe does for us and we look forward to many more years. Thanks Joe for everything you do!!



Are you a member of Knight's Driving Associates Facebook group?

For additional driver support

JOIN TODAY!

@ WeDriveKnight

<https://www.facebook.com/groups/619666684901381/>

JULY 19, 2017

Important Dates

Sept. 10—16, 2017

**National Truck Driver APPRECIATION WEEK**

Please be sure to stop by your Service Center for special events throughout the week!



**DRIVING ASSOCIATE HIGHLIGHTS**

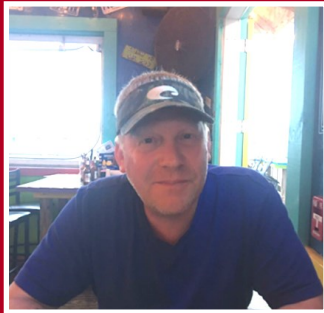
**2ND QUARTER 3 STAR DRIVERS ★★ ★**

|                     |                |                |
|---------------------|----------------|----------------|
| DARIUS PARKER       | WENDY WHITNEY  | AMY PATRICK    |
| SCOTT SPEARS        | KEVIN BURSON   | EDWIN RAY      |
| KENNETH HENDEE      | SCOTTY BASWELL | DAVID FAGAN    |
| SAMUEL STEWART      | JOSHUA BLAND   | JEMAIL HARRIS  |
| DANIEL BURCHAM      | TIMOTHY WOD    | DANIEL SLOAN   |
| BOBBEY CARR         | CHARLES COOPER | WALTER GOODE   |
| KEVIN LOTT          | COREY SIBLEY   | WENDY VIERLING |
| THOMAS BURCHAM      | DANIEL HUNTER  | KENO SHELL     |
| MARCELLUS SMITH     | JOSEPH LYNCH   | ISRAEL BLAND   |
| DEMARIO WILLIAMS    |                |                |
| MELISSA MOSLEY      |                |                |
| GRACHAROSE TAOATAO  |                |                |
| MICHAEL HAMILTON    |                |                |
| ROBERT SCROGGINS    |                |                |
| JONATHAN PATTERSON  |                |                |
| SAMMY WHITEHEAD     |                |                |
| SYLVESTER HARDMAN   |                |                |
| JONATHON WUNEBURGER |                |                |

Total Company Bonus Payout  
**\$1,581,438**

**Recognizing... BRIAN DICKEY | Senior Mechanic**

Brian is an experienced technician that comes to us with a plethora of knowledge and 20 years of experience. Brian has been a great addition to our team and we appreciate the value and hard work he brings to Knight.



- Hometown:** Oxford, MS
- Favorite Food:** Mexican
- Hobbies:** Riding Harley Davidsons
- Favorite Sport/Team:** Stewart Haws racing
- Wants to Learn:** Scuba diving
- Favorite Place:** Florida
- Future Goals:** Skydiving
- Grateful For:** His family
- Favorite TV Show:** 24
- Favorite Book:** *The Bible*
- Favorite Movie:** *Talladega Nights*
- Favorite Junk Food:** Cheetos
- Interesting Fact:** Brian rode bulls as a teen
- Grateful For:** His family
- Favorite Music:** Southern Rock



*"My boss is the best boss ever!"*

**KNIGHT ANNIVERSARIES**

| Name              | Date | Yrs. | Name                 | Date | Yrs. |
|-------------------|------|------|----------------------|------|------|
| MONICA BAKER      | 7/8  | 1    | JONATHAN PATTERSON   | 8/4  | 1    |
| EDWINA CULLEY     | 7/28 | 1    | TAMMIE STONE         | 8/18 | 8    |
| BESSIE GREEN      | 7/29 | 1    | ROMULO TOLENTINO     | 8/16 | 4    |
| NICHOLAS NEWSON   | 7/9  | 3    | RONALD YOUNG         | 8/23 | 4    |
| DANIEL SLOAN      | 7/5  | 10   | DANNY RICHARDSON     | 8/29 | 6    |
| SCOTT SPEARS      | 7/26 | 4    | CHRISTOPHER ROBINSON | 8/11 | 13   |
| DEMARIO WILLIAMS  | 7/15 | 4    | MICHAEL ALLEN        | 9/10 | 8    |
| TIMOTHY WOOD      | 7/12 | 4    | THOMAS BURCHAM       | 9/22 | 9    |
| DAVID FAGAN       | 7/29 | 2    | WHITNEY HARRELL      | 9/1  | 1    |
| SYLVESTER HARDMAN | 7/26 | 1    | JOSEPH LYNCH         | 9/2  | 1    |
| KENNETH HENRY     | 7/29 | 1    | MICHAEL PRESEPIO     | 9/29 | 1    |
| SABRINA BARNETT   | 8/17 | 5    | JON SMITH            | 9/6  | 4    |
| ISRAEL BLAND      | 8/13 | 2    | SAMUEL STEWART       | 9/13 | 10   |
| JOSHUA BLAND      | 8/19 | 1    | SAMMY WHITEHEAD      | 9/25 | 2    |
| ANDREW DEPOE      | 8/5  | 1    | SARAH KATE ROBISON   | 9/1  | 1    |
| MICHAEL HAMILTON  | 8/11 | 1    | KENNETH TURNER       | 9/4  | 4    |
| GERALD JETT       | 8/23 | 1    | BILLY WHITE          | 9/6  | 1    |
| JOHN NELSON       | 8/17 | 2    |                      |      |      |

**Quarter 2 MPG**

