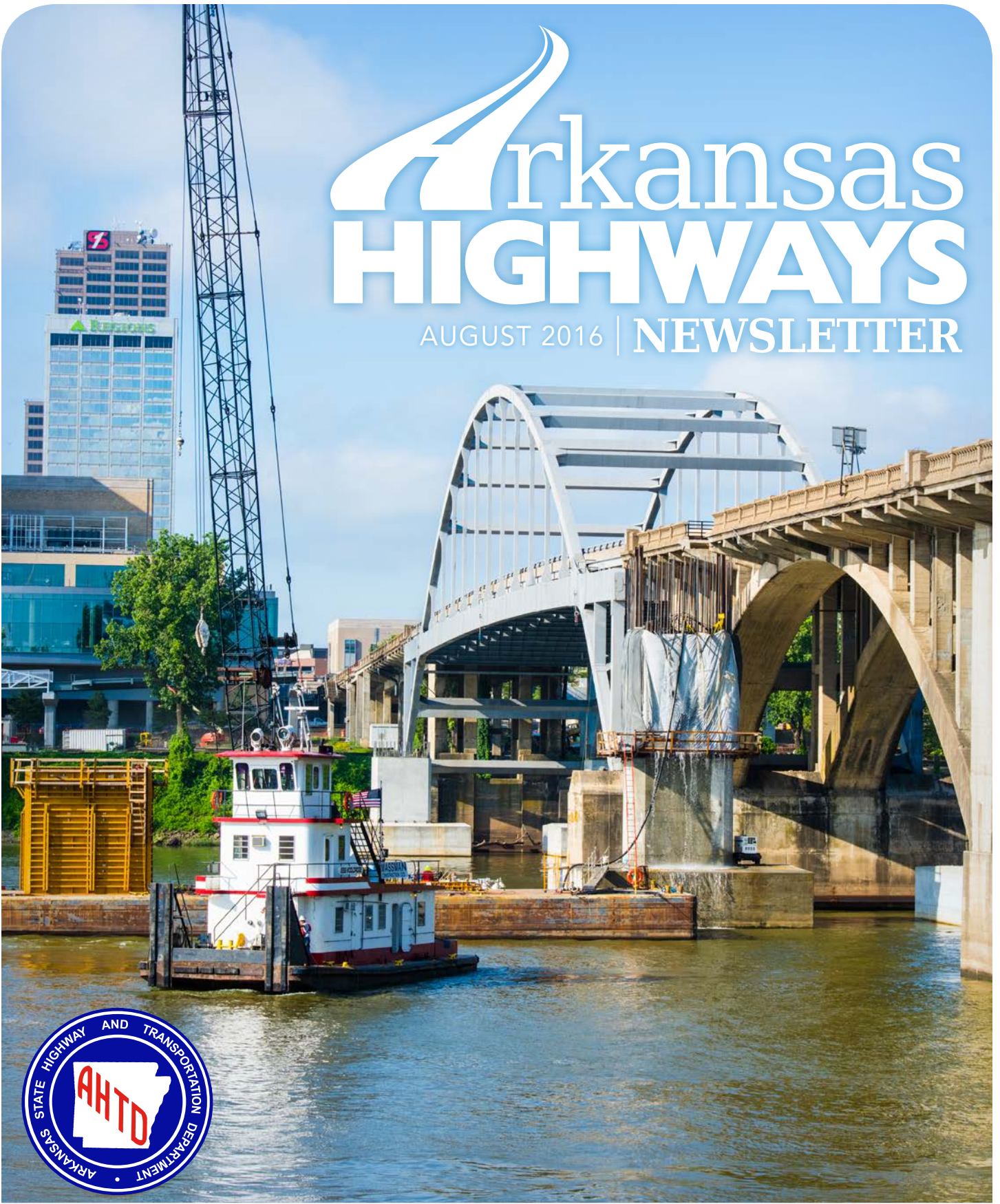


Arkansas HIGHWAYS

AUGUST 2016 | NEWSLETTER



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COVER PHOTOS:

Front and Back: Construction continues on the Broadway Bridge in downtown Little Rock

EDITOR

David Nilles

David.Nilles@ArkansasHighways.com

GRAPHIC DESIGNER

Paula Cigainero

Paula.Cigainero@ArkansasHighways.com

PHOTOGRAPHER

Rusty Hubbard

Russell.Hubbard@ArkansasHighways.com

CORRESPONDENCE

Should be directed to:

ARKANSAS HIGHWAYS

Public Information Office

P.O. Box 2261, Room 1002

Little Rock, AR 72203-2261

SUBMISSIONS

Photo submissions are included as time and space allow. Please submit images to the appropriate District or Division Reporter:

- DISTRICT 1 Linnie Calvert
- DISTRICT 2 Sandy Pendergrass
- DISTRICT 3 Melanie Lauterbach
- DISTRICT 4 Pam Bruce
- DISTRICT 5 Coleen Stevens
- DISTRICT 6 Patricia Fletcher-Kester
- DISTRICT 7 Nina Ingram
- DISTRICT 8 Regina Colclough
- DISTRICT 9 JaNell Davidson
- DISTRICT 10 Lesa Osborn
- ARKANSAS HIGHWAY POLICE Chrissy Williams
- BRIDGE Christine Lenard
- COMPUTER SERVICES Margarita Olive
- CONSTRUCTION Claire Rita Rockwell
- EEO/DBE Wendy Newboles
- ENVIRONMENTAL LynAnne Ivy
- EQUIPMENT & PROCUREMENT Judith Orrick
- FISCAL SERVICES Stephanie Howard
- HUMAN RESOURCES Tara Robinson
- INTERNAL AUDIT Latashia Settles
- LEGAL Kim Jewell
- MAINTENANCE Mandy Price
- MATERIALS Dana Smith
- PROGRAM MANAGEMENT Cindy Frazier
- RETIREMENT Stephanie Howard
- RIGHT OF WAY Lyndsey Taylor
- ROADWAY DESIGN Jennifer Harris
- STATE AID Cindy Allen
- SURVEYS Page McPherson
- SYSTEM INFORMATION & RESEARCH Shelby Ingle
- TRANSPORTATION PLANNING & POLICY Paulette Rice

Arkansas Highways Newsletter is published bi-monthly by and for employees of the Arkansas State Highway and Transportation Department as a medium of Departmental news and other information.

TAKING TRANSPORTATION TO THE CLASSROOM



AHTD's Emanuel Banks speaks to high school students participating in the Summer Transportation Institute at UALR.

EMANUEL BANKS, DEPUTY DIRECTOR AND CHIEF ENGINEER, AND TYMLI FRIERSON, RESEARCH STUDY ENGINEER, took time out of their schedules to make presentations to students participating in the Summer Transportation Institute recently.

The Institute is for high school students interested in careers in the transportation industry. Fifteen students from around the State attended the session held at the University of Arkansas at Little Rock.

Using her own background as an example, Frierson addressed the choices students have as they begin to prepare for college and explained the path she took to arrive at a career at the AHTD.

Banks discussed the differences between the expectations of a high school student and those of a college student. He encouraged attendees to stay determined in college and make studying a top priority.

Other sessions during the two-week Institute focused on civil engineering, engineering design, surveying and the college application process. Onsite visits were made to the AHTD Materials Lab, the Arkadelphia Airport, Garver Engineering and Murray Lock & Dam.

The National Summer Transportation Institute is a program of the Federal Highway Administration with participation by state transportation agencies, public/private partnerships, community-based organizations and accredited colleges and universities. It remains one of the nation's premiere transportation-centered educational programs. ♦



FYI: The AHTD Cafeteria Plan

HAVE YOU CONSIDERED THE AHTD'S CAFETERIA PLAN? If not, here's what the Plan offers our employees.

The Plan is an IRS-approved way for you to pay fewer tax dollars. If you pay all or some of the premiums for your Department-sponsored insurance plan, then you may want to enroll.

The Cafeteria Plan allows you to pay for your share of those premiums with before-tax dollars. In other words, the money used to pay for those premiums is never taxed.

How much you save depends on how much you earn, the cost of your premiums and what you pay in income taxes.

Also available to employees is a Flexible Spending Account. This is a pre-tax benefit account used to pay for eligible medical, dental and vision care expenses that aren't covered by your insurance plan. Simply decide how much to contribute, and funds are withdrawn from each paycheck for deposit into your account



before taxes are deducted. The Flexible Spending account is easy to use; a benefits card associated with your account can be used to pay for hundreds of eligible healthcare products and services for you, your spouse and your dependents. You can save an average of 30% on a wide variety of eligible healthcare expenses.

Cafeteria enrollment for 2017 will be held during the months of September and October.

More detailed information on the Cafeteria Plan and the Flexible Spending Account is available by contacting the AHTD Insurance Office at 501-569-2417. ♦



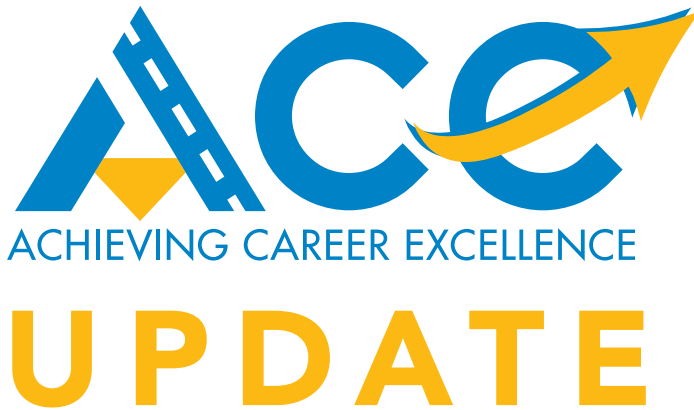
IT'S THAT TIME OF YEAR AGAIN. Time to start planning for Open Enrollment. September 1st -15th are the dates for 2016 open enrollment for your health insurance benefits. This is the only time of the year you can make changes to your benefits plan. During this time you can add, drop, cancel or enroll in our Group Health.

Please watch for information sent out via e-mail for any changes to the rates and plans for the 2017 plan year. The State and Public School Health Insurance Board will meet in the next coming weeks to finalize the 2017 plan.

Remember, you and your spouse (if covered) need to have a wellness visit and take the online Health Assessment

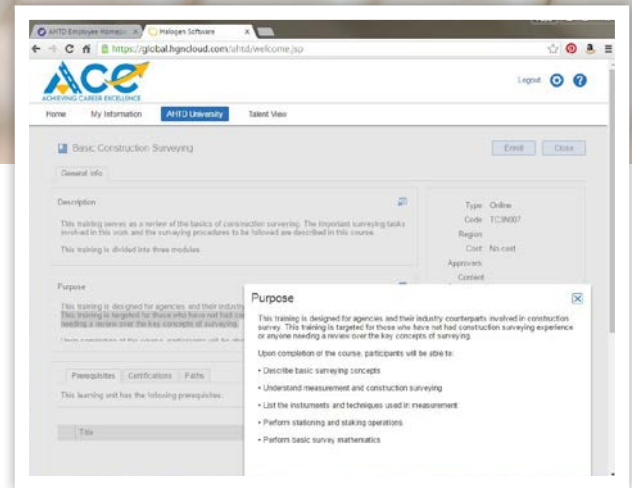
before October 31, 2016, to qualify for the 2017 discount. Please visit www.arbenefits.org to print the list of covered services for a wellness visit and to complete your health assessment.

If you have any questions, please contact the Group Insurance office at 501-569-2420. ♦



ACHIEVING CAREER EXCELLENCE

UPDATE



TO DATE, OVER 1200 EMPLOYEES HAVE ACCESSED ACE TO CREATE AN EMPLOYEE PROFILE, SEARCH THE TALENT VIEW, ENROLL IN TRAINING VIA AHTD UNIVERSITY, AND/OR SIGN OFF ON THEIR NEW JOB DESCRIPTION. IF YOU HAVEN'T RECEIVED AN EMAIL FROM ACE PROMPTING YOU TO SIGN OFF ON YOUR JOB DESCRIPTION, YOU WILL RECEIVE ONE VERY SOON.

Q: Am I supposed to accept my job description and sign off on it, having no input into its content?

A: The job descriptions in ACE are primarily a transfer of the examples of work and minimum requirements from the job descriptions that were already in place. The only change is the addition of job-specific competencies.

Q: What is the purpose of me signing off on it?

A: The purpose of the sign-off is to give you an opportunity to see the new format and become familiar with the job-specific competencies that will be used during the self-appraisal and manager appraisal processes.

Q: Should I suggest changes and/or clarifications to my job description?

A: You may certainly suggest changes and/or clarifications if you believe your job description is outdated. The Human Resources Division relies on input from Division Heads and District Engineers regarding the content of job descriptions, so it would be advisable to go through the chain of command if changes are needed. Proposed changes may be submitted to the Personnel Office as often as necessary.

Q: I served on an Employee Focus Group and we were under the impression that job descriptions could only have five competencies, in addition to the three core values of public service, teamwork and personal development. Why does my job description contain more than five competencies?

A: The purpose of the Employee Focus Groups was to obtain employee input regarding appropriate competencies for non-management positions. All non-management positions have five competencies in addition to the three core values. All management positions will have the same set of eight competencies which are considered fundamental for those who supervise others (in addition to the three core values shared by all of us).

Q: What if I don't know how to use the system and can't complete the sign-off of my job description?

A: We are pleased to report that many employees who do not consider themselves computer-savvy have told us they easily logged into ACE and completed several tasks with no training or guidance. However, some people have experienced difficulty for one reason or another. If you need assistance, please do not hesitate to call 501-569-4936 and someone from Human Resources will be



happy to provide step-by-step guidance. Our system administrator is also in the process of creating a course with different modules pertaining to ACE to increase employee confidence in navigating the system. For example, a module might be “Enrolling in a Course” or “Conducting Your Self Appraisal.” Once the course is finalized, it will be added to the AHTD University’s learning library and also sent via email for easy access.

Q: When I attempt to log onto ACE, why do I get a message that says I’m already logged on?

A: If you receive this message, you are using a computer with an older version of Windows which will only run Internet Explorer 8 and lower. The Computer Services Division is working diligently to update all Department computers to a newer version. Until these updates are complete, you have three options: (1) try to log in using the Firefox web browser; (2) log in from a computer that has been updated, or (3) wait until your computer has been updated.

Q: I just completed a class in AHTD University, and it appears to be based on another state’s policies and procedures which are not compatible with AHTD’s policies and procedures. What should I do?

A: The majority of the online courses in AHTD University at this time came from the AASHTO Learning Management System which is available to all member state DOTs. When a course is not applicable to our workforce, it should be reported to Human Resources and it will be promptly removed. Several Divisions have expressed an interest in developing course content to be loaded into AHTD University that would be specifically aimed at our employees and our internal policies and procedures. We welcome and encourage any and all input on course content.

WHAT’S NEXT?

Once all job descriptions have been loaded and all employees have signed off, the next step will be for employees to complete a self appraisal. When that time comes, you will be notified by ACE via email and given a deadline for completion. You will be asked to rate yourself on each core value (public service, teamwork, and personal development) and on each job-specific competency shown in your job description using a standardized rating scale which will consist of the levels shown below. (Note: During the evaluation process, more detailed definitions will be used to describe each rating level for each individual competency, to assist employees and managers with selecting the level which most closely corresponds to the employee’s actual performance in that particular area.)

- **EXEMPLARY** — Consistently demonstrates mastery and excellence; possesses superb skills and knowledge; exemplifies role model behaviors.
- **EXCEEDS EXPECTATIONS** — Consistently demonstrates highly commendable performance; possesses excellent skills and knowledge; demonstrates role model behaviors.
- **FULLY SUCCESSFUL** — Consistently demonstrates proficiency and is fully competent; possesses strong skills and knowledge; fully satisfies all goals, objectives, and job requirements.
- **NEEDS IMPROVEMENT** — Overall performance needs development; demonstrates success in some areas but needs guidance/direction/monitoring in other areas; shows potential but needs time to learn job duties better.
- **NOT MEETING EXPECTATIONS** — Performance is not meeting expectations and is noticeably below expected standards; is not a significant contributor to team or work group.

This mid-year process will provide an excellent opportunity for your manager and you to discuss and clarify expectations, as well as identify any gaps that may exist, to avoid any surprises when your manager conducts an evaluation of your performance using the same standardized format and rating scale. The manager reviews are anticipated to take place next spring. At that time, your manager and you will not only discuss the manager’s ratings, but together, you will also establish your goals and objectives for the coming year. ♦



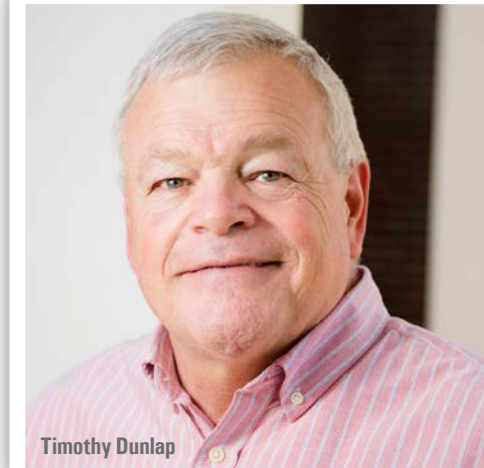
Bruce Street

BRUCE STREET Named DISTRICT 5 ENGINEER

BRUCE STREET was named District Engineer for District Five in Batesville on June 11th. Street replaces Lyndal Waits who retired in early June with 42 years of service to the Department.

Street began his career with the AHTD in 1989 as a Construction Field Engineer I in Resident Engineer Office #94 in Bentonville. In late 1990, he moved to Jonesboro where he served as Assistant Resident Engineer in Resident Engineer Office #06. He was promoted to Resident Engineer in Resident Engineer Office #13 in Wynne in 1995. Street became District Construction Engineer in District One in 2000 and transferred to his former position as District Maintenance Engineer of District Five in Batesville in 2002.

Street has a bachelor's degree in Civil Engineering from the University of Arkansas. He is a Registered Professional Engineer. ♦



Timothy Dunlap

TIMOTHY DUNLAP is New MAINTENANCE ENGINEER for District 5

TIMOTHY DUNLAP was named District Maintenance Engineer for District Five in Batesville, in June.

Dunlap began his career with the Department as a Civil Engineer I at Batesville Resident Engineer's Office #52 in 1986. He was promoted to Construction Field Engineer II in 1989 and then to Advanced Construction Field Engineer in late 1990. Dunlap became Assistant Resident Engineer in Resident Engineer Office #52 in late 1991. He was promoted to his former position as Resident Engineer at Batesville Resident Engineer's Office #53 in 2002.

Dunlap has a bachelor's degree in Civil Engineering from the University of Arkansas. He is a Registered Professional Engineer. ♦

SAVE-THE-DATE! SPIRIT DAY! 2016



**FRIDAY, 4TH
NOVEMBER**

Plan now
and be ready to
show your AHTD Spirit!



MATERIALS
DIVISION

Student Interns

TOUR THE MATERIALS LAB



THE AHTD'S ENGINEERING STUDENT INTERN ORIENTATION WAS HELD IN JULY.

The event is held each year for college students who are interning with the Department during their summer break and who are interested in careers in transportation upon graduation. Students in the program learn more about how the Department works, salaries and benefits. They also have an opportunity to meet the AHTD engineering staff. The majority of students hired by the Department for the summer are Civil Engineering majors. Many of them are anticipated to be hired on a full-time basis upon graduation.

The 2016 class of engineering student interns who are spending the summer at AHTD offices across the State includes Sydney Allgeier, Christopher Benton, Daniel Blair, Toddrick Brown, Jordan Butterfield, Seth Cagle, Hunter Calhoun, Weston Conard, Carl Cooney, Robert Darrington, Ryan Davis, Allen Deaver, Ian Gates, Dayne Ghormley, Quentin Graham, David Greenwood, Nicki Haines, Ian Hargrove, Clifton Harris, Jonathan Henderson, Andrew Hindman, Taylor Hopper, Kevin Johnson, Christian Jones, Zach Kelloms, Katie Kramer, Caleb LeBow, Thad LyBrand, Brett Mahan, Irene Makune, Vianca Martin, Nicholas Meachum, Josilyn Mitchell, Matthew Mitchell, Tyler Moore, Austin Morace, James Mugabo, Mason Mullins, Jordan Richardson, Jaylon Robinson, Steven Rollins, Norbert Rungano, Yancy Schrader, Alexander Smith, Andrew Stengel, David Stinnett, Paul Tierney, Gregg Van Loon, Hayden Vocque, Terry Walker, Will Ward, Kevin Weston and Ashley Young. ♦



Upcoming Dates to **REMEMBER**

AUGUST 27-30

- SASHTO Annual Meeting
White Sulphur Springs, West Virginia

SEPT. 5 // MONDAY

Labor Day

- AHTD Offices Closed for Holiday

SEPT. 8-10

- AASHTO-AGC-ARTBA
Joint Committee Executive Session
Amelia Island, Florida

SEPT. 14 // WEDNESDAY

- AHTD Commission Meeting
Central Office, Little Rock, 10:00 a.m.

SEPT. 18-22

- CVSA Annual Conference and Exhibition
Statehouse Convention Center
Little Rock, AR

SEPT. 21 // WEDNESDAY

- AHTD Bid Letting
Central Office, Little Rock, 10:30 a.m.



AHP Cops on Bulls: RIDING FOR A GOOD CAUSE

THE ARKANSAS HIGHWAY POLICE (AHP) PRESENTED ITS 5TH ANNUAL COPS ON BULLS EVENT ON JUNE 18TH. The event is a fundraiser for the Make-A-Wish Foundation and was held at Harper Stadium in Fort Smith.

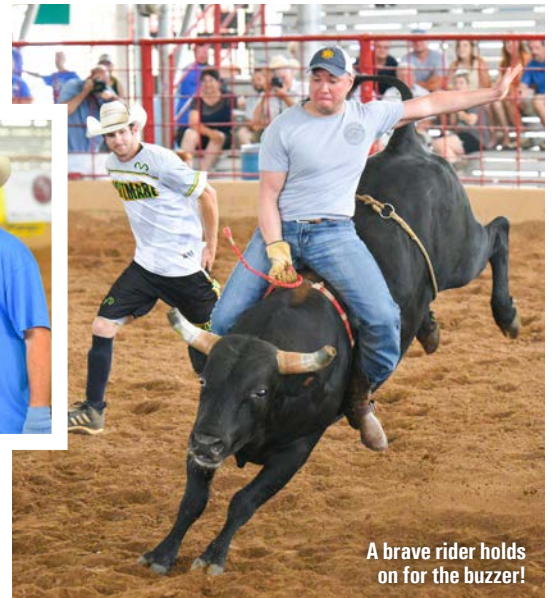
Cops on Bulls featured members of the AHP and other law enforcement agencies riding bulls out of a chute and hanging on for as long as possible. The event takes lots of courage and there was plenty of action! Congratulations go to all of the riders.

In addition to the bull riding, another highlight of the day was a performance by the Old Fort Days Dandies, an equestrian precision riding team made up of girls ages 12-19 from the Fort Smith area.

A special part of the day's events came with the introduction to the crowd of Make-A-Wish recipient Michael and his family. They recently returned from a Make-A-Wish trip to Disney World.



(Above, L. to R) Zechariah Whitney of the Arkansas State Police receives his award from AHP Major Jay Thompson.



A brave rider holds on for the buzzer!

Also on hand at Cops on Bulls was Make-A-Wish recipient Nate and his family. Nate's Dad works in the AHTD's Public Transportation Office. Nate and his family received a surprise with the announcement that a similar trip was planned for them in the near future. A surprise announcement party was held for Nate at the Arkansas Highway Police Headquarters in July with presents for the trip and refreshments. At Nate's party, the AHP presented the Make-A-Wish Foundation with a check for \$25,000, to be used to grant the wishes of three future recipients.

Over the years, Cops On Bulls has granted the wishes of nine children in Arkansas. Those wishes have included a Disney Cruise, a trip to the Electronics Expo in Los Angeles, a trip to Europe, a computer and several vacations to Disney World.

Other events making Cops on Bulls one to remember were a Car and Bike Show, mutton busting, a dunk tank and horse & pony rides.

This year's Cops on Bulls event was sponsored by Arkansas Truck Center Towing and Recovery. ♦



Nate enjoys opening his gifts at his wish presentation party.



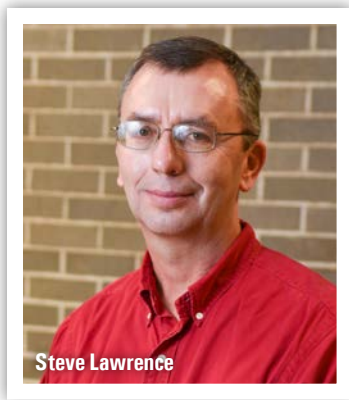
(L.) Nate's Dad speaks to the crowd attending Cops on Bulls.



Nate and his parents proudly show their Disney shirts.



Arkansas Highway Police present Make-A-Wish Mid-South with a donation check for \$25,000.



LAWRENCE Re-Elected to RETIREMENT BOARD

STEVE LAWRENCE, District Engineer in District Nine, has been re-elected to serve on the AHTD retirement board.

Lawrence's career with the Department began in 1987 as a Civil Engineer I in the Bridge Division. In 1988, he advanced to Bridge Design Engineer and, one year later, transferred to the Resident Engineer Office in Harrison as a Construction Field Engineer I. Lawrence was promoted to Construction Field Engineer II in 1991 and became an Advanced Construction Field Engineer in 1992. He advanced to Assistant Resident Engineer in 1996 and became the Resident Engineer in Harrison in 2002. Lawrence was promoted to District 9 Construction Engineer in 2004. He obtained the position of District Maintenance Engineer in 2007 and became District Engineer for District Nine in 2010.

Lawrence will serve a two-year term. Other AHTD members of the retirement board include Scott Bennett, Emanuel Banks and Robyn Smith. Jake Weston serves as a retiree member. ♦



COMMISSIONER ROBERT S. MOORE, JR., paid a recent visit to a group of Pre-K through 6th grade students at the McGehee Desha Alumni Community Center in McGehee. Moore was a guest in the Center's "Professionals at Work" series and spoke to the students about their unlimited potential, utilizing examples of successful leaders that come from single-parent homes. The Center prepares students at an early age to become successful college students and college graduates. It provides students with after school opportunities such as field trips and plays, teaches kids about economic development and assists students with math and reading. ♦

INTEGRATED WARNING TEAM MEETING HELD AT AHTD

(Below) Steve Drillette, Meteorologist-in-Charge, National Weather Service Forecast Office, North Little Rock

THE NATIONAL WEATHER SERVICE LITTLE ROCK FORECAST OFFICE held its first Integrated Warning Team (IWT) meeting at the Central Office Auditorium in May. The meeting was geared toward agencies and organizations that are consumers of National Weather Service products (weather bulletins) and in turn relay that information to the public.

Law enforcement agencies, commercial television stations, emergency managers and those involved in school operations were among those attending and illustrated how these groups make decisions based on information received from the National Weather Service. As a consumer of this information for winter weather operations and other



maintenance activities, AHTD representatives from across the State attended as well. The goal of the meeting was to develop relationships and discuss effective communication between all groups so that each understands what the other is doing in a weather event. Preparations are already underway for the next meeting that will include a tabletop exercise simulating a major winter storm. ♦



DISTRICT 5 EARNS THE 2016 ROADEO



ABOVE, L. to R. Back Row: AHTD Director Scott Bennett, Brad Fulks, Johnny Jason, Eric Morehead, Former District Engineer Lyndal Waits, Joe Trantham and Stacey Caplener. • L. to R. Front Row: Jesse Davis, Byron Bristow, District Engineer Bruce Street, Dan Miller, Nick Rushing... and surprise photo bomber, Lee Cox of District 8.

COMPETITION IS THE NAME OF THE GAME WHEN IT COMES TO THE ANNUAL STATEWIDE EQUIPMENT OPERATORS ROADEO THAT THE AHTD HOLDS EVERY SUMMER.

Equipment operators and their families from all ten Districts in the State came to Little Rock in mid-June for the 26th Annual Equipment Operators Roadeo with hopes of coming away with the Team Championship Title.

A hot, sunny day set the stage for this year's event. Watching the participants practice, it didn't take long to realize that these men and women are very good at what they do. If they can pick up a golf ball with a backhoe shovel, weave a mower through an obstacle course or stop a tandem axle dump truck on a thin line, imagine how proficient they are with the same equipment out on a construction project or on the side of the highway.

The statewide Roadeo featured winners from each of the Department's ten District Roadeo competitions held earlier in the year. Staff members came to Little Rock to compete in six categories including tractor/mower, motor patrol, backhoe, tractor/lowboy, tandem axle dump truck and single axle dump truck.

After a morning of competition and a catered lunch provided by Corky's Ribs & BBQ, the results were tabulated and District Five came away with the Team Championship Title.

"I am very proud of the District Five team that represented us during this championship competition," District Five Engineer Bruce Street commented. "We have a great competitive spirit in District Five and each participant deserves a big thank you and congratulations."

This is the second year in a row that District Five has won the title.

"As the returning State Champion this year, we did not know what to expect," Street added. "Any concerns we may have had were swept away during the competition along with the announcement that District Five had won and would remain the Champion again this year."

Street's predecessor, Lyndal Waits, retired just prior to the Roadeo but was on hand to see his former team compete.

"Lyndal had been instrumental in getting the Roadeo started in Arkansas and served on the Roadeo committee as a member and the committee's chairman for much of the last twenty years," Street added. "District Five won our first State Championship last year (2015) and at that time we thought it was a fitting accomplishment to honor Lyndal's last year on the Committee.

I am thankful Lyndal was present to witness his "favorite" team walk away with the Title for the second year in a row. And, as the new District Engineer for District Five, I was honored to represent our team and accept the 2016 State Roadeo Championship trophy for the State of Arkansas."

A team made up of the top winners in each category from the State Roadeo will travel to Savannah, Georgia, in September to compete in the 14th Annual Regional Roadeo.

"I'm confident that our AHTD team will be good ambassadors for our Department this fall and everyone wishes you the best of luck in Georgia," AHTD Director Scott Bennett told the team before the Roadeo ended.

The Department's first Annual Truck Drivers' Rodeo Final was held in 1991. The original competition was held to instill safe driving practices and foster pride in a job well done and was a joint effort of the Training and Safety Section, the Equipment and Procurement Division and the Arkansas Highway Police. Riding the success of the AHTD Rodeo, a Regional Equipment Operators Roadeo Competition was created in 2003. Today, it has grown to feature competitors from ten states.

Members of the Equipment Operators Roadeo Committee include Danny Keene, Division Head of Equipment and Procurement as chairman; 1st Lieutenant Jeff Bickerstaff of the Arkansas Highway Police; Ken Jordan, Kristi Marshall, Tara Robinson and Eddie Tanner with Training and Safety; Doug Hicks with Equipment and Procurement; Joe Sartini, State Maintenance Engineer; District One District Engineer Rex Vines; and Human Resources Division Head Crystal Woods. ♦



2016 AHTD ROADEO FINAL RESULTS



TRACTOR/LOWBOY

1ST PLACE....**JOHNNY JASON – D5** (2015 State Champion)
2ND PLACE.....**TERRAL SCROGGINS – D4**
3RD PLACE.....**CHAD MCMILLON – D10**



TRACTOR/MOWER

1ST PLACE....**BLAKE ANGEL – D6**
2ND PLACE.....**SERRITA PENSE – D4**
3RD PLACE.....**DAN MILLER – D5**



TANDEM AXLE DUMP TRUCK

1ST PLACE....**ANTHONY CAUDEL – Central Office**
2ND PLACE.....**TONY RUHL – D10**
3RD PLACE.....**BRAD FULKS – D5** (2014 & 2015 State Champion)



BACKHOE

1ST PLACE....**ETHAN NORMAN – D9**
2ND PLACE.....**GREG TENISON – D6**
3RD PLACE.....**TRAVIS SISCO – D8**



SINGLE AXLE DUMP TRUCK

1ST PLACE....**JESSE EASOM – D4**
2ND PLACE.....**LEE COX – D8**
3RD PLACE.....**KYLE JONES – D1**



MOTOR PATROL

1ST PLACE....**NICK RUSHING – D5**
2ND PLACE.....**ROSS REEVES – D6**
3RD PLACE.....**ROGER WILSON – D8**



THE DEPARTMENT

1. ARKANSAS HIGHWAY POLICE:

(L. to R.) AHP First Lieutenant Eddie Boon presents Corporal Louis Hatchett with his 15-Year Service Award.



1

2. ARKANSAS HIGHWAY POLICE:

(L. to R.) AHP First Lieutenant Eddie Boon presents Corporal Greg Massey with his 15-Year Service Award.



2

3. CHIEF ENGINEER'S OFFICE:

(CENTER) Leslie Goshien, Administrative Assistant I, receives her 15-Year Service Award from (L.) Mike Fugett, Assistant Chief Engineer – Design, and (R.) Tony Sullivan, Assistant Chief Engineer – Operations.



3

4. FISCAL SERVICES:

(L. to R.) Mike Boyd, Chief Fiscal Officer, presents Cabrina Drake, Payroll Specialist, with her 5-Year Service Award.



4

5. INTERNAL AUDIT:

(L. to R.) Camille Moyer, Auditor, receives her 15-Year Service Award from Kelly Heaton, Motor Fuel Audit Manager.



5

6. MAINTENANCE:

(L. to R.) Boyd Dickey, Striping Superintendent, presents Fred Love, Striping Helper, with his 5-Year Service Award.



6

7. MAINTENANCE:

(L. to R.) Roger Mahan, Pavement Profiler Job Superintendent, presents Travis Evans, Crew Leader, with his 20-Year Service Award.



7



8



12



9



13



10



14



11



15

8. MATERIALS: (L. to R.) Matt Green, Geotechnical Section Head, presents Stanley Bates, Geotechnical Aide II, with his 10-Year Service Award.

9. PROGRAM MANAGEMENT: (L. to R.) Erica Adams, Staff Project Development Engineer, presents Twandria Campbell, Programs & Contracts Technician II, with her 15-Year Service Award.

10. PROGRAM MANAGEMENT: (L. to R.) Jared Wiley, Division Head, presents Erica Adams, Staff Project Development Engineer, with her 15-Year Service Award.

11. PUBLIC INFORMATION: (L. to R.) Glenn Bolick, Special Projects Coordinator, receives his 15-Year Service Award from Danny Straessle, Public Information Officer.

12. ROADWAY DESIGN: (L. to R.) Trinity Smith, Division Head, presents Brittany Williams, Senior Designer, with her 5-Year Service Award.

13. TRANSPORTATION PLANNING & POLICY: (CENTER) Bill Ryan, Administrative Officer III, receives his 30-Year Service Award from (L.) Donald McMillen, Public Transportation Administrator, and (R.) Jessie Jones, Division Head.

14. TRANSPORTATION PLANNING & POLICY: (CENTER) Danny Chidester, Transportation Specialist, receives his 20-Year Service Award from (L.) Donald McMillen, Public Transportation Administrator, and (R.) Jessie Jones, Division Head.

15. TRANSPORTATION PLANNING & POLICY: (CENTER) Paul Simms, MPO Coordinator, receives his 40-Year Service Award from (L.) Andy Brewer, Assistant Division Head, and (R.) Jessie Jones, Division Head.

SERVICE AWARDS

16. DISTRICT 1: (L. to R.) Matt Emberton, District Maintenance Engineer, presents Joey Henson, Area Maintenance Supervisor – Cross County, with his 15-Year Service Award.



16

17. DISTRICT 1: (L. to R.) Harold Mullins, Sealing Crew Supervisor, presents Clarence E. Carter, Maintenance Aide II, with his 20-Year Service Award.



17

18. DISTRICT 1: (L. to R.) Receiving their 15-Year Service Awards: T. Randall Harris, Maintenance Aide III; Curtis Burnett, Area Maintenance Supervisor – Monroe County.



18

19. DISTRICT 1: Receiving their 5-Year Service Awards: (Front Row, L. to R.) John E. Phillips, Maintenance Aide II; Jeremiah Phillips, Mechanic.



19

(Back Row, L. to R.) H. Keith Gracey, Crew Leader; Terry Forrester, Maintenance Aide II; Tony Gatlin, Maintenance Aide I; Devin Adell, Maintenance Aide II; and James Inman, Crew Leader.

20. DISTRICT 2: (L. to R.) John Moorehead, Crew Leader, receives his 20-Year Service Award, from Felecia Kimble, Area Maintenance Supervisor – Jefferson County.



20

21. DISTRICT 3: (L. to R.) Kenny Bennett, District Maintenance Engineer, presents Stephen Pickering, Maintenance Aide II, with his 20-Year Service Award.



21

22. DISTRICT 3: (L. to R.) Kenny Bennett, District Maintenance Engineer, presents Greg Bamburg, Maintenance Aide II, with his 10-Year Service Award.



22

23. DISTRICT 3: (L. to R.) Gary D. Faulkner, Sign Crew Supervisor, receives his 15-Year Service Award from Kenny Bennett, District Maintenance Engineer.



23



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24. DISTRICT 3: (L. to R.) Kenny Bennett, District Maintenance Engineer, presents Jerry Reeves, Senior Mechanic, with his 15-Year Service Award.

25. DISTRICT 3: (L. to R.) Kenny Bennett, District Maintenance Engineer, presents Reginald Easter, Lowboy/Float Truck Driver, with his 20-Year Service Award.

26. DISTRICT 3: (L. to R.) Kenny Bennett, District Maintenance Engineer, presents John Burdue, Senior Mechanic, with his 20-Year Service Award.

27. DISTRICT 3: (L. to R.) Kenny Bennett, District Maintenance Engineer, presents J-Bo Jones, Sealing Job Superintendent, with his 20-Year Service Award.

28. DISTRICT 4: (L. to R.) Danny Harris, Resident Engineer #41, presents Cody Holland, Senior Inspector, with his 20-Year Service Award.

29. DISTRICT 4: (L. to R.) Shannen Ray, Area Maintenance Supervisor, presents Jamie DeWitt, Area Headquarters Attendant, with her 20-Year Service Award.

30. DISTRICT 4: (L. to R.) Ethan Gordon, Station Attendant II, recently received his 20-Year Service Award.

31. DISTRICT 5: (L. to R.) Receiving their Service Awards: Floyd Haley, Assistant Bridge Inspector, 20-Year Service Award; Brian Bratcher, Senior Inspector, 25-Year Service Award; David Bailey, Area Maintenance Supervisor, 25-Year Service Award; Kenny Bowren, Resident Engineer, 30-Year Service Award; Bobby Wilkerson, Bridge Repairer II, 30-Year Service Award.

SERVICE AWARDS

32. DISTRICT 5: (L. to R.)
 Receiving their Service Awards:
 Daniel McCord, Maintenance
 Aide III, 5-Year Service Award;
 Brad Fulks, Maintenance Aide III,
 10-Year Service Award;
 Matthew Boyer, Maintenance
 Aide III, 10-Year Service Award;
 Jon Jones, Crew Leader, 15-Year
 Service Award;
 Brad Langston, Construction
 Project Coordinator, 15-Year
 Service Award.



33. DISTRICT 6: (L. to R.)
 Terry Trotter, Area Maintenance
 Supervisor – Prairie County,
 presents Jason Berry, Motor
 Patrol Operator/Finish, with his
 20-Year Service Award.



34. DISTRICT 6: (L. to R.)
 Terry Trotter, Area Maintenance
 Supervisor – Prairie County,
 presents Jerry Denley,
 Maintenance Aide III, with his
 15-Year Service Award.



35. DISTRICT 6: (L. to R.)
 Terry Trotter, Area Maintenance
 Supervisor – Prairie County,
 presents Sonya Petrus, Rest
 Area Attendant, with her 15-Year
 Service Award.



36. DISTRICT 6: (L. to R.)
 Corey Curry, Inspector, receives
 his 15-Year Service Award from
 David Norris, Resident Engineer #65.

37. DISTRICT 6: (L. to R.)
 Dustin Frankson, Maintenance
 Aide III, receives his 10-Year
 Service Award from Steve Sites,
 Area Maintenance Supervisor –
 Pulaski County III.

38. DISTRICT 6: (L. to R.)
 James Webber, Maintenance Aide
 III, receives his 10-Year Service
 Award from Steve Sites, Area
 Maintenance Supervisor – Pulaski
 County III.

39. DISTRICT 7: (L. to R.)
 Jeff Venable, District Engineer,
 presents Drew Hoggard, District
 Maintenance Engineer, with his
 10-Year Service Award.



SERVICE AWARDS



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41



43

40. DISTRICT 7: (L. to R.) Trent Vanderzwalm, Construction Aide II, receives his 15-Year Service Award from Gene McKinnon, Resident Engineer #76.

41. DISTRICT 8: (L. to R.) Terry Tice, Construction Aide II, receives his 5-Year Service Award from Bill Fine, Resident Engineer #82.

42. DISTRICT 8: (L. to R.) Don Williams, Shop Supervisor, presents David Pruitt, Lowboy Truck Driver, with his 15-Year Service Award.

43. DISTRICT 9: (L. to R.) Zane Green, Equipment Maintenance Supervisor, presents Steve Hensley, Station Attendant II, with his 5-Year Service Award.



HIGHWAY 125 – PEEL FERRY • MARION COUNTY

Photo taken by Randall Williams, Ferry Boat Supervisor



1. ARKANSAS HIGHWAY POLICE: (L. to R.) 2LT Lonnie Banks, 1LT Pete Lopez and 1LT Tim Gushing graduated on June 17th from Session XXV of the "Arkansas Leader" program administered by the University of Arkansas Criminal Justice Institute and the Federal Bureau of Investigation. The "Arkansas Leader" is for upper-level leaders and is designed to advance individual professional development and education that is transferable to the attendees' agencies and communities.



1

2. ARKANSAS HIGHWAY POLICE: (L. to R.) Corporal Jeremy Watkins, AHP District One, receives his Advanced Certification as a law enforcement officer through the Commission of Law Enforcement Standards and Training from Captain Jeff Bickerstaff.



2

3. DISTRICT 1: Chester Allwhite, District Permit Officer, was recently honored at a retirement lunch celebrating his 34+ years of service.



3

4. DISTRICT 1: (L. to R.) Nicholas Meachum, Nikki Haines and Terry Walker were the Summer Engineer Interns at the Wynne R.E. Office #13.



4

5. DISTRICT 3: (L. to R.) Aaron Morton, District Sealing Crew Leader, receives his first place award from Stephen Frisbee, District Engineer. Aaron finished first with 16.22 pounds in the 5th Annual District Three Bass Tournament held on May 14th. Aaron's partner in the tournament was Greg Plunkett.



5

6. AND 7. DISTRICT 8: Rickey Scroggins, Maintenance Aide II (in both pictures), and Roger Wilson, Motor Patrol Operator/Finish (not pictured), took an AHTD dump truck to the Kids First Career Day in Morrilton on May 24th.



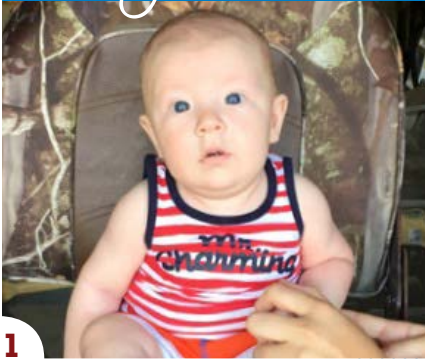
6



7



Family Focus



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8

1. EQUIPMENT & PROCUREMENT:

Dalton Daniel Keene was born March 5, 2016. He weighed 8 pounds, 5 ounces and was 21 ½ inches long. Dalton is the son of Tyler and Kellsie Keene, and the grandson of Danny and Tracy Keene. Danny Keene is Division Head of Equipment & Procurement.

2. EQUIPMENT & PROCUREMENT:

Ryleigh Jo Rankin was born April 13, 2016. She weighed 5 pounds, 9 ounces and was 17 inches long. Ryleigh is the daughter of Laura Rankin, Purchasing Clerk, and her husband Ross. Ryleigh is the granddaughter of AHTD Retiree Karen Rankin and her husband Jerry.

3. FISCAL SERVICES:

Andrew Asher Brakebill was born March 24, 2016. He weighed 7 pounds, 3 ounces and was 21 inches long. Andrew is the son of Lauren Brakebill, Office Administrative Assistant I, and her husband Andy.

4. PUBLIC INFORMATION:

In May, Autumn Butler graduated kindergarten from Robert L. Davis Elementary. Autumn is the daughter of Holly Butler, Administrative Aide IV & Adopt-A-Highway Coordinator, and her husband Eddie.

5. SURVEYS:

Kamdyn Grace was born June 22, 2016. She is the daughter of Rusty Goodall, Surveys Crew Chief, and his wife Natassia. Kamdyn is also the baby sister to proud big brother, Cooper.

6. DISTRICT 1:

Willa is the 21 month old granddaughter of AHTD Retiree Bill Kinard and his wife Cindy. Willa is wearing her granddad's AHTD toboggan.

7. DISTRICT 3:

(L.) Chloe Owenby, who dances for the Oklahoma Thunder Raindrops Dance Team, was practicing her dance routine while (R.) Kevin Durant was practicing his free-throws. Chloe is the granddaughter of Jim Owenby, Bridge Inspector, and Peggy Owenby, R.E. 34 Field Clerk II.

8. DISTRICT 7:

Lucas Michael Smith was born July 21, 2016. He weighed 7 pounds, 5 ounces and was 20 inches long. Lucas is the great grandson of Kay Smith, Union County Station Attendant.



THE DEPARTMENT

Noteworthy

9. DISTRICT 9: Robert Lane Hendrix was born August 5, 2016. He is the son of Robert Hendrix, Maintenance Aide I, and his wife Kasey. Robert Lane weighed 6 pounds and 1 ounce, and was 19 1/4 inches long.

10. DISTRICT 10: Taylor Evelyn Faulkenberry is the 1-year-old granddaughter of the late Bob Faulkenberry, and Linda Faulkenberry, District Office Manager. Taylor's other grandmother is Mary Faulkenberry of Batesville and her parents are Rob and Brooke Faulkenberry of Salem, Arkansas.

11. AND 12. DISTRICT 10: (Top) Scott Berry, and (Bottom) Troy Berry, enjoyed a fun day of fishing with their grandmother, Linda Faulkenberry, District Office Manager.

Family Focus



9



11



10



12

1. PROGRAM MANAGEMENT: Flavia Jacobs, Office Administrative Assistant V, a native of Rio de Janeiro, has been anticipating the 2016 Summer Olympic Games for several years, even getting a "RIO2016" license plate for her car.

Hobbies, etc.



1



AHTD PEOPLE

EMPLOYEE STATISTICS JUNE 2016

NEW EMPLOYEES

BRIDGE • Zachary Smith, Engineer

CONSTRUCTION • Morgan Harris, Engineer; Dalton Champagne, Engineer

ENVIRONMENTAL • Timothy Dodson, Environmental Analyst I

MAINTENANCE • Mark Sandridge, Striping Helper

MATERIALS • Brett Hiley, Materials Technician I

RIGHT OF WAY • Adam Marin, Jr., Right of Way Plans Designer I; Janice Murray, Administrative Aide I

STATE AID • Timothy Yu, Engineer

TRANSPORTATION PLANNING & POLICY • Jerry Bailey, Public Transportation Asset Specialist II

DISTRICT ONE • Jarvis Banks, Maintenance Aide I; Jordan Chatters, Maintenance Aide I; Kyle Gaskin, Maintenance Aide I; Victor Howard, Maintenance Aide I; Jason Poe, Maintenance Aide I; Paris Thompson, Maintenance Aide I

DISTRICT TWO • James England, Maintenance Aide I; Shaun White, Mechanic

DISTRICT THREE • Tyler Loyed, Maintenance Aide I

DISTRICT FOUR • Jerrod Posey, Maintenance Aide I; Chance Strother, Maintenance Aide I

DISTRICT FIVE • Travis Middleton, Mechanic; Daniel Wallace, Mechanic

DISTRICT SIX • Thomas Nichols, Maintenance Aide I; Victor Johnson, Maintenance Aide I; Jerald Hopkins, Maintenance Aide I; Calvin Marshall, Maintenance Aide I

DISTRICT EIGHT • Eric Kennedy, Maintenance Aide I; Tyler Root, Maintenance Aide I; Charles Stane JR, Maintenance Aide I

DISTRICT NINE • Taylor Morgan, Storeroom Assistant I; Kelly Bullock, Maintenance Aide I; Jarrett Williams, Maintenance Aide I; John Brown, Maintenance Aide I

DISTRICT TEN • Christina Klasky, Maintenance Aide I; Barry Rossell, Maintenance Aide I

PROMOTIONS

ARKANSAS HIGHWAY POLICE • Joy Bean, AHP Sergeant; Latoya Best, AHP Sergeant; Marlin Brown, AHP Sergeant; Fidel Caballero, AHP Sergeant; Raunona Clemons, AHP Sergeant; Larry Curtis, AHP Sergeant; Kyle Eveld, AHP Sergeant; Louis Hatchett, AHP Sergeant; Chad Heath, AHP Sergeant; Robert Johnson, AHP Sergeant; Douglas Lafferty, AHP Sergeant; John Lamb, AHP Sergeant; Gregory Massey, AHP Sergeant; Michael Meeks, AHP Sergeant; Matthew Moore, AHP Sergeant; Tracy Morris, AHP Sergeant; Andreas Pruitt, AHP Sergeant; Ricky Smith, AHP Sergeant; Stephen Tate, AHP Sergeant

BRIDGE • Mary Hossenini, Bridge Design Engineer; James Pool, Jr., Staff Bridge Design Engineer

ENVIRONMENTAL • Anne Ewing, Environmental Analyst III; Matthew Strawn, Environmental Scientist I

FACILITIES MANAGEMENT • John Cook, Janitor

HEAVY BRIDGE • Francis Wade, Bridge Repairer I

MATERIALS • Corey Garrett, Materials Technician II, Greg Wendland, Materials Technician II

PUBLIC INFORMATION • Holly Butler, Administrative Aide IV

ROADWAY DESIGN • Christopher Smith, Design Engineer

SURVEYS • Nancy Barnett, Surveys Technician III

SYSTEM INFORMATION & RESEARCH • James McCaleb, Consultant Contracts Administrator

DISTRICT TWO • Phillip Dowell, Sign Erector; Otha Grice, Area Maintenance Supervisor; Brian Lunsford, Maintenance Aide II; John Nelson, Maintenance Aide II

DISTRICT THREE • Kelly Buck, Maintenance Aide II; Larry Cottingham, Maintenance Aide II; Charleston Grissom, Maintenance Aide II; Timothy McCullough, Maintenance Aide II; Willard Swope, Rest Area Attendant

DISTRICT FOUR • David Elam, Maintenance Aide II; William Smith, Maintenance Aide II; Tyler Summers, Maintenance Aide II

DISTRICT FIVE • Timothy Dunlap, District Maintenance Engineer; Mark Kronkosky, Inspector; Bruce Street, District Engineer; Lucas Turner, Construction Field Engineer II

DISTRICT SIX • Jeremy Arndt, Maintenance Aide II; Sandra Chapman, Construction Project Coordinator; Carl McIllwain, Senior Mechanic; Christopher Roman, Construction Field Engineer I

DISTRICT SEVEN • Brysan Bennett, Engineer I; Lane Brian, Finish Carpenter; Steven Dodson, Paver Operator; Jeremy Launius, Bridge Repairer I; Waylon Power, Bridge Repairer I; Michelle Pullen, Rest Area Attendant

DISTRICT EIGHT • Angela Davis, Field Clerk II; Chance Hayden, Maintenance Aide II; Jodi Mahan, Resident Office Technician; Donald Pipkin, Senior Inspector; Kerry Powers, Senior Inspector; Rock Vestal, Maintenance Aide II; Matthew, Construction Aide II; James Wright, Construction Aide II

DISTRICT NINE • Wayne Emmons JR., Construction Aide III; Clint Morris, Construction Aide III; Whitney Wiseman, Construction Materials Inspector

DISTRICT TEN • Raul Diaz, Maintenance Aide II; William Putman, Distributor Operator

SERVICE

BRIDGE • Luke Bailey, Advanced Bridge Design Engineer, 5 yrs

CONSTRUCTION • Kenny Bowren, Resident Engineer, 30 yrs; Bobby Ward, Senior Inspector, 25 yrs; Brian Powell, Construction Project Coordinator, 20 yrs; Glen Doss, Senior Construction Materials Inspector, 20 yrs; Brad Langston, Construction Project Coordinator, 15 yrs

ENVIRONMENTAL • Susan Staffeld, Environmental Scientist II, 5 yrs

FISCAL SERVICES • Ronda Schilling, Administrative Aide I, 5 yrs; Cabrina Drake, Payroll Specialist, 5 yrs

HUMAN RESOURCES • Melissa Garrett, Office Administrator Assistant IV, 25 yrs

MAINTENANCE • Ronald Porter, Signing Superintendent, 20 yrs; Travis Evans, Crew Leader, 20 yrs; Fred Love, Striping Helper, 5 yrs

MATERIALS • Jonathan Annable, Assistant Division Head, 35 yrs; Stanley Bates, Geotechnical Aide II, 10 yrs

PROGRAM MANAGEMENT • Erica Adams, Staff Project Development Engineer, 15 yrs

RIGHT OF WAY • Jeffrey Ingram, Beautification Section Head, 30 yrs

ROADWAY DESIGN • Christopher Lindsey, Advanced Design Engineer, 5 yrs; Brittany Williams, Senior Designer, 5 yrs

SURVEYS • Ilie Stefan, Surveys Technician II, 15 yrs; Zachary Powell, Surveys Aide III, 5 yrs

SYSTEM INFORMATION & RESEARCH • Cressandra Mahone, Office Administrative Assistant III, 5 yrs

TRANSPORTATION PLANNING & POLICY • Paul Simms, MPO Coordinator, 40 yrs; Danny Chidester, Transportation Specialist, 20 yrs

DISTRICT ONE • Brian Wells, Crew Leader, 30 yrs; Robert Astin, Crew Leader, 20 yrs; Curtis Burnett, Area Maintenance Supervisor, 15 yrs; Joey Henson, Area Maintenance Supervisor, 15 yrs; Tony Gatin, Maintenance Aide I, 5 yrs; Jeremiah Phillips, Mechanic, 5 yrs; Terry Forrester, Maintenance Aide II, 5 yrs

DISTRICT TWO • Christopher Hunthrop, Senior Mechanic, 25 yrs; Tim Kelly, District Maintenance Engineer, 20 yrs; Dwight Tipple, Maintenance Aide II, 5 yrs; Floyd Moore, Bridge Repairer II, 5 yrs

DISTRICT THREE • Timothy Nolen, Maintenance Aide II, 25 yrs; Gary Faulkner, Sign Crew Supervisor, 15 yrs

DISTRICT FOUR • Ethan Gordon, Station Attendant II, 20 yrs; Jeffrey Sims, Maintenance Aide II, 10 yrs

DISTRICT FIVE • David Bailey, Area Maintenance Supervisor, 25 yrs; Christina Courtney, District Clerk, 10 yrs; Matthew Boyer, Motor Patrol Operator, 10 yrs

DISTRICT SIX • Jerry Denley, Maintenance Aide III, 15 yrs; Dustin Frankson, Maintenance Aide III, 10 yrs

DISTRICT SEVEN • Drew Hoggard, District Maintenance Engineer, 10 yrs

DISTRICT EIGHT • Kenneth Jackson, Crew Leader, 20 yrs; Kingsley Watson, Maintenance Aide II, 10 yrs; Martin Jones, Motor Patrol Operation, 10 yrs; Charlotte Spence, Maintenance Aide II, 5 yrs; Luke Cowsert, Maintenance Aide II, 5 yrs; Gary James, Maintenance Aide II, 5 yrs

DISTRICT NINE • Clyde Hensley, Station Attendant II, 5 yrs

DISTRICT TEN • Vickie Branum, Area Headquarters Attendant, 25 yrs; Mary Delaney, Maintenance Aide I, 5 yrs; Jimmy Crockett, Maintenance Aide I, 5 yrs

RETIREMENT

ARKANSAS HIGHWAY POLICE • Fred Ware, AHP Corporal, 32+ yrs

BRIDGE • Aileen Schubel, Staff Bridge Design Engineer, 26+ yrs

ROADWAY DESIGN • Frank Bray Jr., Senior Design Engineer, 28+ yrs

SYSTEM INFORMATION & RESEARCH • Valerie Gifford, Transportation Management Analyst II, 15+ yrs

DISTRICT ONE • Chester Allwhite, District Permit Officer, 34+ yrs; William Kinard Sr., Maintenance Aide III, 8+ yrs; Percy Word, Maintenance Aide II, 11+ yrs

DISTRICT TWO • Gregory Patrick, Motor Patrol Operator, 21+ yrs

DISTRICT THREE • Michael Haggard, Maintenance Aide, 17+ yrs

DISTRICT FIVE • Lyndal Waits, District Engineer, 42+ yrs

DISTRICT SIX • Anthony Nix, Construction Project Coordinator, 17+ yrs

DISTRICT EIGHT • Donnie Wallace, Maintenance Aide II, 13+ yrs

DISTRICT TEN • Greig Lynn, Bridge Repairer II, 24+ yrs; Mitchell Hale, Maintenance Aide II, 9+ yrs

MEMORIALS

ARKANSAS HIGHWAY POLICE • LT. James E. Loyd, 7/13/16, retired

DISTRICT TWO • Romer L. Charles, 6/19/16, retired; Roy G. King, 6/24/16, retired

DISTRICT FOUR • Coy Clifton Ellison, 6/18/16, retired; Leo Seal, 6/20/16, retired

DISTRICT FIVE • Kermit H. Gay, 7/1/16, retired

DISTRICT SEVEN • Garland Ray Wright, 6/11/16, retired

DISTRICT EIGHT • Jack C. Ray, 6/16/16, retired





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