



Thankful for a Little **GOOD NEWS**

I am always thankful for a little good news in my life. Heaven knows it has been some time since (as an industry) we have had much in the way of good news to celebrate. That all seems to be changing. By all accounts, demand for transportation solutions is increasing. The O&G market seems to be on the rise. Demand and pricing are both on the upswing. Our OTR business improves every month, as demand increases and additional customers are added to our block of business. Because of all of these facts, our forecast for 2017 is bright, and up significantly from 2016. I am grateful for these changes and excited about this direction.

Chuck & Catalina Johnson Chuck Johnson Vice President While 2016 was tough on business, I do want to express appreciation for all the blessings that we each enjoy. Thankfully for all of us, neither our lives nor our identity is defined by just work. As we have all heard it said "work is what I do, not necessarily who I am". Now let me pause here to let you

know that I love my job here at Brady Trucking. I mean it, I love it. Not because it's perfect, because I assure you, it isn't. Not because as a company, we're perfect, because again, we are not. But, I love my job at Brady Trucking because it stretches me. It challenges me. It forces me to be better. I am encouraged to learn things that I didn't know. To tackle things that I have never done. And most importantly to grow in ways that I hadn't even recognized.

But, back to my point. It isn't necessarily who I am. Like most of you, I am so much more than just what I do at work. On top of my role here, I am many other, very important things. I am a husband. I am a father and father-in-law. I am a friend. I am a church goer. I am a volunteer. I am a karaoke singer. I am a golfer. I am a camper. I am a side by side rider. I am a Harley rider. I am an outdoors man. I am a jokester. I am a heart attack survivor. I am a Patriot.

Every day we are working on our diversification plan. We are growing our presence in new markets and geographic regions. We are bidding work every day, with what historically would have been considered "non-traditional" customers for us.

I recognize that each of you are some of these same things, and many others that I don't even know about. My hope is that each of you are as passionate about those things that define "who you are" as I am about what defines me. I also hope that you are as equally passionate about your role at Brady Trucking, and the contribution that you make to our success, as I hope to be about my role here.

Our success as a company, and to a large degree in life, is dependent on our passion and commitment to the role we play. I hope that you look at Brady Trucking as a benefit to you in your life, and not just a job. We are striving to be the best organization that we can be, and to surround ourselves with the best people we can. My goal is not only to watch Brady Trucking grow and succeed, but also for each person who works with us to experience an equal amount of growth and success. I wish each of you all the happiness in the world, and I truly hope that we are able to help you achieve the goals that you have set for your life.

Sincerely,

Chuck Johnson

2016 FINANCIAL REVIEW and DISCUSSION



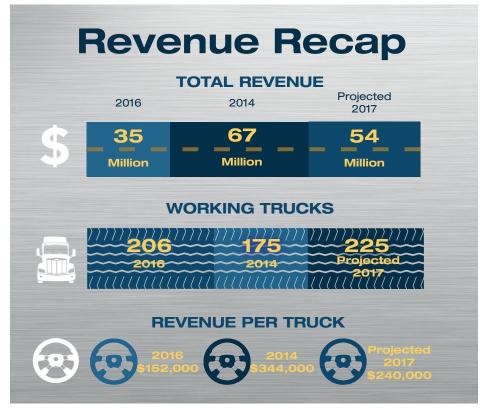
THE

DISPATCH

Scott Ruppe Chief Financial Officer I don't know about you but boy am I glad that 2016 is over! If

we learned anything it is that Brady Trucking is resilient and capable of weathering a storm. This ability is largely due to Larry and Jennifer Brady being willing to reinvest almost everything back in to the company. Only that conservative approach saved us during this down turn. We can all learn something from their example. We have all watched this past year as several customers, vendors, and competitors either went out of business or simply left the O&G market but we are still here.

The year 2014 was our high water mark so I will use it as a comparison to illustrate how difficult 2016 has been. In 2014, our total revenue was over \$67 Million with an average of 175 trucks in service. Our average company truck logged 76,000 miles and generated revenue of over \$344,000 at \$4.53 per mile. In comparison, in 2016 our total revenue did not quite reach \$35 Million with 206 trucks. Our average company truck logged 63,563 miles and generated revenue of \$152,000 at \$2.40 per mile. Without going in to any more financial detail, it is not difficult



to visualize what this downturn did to the profitability of the company. I am sure that our drivers are painfully aware of the effect since they are paid on a % basis so the decrease in revenue directly affected their pay. With all of the change and uncertainty in the oil and gas arena, some of our financial "partners" got cold feet and were not willing to continue backing us. Luckily we were able to find new partners that have been understanding and willing to work with us during this difficult time.

The good news is that now that we have weathered the storm, the future looks

bright. Due to rebounding and stabilizing oil prices, we are projecting a very conservative 2017 revenue of over \$54 Million with much better revenue per mile and an estimated \$240,000 revenue per truck. So while we don't expect to return to 2014 numbers this year, we do expect significantly better utilization and better rates which will mean a much improved financial performance for the company as well as for our drivers and other employees. In order for us to become financially healthy again, however, we will need continued improvement in line haul and accessorial rates and to continue to vigilantly watch our expenses.

I want to thank all of those employees who weathered the storm with us and who are still here to enjoy the upswing that appears to be coming our way.

Season of Harvest is Soon Approaching

It has been one year since I took on the role of Business Development Manager with Brady Trucking and what an interesting year it has been.

Interesting in the fact of having to engage in a market that was in constant change and decline while trying to preserve the employees that we value. As I reflect on the previous 12 months I am amazed at what has been created and the progress made through collected efforts from all the members of our team. Let me explain some of the successes along our path. First off, we found ourselves in the beginning of 2016 with assets sitting due to a lack of work. We were victims to the oilfield decline and found ourselves without the volumes of work we were used to rather quickly. This caused us to look into markets that we were not currently operating in and we found success keeping groups of assets working on various projects. The flexibility of our team members allowed us the ability to successfully transition

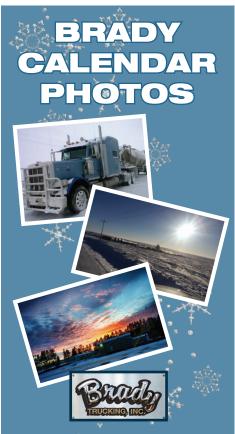
into these projects and continue to provide employment for our drivers. Our biggest success came within the oilfield when we were able to identify the future potential of the Permian basin, secure work in the region, and establish terminals in Odessa, TX and Carlsbad, NM. This has proved to be a great benefit to Brady as we have been able to position 80+ power units within these two terminals. It has been amazing to watch infrastructure develop, relationships build, and most importantly to watch the creation of jobs during a downturn. Now, we are on the back side of the downturn with an ever-growing demand for our services and more jobs/opportunities being created daily. It is wonderful to see the seeds planted over the last year begin to blossom and take the form of a beautiful tree. The season of harvest is soon approaching wherein we can enjoy the fruit and the benefits of our efforts.



DISPATCH

THE

Dan Harrison Business Development



We need your snow photos! Send to j.crowell@bradytruckinginc.com

We work for a company that has been smart fiscally and that has a great desire to build the human aspect of the business. THE DISPATCH



Sean Mecham Terminal Manager Permian Division



THE Extra Mile, Brady Trucking's quality of life program is intended to amplify and augment Driver benefits with the goal of a healthier, balanced lifestyle - think of THE Extra Mile as a preventative maintenance program for Drivers. Upcoming segments of THE Extra Mile will help Drivers with:

- Personal budget help / training
- College Tuition planning
- Retirement Planning
- Use of "buying power" programs
- Planning for a home purchase
- Goal Setting
- Personal Improvement programs
- Managing your health cost
- Managing your Benefits plans
- Managing your personal Health & Wellness

These programs will assist in reducing Driver turnover and enhance our employer Brand.

The Permian Basin

The Permian Basin is Brady Trucking's newest and largest terminal. It has been exciting to see the growth from 20 or so trucks running a crew in Carlsbad to 80 plus trucks running four crews all over SE New Mexico and West Texas--all in the space of 16 months. And this, my friends, is just the beginning...

We entered a market that, at the time, had more pneumatic capacity than demand needed. We proved that the Brady Way of operating the best equipment, best drivers, best dispatch and admin staff—is what the customer base was waiting for. We are extremely pleased with where we are at this point, and extremely excited for where we are headed.

We have assembled an All-Star team in the Permian. From some of the best drivers in the country, to a talented admin staff spanning 4 states, to Field Coordinators that will be future Operation Supervisors and Managers, and complete with Operations folk that can simultaneously text, email and eat a sandwich, all while answering phone calls.

We have seen record load counts over the past two months. We look forward to continuing to raise the ceiling as we improve our efficiency and utilization. We also have new opportunities and programs for empowering the drivers while taking advantage of the talent we have among our driver population.

One system to identify our best and brightest drivers is the Team Captain program. This program will allow 8 of our top drivers to take part as leaders, coaches, and mentors in the field. The Captains will be carefully selected for their experience, knowledge, attitude, and initiative. Each Team Captain will have 10 (plus or minus) drivers on his/her team. They will be the guiding influence to Brady Permian. The Captains will train, teach, motivate, encourage, and guide his/her team to success!

This is an exciting time to be a part of Brady Trucking. Along with the success in the Permian, we are enjoying steady work in Vernal, North Dakota, and Farmington. We in the Permian are excited to be a part of the dynamic and motivated company Brady Trucking has proven to be. We look forward to continuing to reach new heights and know that there is no ceiling on our potential. Here's to a great year for all of us!"

Sean Mecham, Terminal Manager Permian Division



Driver Benefits

	Benefit	Brady Contribution	Total
1	Health Insurance - HSA	Up to 761.24/month	\$9,134.84
2	HSA Matching Contribution	Up to \$90/month	\$1080.00
3	Vision Insurance	Up to \$8.58/month	\$102.96
4	HRA - Health Insurance Reimbursement	Up to \$4500/year	\$4,500.00
5	Dental Insurance	Up to \$78.75/month	\$908.96
6	Guaranteed Issue Life Insurance Available	100%	Brady Pays It All
7	Phone Stipend	\$30/month	\$360.00
8	Specialized Training - 4 days	\$100/day	\$400.00
9	Driver's Lounge	100%	Brady Pays It All
10	Showers/Laundry for Drivers	100%	Brady Pays It All
11	Pre-Employment Testing	100%	\$425.00
12	Spouse Package	100%	\$35.00
13	FR Coveralls	100%	\$170.00
14	Hardhat, Gloves, etc.	100%	\$30.00
15	Motel During Training	3 days @ \$50	\$150.00
16	Eye & Ear Protection / Respirator	100%	\$75.00
17	Rotational Schedule Available	100%	Invaluable
18	Field Supervisors on Location	100%	Invaluable
19	Transfer Opportunities to Other Divisions	100%	Invaluable
20	401K Safe Harbor Plan	4% match on 5% EE contribution	\$2,600.00
21	Blue Hat / Team Captain Pay	.50 of Total Truck Revenue	\$1,500.00
22	DOT Renewal	100%	\$100.00
23	Hazmat Renewal	100%	\$100.00
24	Company Perks, Gifts, Parties, and BBQs	Company Spent Over \$40,000	Brady Pays It All
25	Longevity Pay	2% of Total Truck Revenue	\$6,000.00
26	New Hire Bonus	Brady Pays \$1,500-3,000 after first 30, 60, 90 days	
27	Driver Referral Program Bonus	Brady Pays \$2,000 after 90 days	
	TOTAL		\$27,871.76

It's How We Deliver!

THE Will DISPATCH

DISPATCH THE

BRADY ANNIVERSARIES

Kidd, William Guy Allen, Ralph O. Brady, Dee L. Domgaard, Terry N. Domgaard, David N. Johnson, Bradley N. Olson, Michael E. Johnson, Charles Rendon, Samuel G. 8.7 Woodmancy, Russell 8.2 Wardell, Roger L. Southam, Clifton J. 7.4 7.0 Houghton, Brandie J. Jacobsen, Kristine M. 6.1 Dedman, John E. 6.1 Johnson, William C. Bulloch, Ryan K White, Jennifer L. Young, Troy White, Lepriel M. Stoner, Stephen E. Pitchford, Lorri Sanderson, Chad S. Ruppe, Scott O Mecham, Ronald S Stubbs, Jada M Spafford, Anthony tony W Sterrett, Terry J Cole, Lori S 4.0 Cole, Bennett E White, Elwyn bud F 4.0 Fairhurst, Kassie Kay Striplin, Lindell E 4.0 3.9 Abel, Ginger S 3.9 Rendon, Samuel G 3.8 Howard, Raymond L 3.8 Johnson, Jacque A 3.7 Rhodes, Donald D 3.6 King, Joel R 3.5 Cargile, Jerry E 3.5 Woods, Edward Todd 3.4 Smith, Lianne E Andrews, Radell R Cox, Brad 3.1 Fuengerlings, Ursula Manwill, James T 3.1 Farr, Jerry A

Tillman, Todd D Conn, Perry L Wauneka, Spencer Rodgers, Jeffery Collier, Jacob E McCarrel, Rod A Knudsen, Theodore H Pinson, Marcus L Kremin, William J Brooks, Derek A Lee, Jessica L Oisten, Eugene S Lameman, Aaron Ridge, Larry E Murphy, Shannon Eldridge, Vernon R Cherry, Dean W Van, Kellen W Higgins, Denton D Brady, Savanna Aliare Crowell, Jason K Cochran, Danny F Harrison, Daniel M Leatham, Scott C Mitchell, Harry L Hicks, Terry L Ogden, Jody E Krizan, John C Sanchez, Ricardo Mackay, Ronnie G Martin, Brian J Ballard, Willis Qualls, Charles A John, Shannon P Evans, Anthony L Knapp, Sherri L Roach, Larry W Thomas, Levator Patrick, Michael D. Beene, Carl D Detwiler, Scott R Valdez, Fred Morales, Carlos R

Benjamin, Condell D

Bills, Bill N

Brewer, Andre

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FOR YOUR YEARS OF S

PERMIAN - 6 MONTHS +

White, Jennifer L. Stoner, Stephen E. Mecham, Ronald S 4.9 Rodgers, Jeffery Knudsen, Theodore H 2.5 Brooks, Derek A 2.2 Lameman, Aaron 2.2 Ridge, Larry E 2.1 Eldridge, Vernon R Higgins, Denton D 2.0 Beene, Carl D 1.1 Detwiler, Scott R 1.0 1.0 Morales, Carlos R Benjamin, Condell D 1.0 Bills, Bill N 1.0 Brewer, Andre 1.0 Sisco, Brandon J 0.9 Valentin, Jason S 0.9 Mcgeehon, Stacy D 0.9 0.9 Hernandez, Alberto C 0.9 Beltran, Jose L 0.9 Wootton, Thomas R Gonzalez, Jenaro D 0.9 Beebe, Kyle D 0.9 Martinez, Luis Santos, Joanilson S 0.8 Greene, Ronnie D 0.8

Brincken, Alan L

0.8

elebrating the

0.8 Gonzalez, Eddie Hiebert, Christopher A Cobb, Curtis R Villa, Ricardo F Wauneka, Joshua J 0.6 Ford, Otis C 0.6 Bonner, Levester 0.6 Casillas, Alfredo 0.6 Torres, Juan 0.6 Ross, Ali W 0.6 Perez, Juan De Dios 0.6 Ridley, DeMarcus O 0.6 Taylor, Eric E 0.6 Rowland, Mark W 0.6 Friel, Stanley C 0.6 Reyna, Teodoro 0.5 Andrade, Alberto 0.5 De La Cruz, Leonel 0.5 Speth, Kerry G 0.5 Duzenack, Roger 0.5 Fierro, Javier A 0.5 Martinez, Jose C 0.5 Baker, Dwaundle F 0.5 Jackson, Anthony C 0.5 Rodriguez, Robert 0.5 Myers, James 0.5 Saiz, Donnie F

ERVICE





RBI Wants You to Benefit From Your Benefits!

Brady Benefits are Top-Notch

It has been our privilege to serve Brady Trucking for over 10 years now! The culture at Brady Trucking has always been about providing the best benefits possible to the employees. This has made our job both challenging and fun as we have tried to recommend the best benefit value to offer Brady's awesome employees. The amount of money that Brady Trucking invests in employee benefits is in the top 10% of all employers!

Money coming out of your paycheck

Your payroll deduction for benefits is exempt from federal, state and city taxation. This is a huge tax advantage for employees lucky enough to have employer sponsored benefits. It means that the portion that you pay for medical, dental, vision, etc. is tax-free*. You are also getting the benefits at group rates that are much lower than individual rates.

Your Health Savings Account (HSA) is also taxfree

DISPATCH

Decide to contribute as much as you can to your HSA! It is your money whether you are employed by Brady or not. It is tax-free as long as you use the money for healthcare expenses. Many people refer to it as a Medical IRA. If you still have a balance in your HSA when your reach age 65, you can use the money you have saved to supplement your income.

Take a few minutes to review your benefits

We encourage you to be familiar with the benefits you have! There is a narrated online video you can watch that will educate you further on your benefits package. Here is how you get there to watch and listen:

- Go to www.rbibenefits.com
- Click Client Login on the top right hand corner
- Type the password is Brady
- Scroll to the bottom and you click Narrated Video

Have a terrific 2017!

JOE DRIVER - PAY STUB		BRADY REPORT CARD
Federal Income Tax -00.00 000.00 Social Security Tax -000.00 000.00 Medicare Tax -00.00 000.00 UT State Income Tax -00.00 000.00 Other -10.43* 00.00 Hisa Ee Cont -35.00* 000.00	Total for year — Family Dental Insurance	Mattonal Average % 6.6 % 20.7 % 1.7 % 5.5 %
Medical Ee -50.19* 000.00 Suppl Life -9.36 00.00 Vision Ee Child -1.06* 0.00 Adjustment Hsa Offset +53.46 Net Pay \$0,000.00 Checking 1	 HSA Employee Contribution Medical Insurance Life Insurance Family Vision Insurance Combined Brady Employee HSA 	0.0 % 4.5 %
Hsa Chk -53.46 Savings 1 -00.00 Net Check \$0.00	Contribution — Total paid into the HSA provider	DENTAL INSURANCE
\$0,000.00 Other Benefits and Information this period total to date Hsa Er Ee Only 18.46 Max Elig/Comp 0,000.00 Pto Balance Hrs 00.00	Brady's Contribution	Brady pays a portion of your dental insurance premium valued up to \$1088 each year!
	J	It's How We Deliver!





Bill Kremin Safety & HR

Whoa.....where did the year go? It was just a year ago that we had a visit from FMCSA. They did a focused audit on some of our DOT records. It is worthy to note that the DOT said they had never done an audit on Brady Trucking because of the great safety record Brady Trucking has. While Brady Trucking is a great company, it is not a perfect company. And like any good auditor they found some areas where we could improve. Well, we have worked consistently on improving in the areas highlighted in the audit. We have done well. Two of the hours of service items, "unassigned driving" and "off duty driving" we have nearly eliminated

TRACKING COMPLIANCE

any violations. The other areas of "violations" and "unconfirmed logs" are under control and constant monitoring, and vastly improved from a year ago.

These are tough compliance areas in any trucking company. Work in the energy sector adds another twist to compliance in these important areas of operation. As many times the work demanded of trucking companies in the energy sector is so drastically different than traditional trucking companies.

Then there is the mountain of compliance items added by the nature of the energy sector. OSHA and sometimes MSHA regulations are volumes of regulations in of themselves. H2s, PPE, PEC SafeLand, just to mention a few items. Then there are the compliance monitoring/auditing companies like "Rig UP", "ISNet World", and "PICS Auditing" now known as "Avetta" adding a burden of work to trucking companies.

Last and certainly not least the DOT's own monitorina is system, CSA Safety Measurement System. Tracking seven areas of performance, "Unsafe Driving, Crash Indicator, Hours of Service, Vehicle Maintenance, Controlled Substances, Hazardous Materials Compliance, and Driver Fitness". Failure to maintain scores below a pre-determined threshold could put a company at risk of a DOT intervention, up to and including shutting down a company's operations. The CSA scores apply to individual drivers as well.

Long gone are the days when an individual drivers actions did not affect everyone else in the company. Today's driving professionals know that each violation not only affects the driver's ability to work but the whole company's ability to stay up and running. And you at Brady Trucking are doing your part in keeping us all compliant and safe.



Brady Birthday Giveaway



Brady's trailers are shiny, And trucks are new, But who we value most is you! The loved ones who support you, support us. We want to say thank you and express our appreciation to your behind-the-scenes heroes. Let us help you celebrate your loved ones. Just fill out the form below! One lucky family member per month will receive a birthday gift card up to \$100 from your Brady Trucking Family.

Employee Name					
Spouse-S/O	_Birthday				
Email					
Child (Boy/Girl)	Birthday				
Child (Boy/Girl)	Birthday				
Child (Boy/Girl)	Birthday				

GOOD to **GREAT**

THE

Have you ever asked yourself how to go from "Good to Great"? I have, and most of the time it is a complete mystery and quite frankly a question that is almost impossible to answer. You have to be willing to put your own agendas aside and focus on how you can affect the lives of the people that surround you every day in a positive and selfless way. By nature, we are all a little selfish. Now I don't mean all the time or even on a daily basis, but it is absolutely human to be selfish.

On an early evening weeknight in April of 2016, Dispatch received a call from a competitor based out of Vancouver, Washington. They had a driver delivering a load here in the Uintah Basin that had a stroke while driving. When the lady (Marcy) called in to see if they could have their truck towed to our yard and they would pay for storage, she was in a dire panic and the Driver's wife was having a real hard time.



Guy Kidd

Larry Brady and Guy Kidd just happened to be in the Dispatch office that night and overheard the conversation that was going on. To quote Larry "Let her know that they

do not need to pay a tow company or a storage fee" The truck was in the middle of town because the Driver had been rushed into the hospital and the company had never been in this area before and had no options for recovery. Larry asked us to let Marcy know that he and Guy would be right over to recover the truck back to our yard. Further into conversation with Marcy, she let us know that the load was already late and that they were going to fly a new driver out in a day or two to deliver. Again, Larry asked us to let her know that with their permission that Brady Trucking would deliver the load for them at absolutely ZERO charge. The next morning Guy Kidd delivered the load. That's how you go from "Good to Great".

DISPATCH

by Todd Woods



Kris Jacobsen IT Manager

When Brady Trucking began business, the role of technology was really in its infancy phase that could be categorized by solutions that were stove-piped, central to only one locality, custom developed forms of operating, and were not enterprise wide solutions to support our current mission objectives. Computers not networked were together, there was no collaboration built in software, computer hardware was expensive, and the internet was just beginning.

The idea of being able to communicate from anywhere at any time was not a necessity. Technology solutions Brady has obtained over the years have become more sophisticated in time and are now very relevant in solving the most complex business problems with a lot less need of extra man-power. The advancement of technology has allowed for the development of mobile computing via our Omnitracs units, mobile PC's and smart devices, social networking, and big data to name a few technologies that have streamlined and changed the landscape of our business over the years.

The role of technology is now becoming even more important for businesses to stay competitive against other companies in the industry. We are ahead of the curve as we progress our technology with intercompany MPLS network, centralized dispatch solutions, sophisticated software and mobile computing. Technology solutions to build capabilities that differentiates our organization from our competitors keeps us at the top of the industry.



JESSICA LEE – BRADY DRIVER SPOTLIGHT



"I am 13 years oilfield. I have worked for Halliburton, Schlumberger, ran coil tubing, hauled my share of water. tinkered with a winch truck and was a

Dispatcher. I have been with Brady since spring of 2013."

"Thank you, Managers for all the support you give us Drivers!! Special thanks to Benny Cole for having faith in me, teaching me about the road and giving me the opportunity to grow and learn more about our industry as a whole. Thank you to Sam Rendon for letting me come back to Vernal and be part of the team !!"

some time getting to know Jess, and here's what we got:

What do you like about Brady? Brady is a family oriented company. Our managers go out of their way to give us Drivers what we need to succeed.

What drives you crazy about your job? Fighting that elog late at night, up against a deadline, then we roll onto that Frac as they are about to run out of sand, suddenly we are the heroes! Rain, snow, night, nothing stops us!!

The Trucks? As close to the comforts of home as one can get in a truck!! Newer late model trucks that look sharp and ride great!

A Female Trucker? It's pretty hard. I have to work twice as hard to show I am a good hand. Don't expect any special treatment because most of the time In early 2017, The Dispatch spent you're not going to find it. There will always be chauvinism {sic}, but can't let it get me down. With hard work and dedication comes the respect.

Fav Food? As long as it's a home cooked meal!!

Movie? Definitely Battleship!!

Family life? Single mom of 3 with one still at home. It's not easy but we make it work. I couldn't do it without my dad and his support.

Advice? Always glad to meet our other drivers!! If there is ever anything I can do to help just ask!!

It's a hard lifestyle in a fast paced 24/7 company but it is what you make it!! You'll either love it or you'll hate it but the friends and family you make here will last a lifetime!

CONTACT US



CORPORATE OFFICE 435-781-1569

SAM RENDON - GENERAL OPERATIONS MANAGER **BILL KREMIN - DIRECTOR OF HR/SAFETY** JAKE COLLIER - LOGISTICS MANAGER **JASON CROWELL - RECRUITING & RETENTION MANAGER** X1114

X1021 X1004 X1019

WEBSITE

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www.bradytruckinginc.com **Employee Section** Employee login = employees first initial last name Joe Driver = jdriver Password = brady and last 4 of social security number 123-45-6789 = brady6789

INSURANCE QUESTIONS

RBI Benefits Office Leslie Reed 1-877-335-8074 rbibenefits.com Client login Password is "brady"

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