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For Immediate Release
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Fikes Truck Line Makes Leadership Transition: *Gary Salisbury Named President and CEO* *Jerry Davis Promoted to Executive Vice President*

Hope, AR . . . Fikes Truck Line announced a transition in its leadership team. Gary Salisbury has been promoted to President and CEO. Jerry Davis has been promoted to Executive Vice President. Jim Smith, owner and former President, will continue in his position as Chairman of the Board. These changes took effect on April 7.

According to Smith, “Both Gary and Jerry have been here since the beginning. Their promotions are well-deserved and allow us to capitalize on our strengths. These changes will create more opportunities for everyone and solidify the future of Fikes.”

Jim Smith bought Fikes Truck Line in 1981. At that time, Fikes was an intrastate carrier with nine owner operators. Within 2 years, he expanded operations, acquiring 48-state authority by 1983. As he set out to grow the business, Smith followed a personal philosophy of “hire the person with the most want-to and teach them what you know.” The first two contractors he signed on were Gary Salisbury and Jerry Davis.

After several years of hauling goods for Fikes, Salisbury and Davis became members of the staff, heading up Dispatch and Safety departments for the growing company. Gary joined the Executive team in 1995 and Jerry became a Vice President in 2001, giving Fikes the unique advantage of a management team with first-hand experience behind the wheel of a truck.

In his tenure at Fikes, **Gary Salisbury** has worked in almost every aspect of the company including Dispatch, Sales and Recruiting, and his leadership skills have been instrumental in growing the business into the \$70-million operation. Most recently, he was Senior Vice President and COO, a position he held since 2003. Among his many accomplishments, Salisbury:

- spearheaded terminal expansions in Kentucky and Alabama;

-more-

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- introduced cutting-edge programs to enhance the motivation and success of contractors;
- developed an Agent program that today represents significant revenues for the company;
- diversified the customer base by adding RGN, Step Deck, and Heavy Haul capabilities; and
- elevated the visibility of Fikes within the industry through a major rebranding initiative and active participation with industry groups including the American Trucking Associations, the Truckload Carriers Association, the several state trucking associations.

Says Salisbury, "Jim Smith has provided a tremendous opportunity for me, personally and professionally, and I am in a position to do the same for our staff, contractors, and partners. I love coming to work every day and taking on the challenge of how to make Fikes a more successful company."

Jerry Davis spent his first five years hauling for Fikes until Jim Smith asked him to found a Safety Department in 1986. Davis set out to build their award-winning safety and insurance program from the ground up, with a dual-focus on the interests of contractors and company. His list of achievements includes:

- A rigorous 2-day Orientation Program with drug testing, equipment inspections, and compliance training;
- A trailer-rental program for Fikes contractors;
- An award for "Safety Director of the Year" from the Arkansas Trucking Association in 1988; and
- A 90-day inspection program to enhance Fikes' safety record, and reduce out-of-service issues on equipment.

Davis is excited about his promotion to Executive Vice President. In his new role, he will oversee all departments, "The key to keeping people motivated is giving them the freedom to do their jobs. We have an amazing staff here at Fikes who work independently and take pride in our company."

Fikes Truck Line is headquartered in Arkansas, and operates terminals in Alabama, Kentucky and Texas. *For more information on Fikes Truck Line, visit www.fikes.com or call 1-800-643-6611.*

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