

## Work Zone Awareness Week Across the Nation

Departments of Transportation and other organizations across the country celebrated Work Zone Awareness Week April 23<sup>rd</sup> – 27<sup>th</sup>. This marks the 12<sup>th</sup> year for the promotional campaign coordinated by the Federal Highway Administration (FHWA).

The annual event is held to bring attention to motorist and worker safety in work zones. Since 1999, FHWA has worked with the American Association of State Highway and Transportation Officials (AASHTO) and the American Traffic Safety Services Association (ATSSA) to coordinate and sponsor the event. Over the years, other transportation partners have joined the effort.

This year's theme is "Don't Barrel Through Work Zones! Drive Smart to Arrive Alive." In Arkansas, the Arkansas State Highway and Transportation Department celebrated the event at a location on Interstate 40 in Conway. The Conway location was selected due to the fact that the Department has numerous large construction (Continued on page 2)



Emanuel Banks, Asst. Chief Engineer - Operations, addresses the crowd at a Work Zone Awareness news conference.

# Kelly Named Maintenance Engineer in District Two

Tim Kelly has been named District Maintenance Engineer at District 2 in Pine Bluff.

Kelly has a bachelor's degree in Civil Engineering from the University of Arkansas at Fayetteville.

Kelly worked for the Department as an Engineering Student Intern prior to being hired in a full-time position as a Civil Engineer I at the Resident Engineer Office #76 in El Dorado in January of 1997.

The next year, he was promoted to Construction Field Engineer I and then to Construction Field Engineer II in 1999. He advanced to the title of Assistant Resident Engineer at Resident Engineer Office #24 in McGehee in 2001. Kelly was promoted to the position of Resident Engineer in McGehee in August of 2002. In October of 2008, he moved into the position of Resident Engineer at Resident Engineer Office #21 in Monticello.

He is a Registered Professional Engineer.



Tim Kelly, District 2 Maintenance Engineer

# Evans is Maintenance Engineer in District 6

Tony Evans has been named District Maintenance Engineer for District Six.

Evans has a bachelor's degree in Civil Engineering from Louisiana Tech University.

He began his career with the Department in September of 1987 as a Civil Engineer I at Resident Engineer's Office #65 at Little Rock. In August of 1988, he advanced to Construction Field Engineer I. A year later, he was promoted to Construction Field Engineer II. In July of 1991, he attained the position of Advanced Construction Field Engineer. Evans moved to the Resident Engineer's Office #74 in Camden as the Assistant Resident Engineer in April of 1995. He was promoted to the position of Resident Engineer for Resident Engineer Office #23 in Pine Bluff in 2001. Evans obtained the position of Staff Maintenance Engineer in June of 2002.

He is a Registered Professional Engineer.

# Work Zone Awareness (cont.)

projects scheduled on Interstate 40 to widen 23 miles of the Interstate to six lanes, extending from Conway eastward to the Interstate 40/430 interchange in North Little Rock.

"This Interstate 40 widening project is in one of the most highly traveled areas in the state with over 75,000 vehicles per day traveling near the Interstate 430 interchange," stated Emanuel Banks, Assistant Chief Engineer for Operations. "Add hundreds of construction



Tony Evans, District 6, Maintenance Engineer

workers and suppliers and the potential for conflict increases for the motorists and the workers in the area. That is why we put the emphasis on work zone safety this week."

Among the safety tips shared at the event were: Slow down in work zones, don't tailgate, pay attention to signs, stay alert, schedule extra time and check radio, television and websites for Red Zone traffic information.

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Lonnie Hazel • District 3 • Retired

Crawfish Etouffee



2 lbs. - cleaned crawfish tails

2 - sticks of butter

1 - cup of chopped onion

1/4 cup - chopped celery

1 cup - chopped bell pepper 1 - tablespoon of tomato paste

1/4 cup - chopped green onion tops

2 - tablespoons of flour

2 - tablespools of 2 - cups of water

1 - tablespoon of seasoning salt

1 - tablespoon of paprika

1/2 - tablespoon of garlic powder

1 - teaspoon or red pepper

In a large cast iron skillet, melt butter. Add onions, bell pepper and celery. Saute for 20 minutes. Add all seasonings and stir well. Add tomato paste and flour. Cook for 20 minutes. Add water and cook for one hour. Add crawfish and stir lightly. Cook 15 to 20 minutes. Drop in green onions. Serve hot over rice.

Please submit your recipe for possible publication in the CenterLine to: David Nilles, P.O. Box 2261, Little Rock, AR 72203, or david.nilles@arkansashighways.com

# **Reliving Arkansas' History**



Tony Sullivan, State Maintenance Engineer, spoke at a news conference on March 29th spotlighting Arkansas' Heritage Trail System. The AHTD has been working with the Department of Arkansas Heritage and the State Parks & Tourism on the project and has erected 671 Heritage Trail signs across the state with 873 trail name signs underneath. Installation of signs is approximately 45% complete and should be completed this summer.

The Heritage Trail System includes trails or routes that have been established by historic use and are historically significant to Arkansas or the nation as a result of that historic use.

Read more about the trails in the next Arkansas Highways magazine.

# CONSTRUCTION CORNER DISTRICT 9



Work continues on a project in Madison County that will widen Highway 412 to a four-lane, divided roadway between Hindsville and the Huntsville Bypass to the east. Crossland Construction Company, Inc. of Columbus, Kansas, was awarded the contract of \$22,997,127 in November of 2010. Work began in January of 2011. The improvements are approximately five miles in length and are a continuation to the east of the four lanes on Highway 412 coming out of Hindsville. The estimated completion date is late summer of 2013.



**District Six Improvements:** Steel beams going up on one of two flyover ramps being constructed at the Interstate 430/630 interchange in Little Rock. The work is just part of Phase III construction. Expected completion date for the interchange improvements is the end of 2014.

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# 2012 Equipment Operators Roadeo Semi-Finals Results

# The 22nd Annual Equipment Operators Roadeo is May 31st in Little Rock.

District 2 March 27, 2012		Central Office March 29, 2012		District Six March 29, 2012		District Eight April 5, 2012	
1st Place 2nd Place 3rd Place	Tractor/Lowboy John Harvey Johnny Williams Tim Cagle	1st Place 2nd Place 3rd Place	Fractor/Lowboy  Kevin Milligan  Daniel Dickerson  Darrell Coleman	1st Place 2nd Place 3rd Place	Tractor/Lowboy Greg Tension Ronnie Bashaw Danny Raborn	1st Place 2nd Place 3rd Place	Tractor/Lowboy Robert Woodward Darrell Barnes Allen James
Tando 1st Place 2nd Place 3rd Place	em Axle Dump Truck Carl Lamb Craig Uranga Jon Paul Anderson	Tande 1st Place 2nd Place 3rd Place	Robert DeLeon Wade Boughner Vincent Mitchell	Tande 1st Place 2nd Place 3rd Place	James Johnson Desmond Forgan James Bingham	Tande 1st Place 2nd Place 3rd Place	Parid Pruitt  Rickey Hammon  Marcus Canady
Sing 1st Place 2nd Place 3rd Place	Terry King Adam Jackson Johnnie Tillman	Singl 1st Place 2nd Place 3rd Place	le Axle Dump Truck Tracy Henderson Eugene Farrell Johnny Carte	Singl 1st Place 2nd Place 3rd Place	le Axle Dump Truck Terry Moore Randy Davis Norris Moore	Singl 1st Place 2nd Place 3rd Place	le Axle Dump Truck Randy Tankersley Paul Burris Trey Martinez
1st Place 2nd Place 3rd Place	Tractor/Mower Ira Tillman Chris Hendricks Joshua Smith	1st Place 2nd Place 3rd Place	Tractor/Mower  Eugene Farrell  Johnny Carte  Kennedy Ezell	1st Place 2nd Place 3rd Place	Tractor/Mower  Blake Angel Brett Johnson James Medlin	1st Place 2nd Place 3rd Place	Tractor/Mower Trent Hudson Brandon Bird Brandon Witt
1st Place 2nd Place 3rd Place	Backhoe Kirk Chidester Keith Etue Justin Witcher	1st Place	Backhoe Anthony Caudel	1st Place 2nd Place 3rd Place	Backhoe Tony Skarda Dustin Frankson Robert Phillips	1st Place 2nd Place 3rd Place	Backhoe Bobby Reed Paul Charton Trey Martinez
1st Place 2nd Place 3rd Place	Motor Patrol Wallace Simmons Donnie Burns Calvin Ashcraft	1st Place	Motor Patrol Roy Box	1st Place 2nd Place 3rd Place	Motor Patrol Jerry Mitchell Rick Ivy Johnny Light	1st Place 2nd Place 3rd Place	Motor Patrol Roger Wilson Kyle Ritchie Rick Mabry

# It's Time to Get to Know KRONOS





### What to Expect

- Self-serve features give you ready access to your information
- Input your own attendance information, reducing errors and cycle time
- Access to real-time answers to everyday questions like:
  - How many hours have I worked this week?
  - How much vacation, sick, personal time do I have?
  - What's my schedule next week?
- "Manager Self-Serve" features allow supervisors to resolve issues, improve scheduling and review accruals
- Processes like completing timesheets, submitting and approving leave requests, training and scheduling will be simpler and faster



#### What's New with KRONOS?

#### **April 2012**

#### The Results of the Readiness Survey Are In!

Earlier this month, our KRONOS Change Management Team administered a Baseline Readiness Survey. The survey was used as a tool to gather AHTD employees' feedback related to the KRONOS implementation. Of the 2138 paper-based and web-based surveys distributed, we are happy to report that we received over 1100 responses – that's over a 50% response rate!

#### Why a Baseline Survey?

- To identify and understand key stakeholder groups impacted by and influencing the KRONOS Project.
- To determine stakeholder expectations by group, how they can be measured, and develop a general plan required to satisfy stakeholder expectations.
- To develop a baseline analysis that will be refined as stakeholders are advanced through the stages of readiness.
- To assess employees perception and willingness to accept change based on past experiences or current departmental practices/culture.
- To monitor changes in AHTD employees' response to change over duration of the project.

#### **See What Your Colleagues Have to Say!**

- "It sounds like a positive direction for AHTD, more efficient and easier to use."
- "I look forward to this new timekeeping system. I think once it is in place and everyone is trained on how to use it, it will help tremendously on the time and paperwork involved in processing the payroll, leave balances, etc. for all employees."
- "I spend a lot of time each week getting my time sheet ready for keying by the secretaries. It will eliminate leave cards being lost, forgotten, or misplaced as well."
- "I haven't received much information about it but I am looking forward in learning more about KRONOS."

#### The Results!

- Almost 60% of the 1134 respondents surveyed stated that there was a general awareness of the KRONOS implementation throughout the ATHD.
- A majority of respondents (59.6%) stated that their Division/District's management is committed to the success of the KRONOS Implementation Project.
- Approximately 75% of the respondents surveyed stated that they are committed to help achieve the goals and objectives of the KRONOS Implementation project.
- Of those surveyed, approximately 945 respondents stated that they quickly adapt to changes with work.
- More than 630 respondents stated that their district / division adapts quickly to changes with work, and over 450 respondents stated that AHTD as a whole adapts quickly to changes with work.
- Employees are highly confident that AHTD (607 respondents) and their district / divisional supervisors (672 respondents) will provide sufficient training to their staff.

# Special Olympics Golf Tournament is June 19th

The Arkansas Highway Police will host the "18th Annual Special Olympics Golf Classic" on Tuesday, June 19th. The tournament will once again be held at Harbor Oaks golf course in Pine Bluff.

The event will feature 32 teams. The entry fee of \$240 per team, or \$60 per player, includes green fees, cart, drinks and lunch.

There is also a chance to win one of several valuable door prizes in a drawing to be held. Prizes will be awarded to the first, second and third place teams in each flight. Flights will be determined at the end of play. Hole-in-one prizes will be available and everyone receives a loaded ditty bag.

For more information, contact Chrissy Williams at 501-569-2423 or mail your entry to her attention at the Arkansas Highway Police Central Office, P.O. Box 2779, Little Rock, AR 72203. Your entry fee must accompany your registration form.

If you do not play golf but would like to volunteer to help with this event, please contact Chrissy or you may contact Captain Jay Thompson at jay.thompson@ arkansashighways.com or 501-569-2371.

Deadline for entry in the tournament is June 8<sup>th</sup>.



# Work Zone Awareness (cont.)

Also speaking at the event were Mark Windle of Manhattan Road and Bridge representing the Associated General Contractors, Danny Moore of the ATSSA and Conway Mayor Tab Townsell.

There were 576 fatalities and more than 37,000 injuries in work zones during 2010. Statistics suggest the Work Zone Awareness campaign is having a positive effect on safety. According to the National Highway Traffic Safety Administration's Fatality Analysis Reporting System, the number of work zone fatalities has decreased in the United States every year since 2002.



**Employee:** Randy Gates, Area Maintenance Supervisor, Union County, District 7

**Length of Service:** 35 years

**Job Duties:** I supervise the Maintenance Crew in Union County. I assess road conditions and right of way conditions, as well as any other potential problems. Then I arrange repair and perform maintenance for these areas.

**Favorite part of the job:** I like working and being around my crew, and seeing them advance within the Department. I also like to see the improvements we make and how they help the public.

**Background:** I went to work for the Highway and Transportation Department as an Operator on the Moro Bay Ferry in 1976. I worked there for 12 years. In 1989. I was transferred to El Dorado as an Area Maintenance Supervisor. I have held that position since that time.

**Family:** My wife Debbie and I have two sons, Brandon and Garett; one daughter, Sydney; and two grandchildren, four-year-old Luke and 8-month-old Makenzie.

**Hobbies:** I like to hunt, fish and water ski. I also enjoy riding horses and team pinning with my boys. I enjoy time going to the beach with my family as well.



Conway Mayor Tab Townsell at the Work Zone Safety event. Conway is the sight of a construction project on Interstate 40 that is widening the roadway to six lanes.





AR HIGHWAY POLICE: Brody Michael Atkins was born Decemozs. She is pictured here with sister Natalie and brother Austin. Pat Brown of Arkansas Highway Maintenance Engineer. Police is their proud Granny.



MAINTENANCE: (I. to r.) Service Award from Glenn Cheatham, Heavy Bridge Service Award.



MAINTENANCE: (I. to r.) Mike Hill. T. J. Brown, Assistant Bridge Staff Heavy Bridge Maintenance ber 27, 2010, weighing 7 lbs - 6 Inspector, receives his 5-year Engineer, presents Kenny Voss, Bridge Repairer II, with his 5-year



MAINTENANCE: (I. to r.) Glenn Cheatham, Heavy Bridge Maintenance Engineer, presents Gerald Voss, Bridge Repairer I, with his 10-year Service Award.



RIGHT OF WAY: Brianna Marie Salqueiro, at two weeks, was born on November 15, 2011. weighing 6 lbs., 15 oz. She is the daughter of Dawn Salgueiro, Plans Designer II, and husband

Joseph Salgueiro.



DISTRICT TWO: (I. to r.) Kirk Howard, Bridge Repairer I, is presented his 15-vear Service Award by David Hutchins, Bridge Job Super-



DISTRICT THREE: (I. to r.) District Maintenance Engineer Kenny Bennett presents Tracy Ford, Backhoe/Front End Loader Operator, in the Hempstead County Crew with his 10-Year Service Award.



DISTRICT THREE (I. to r.) District Maintenance Engineer Kenny Bennett presents Mike Funderburk, Crew Leader in Pike County, with his 30-year Service Award.



DISTRICT FOUR: Logan County Crew DISTRICT FIVE: Payton Leader Wayne Grists (middle) presents Marie Taylor, 8 lbs., 8 oz., Ralph Trusty (I.), Multi Axle Truck Driver, 21 inches long, was born his 5-Year Service Award and Esther on March 28th and is the Hamm (r.), Area Headquarters Attendant, her 15-Year Service Award.



granddaughter of Mickey DISTRICT FIVE: Janiyah Taylor, Area Maintenance Supervisor, in White County.



Whitney Jackson is the granddaughter of Patty Jackson, retired from R.E. 55.

#### AHTD PEOPLE • EMPLOYEE STATISTICS FOR MARCH 2012

#### new employees

CONSTRUCTION • Jeff Harlan, Construction Aide I

MAINTENANCE • Tara Holloman, Telecommunications Operator; Christopher Lusk, Telecommunications Operator

**DISTRICT ONE •** Donnie Peeler, Single Axle Truck Driver; Franklin Turner, General Laborer

DISTRICT TWO • Je'nese Patterson, General Laborer; Dennis Qualls, Single Axle Truck Driver; Tracy Watkins, General Laborer

**DISTRICT FOUR • Paul Jenkins, Station Attendant** 

**DISTRICT EIGHT • Russell Meadors, Single Axle Truck Driver** 

DISTRICT NINE • Gary Harcrow, Single Axle Truck Driver; Christina Higginbotham, Single Axle Truck Driver; Derek Gellerman, Single Axle Truck Driver

**DISTRICT TEN • Darrell Tyler, Single Axle Truck Driver** 

#### promotions

**EQUIPMENT & PROCUREMENT • Michael Collins, Purchasing Clerk** 

FISCAL SERVICES • Cabrina Drake, Administrative Aide I; Sandra Vaughan, Administrative Aide I

**HUMAN RESOURCES • Larry Copeland, Crew Leader** 

MATERIALS • Latisha Reynolds, District Materials Supervisor

PLANNING & RESEARCH • Cressandra Mahone, Office Administrative Assistant III

PROGRAMS & CONTRACTS • Erica Adams, Staff Project Development Engineer

RIGHT OF WAY • Patricia Bradbury, Realty Appraiser I; Randy Cobb, Closing Agent; Amisha Morrow, Office Administrative Assistant I

SURVEYS • Rusty Goodall, Surveys Crew Chief; Donald Halbert, Photogrammetry Technician I; Zachary Powell, Surveys Helper

DISTRICT ONE • Daniel Harris, Motor Patrol Operator; Brook Hively, Storeroom Assistant II; Damon King, Single Axle Truck Driver; Don Moore, Motor Patrol Operator

DISTRICT TWO • Louis Dow, Spreader Operator; Thomas Green, Inspector; Tim Kelly, District Maintenance Engineer; Justin Wilson, Single Axle Truck Driver; Katina Wright; General Laborer

DISTRICT THREE • Terry Lowe, Single Axle Truck Driver; David Morton. Area Maintenance Supervisor

DISTRICT FOUR • Russell Henrie, Construction Aide I; Arrow Thornburg, Single Axle Truck Driver; Tommy Towler, Area Headquarters Attendant; Michael West, Multi-Axle Truck Driver

**DISTRICT FIVE • Dustin Treadway, Assistant Resident Engineer** 

DISTRICT SIX • Alfred Barnes, Asphalt Tank Truck Driver; Patrick Stokes, Single Axle Truck Driver; Jimmy Thrift, Backhoe/Front End Loader Operator; Johnny Williams, Single Axle Truck Driver

DISTRICT SEVEN • Dustin Tugwell, Multi-Axle Truck Driver; Kenneth Wilbourn, Single Axle Truck Driver

DISTRICT EIGHT • Gary James, Multi-Axle Truck Driver; Mark McClanahan, Bridge Repairer II; Jacob Whitmire, Distributor/ Roller Operator; Tommy Woody, Distributor/ Roller Operator

DISTRICT NINE • Alan Carter, Distributor/Roller Operator; Darin Henson, Distributor/Roller Operator

DISTRICT TEN • Britt Dortch, Lowboy/Float Truck Driver; Robert Losh, Bridge Repairer II; Casey Pratt, Single Axle Truck Driver; Tony Smithmier, Senior Mechanic; Jeremy Wilson, Rest Area Attendant

#### service

CONSTRUCTION • Brian Beach, Construction Aide III, 10 yrs.; Leatrice Knight, Inspector, 20 yrs.; John Wilson, Construction Aide III, 20 yrs.

DIRECTOR • Ralph Hall, Assistant to the Director, 40 yrs.

ENVIRONMENTAL • Phillip Moore, Environmental Scientist II, 20 vrs

FISCAL SERVICES • Stephanie Howard, Insurance Account Coordinator, 10 yrs.

**HUMAN RESOURCES •** Brian Bynum, Elec. Pl. & Mech. Repairer, 5 yrs.

INTERNAL AUDIT • Tamekia Moore, Senior Internal Auditor, 10 yrs.

MAIL & SUPPLIES • Wayne Coleman, Mail Courier, 10 yrs.

MAINTENANCE • Roy Box, Pavement Profiler Operator, 5 yrs.; Ralph Rodgers, Sign Maker II, 10 yrs.

MATERIALS • Wayne Casteel, Concrete & Steel Fab. Engineer, 40 yrs.

PLANNING & RESEARCH • Robert Eddings, Data Collection Technician, 5 yrs.; Mark Frazier, Pavement Management Specialist, 35 yrs.; Thomas Nation, Admin. Assistant III, 20 yrs.

RIGHT OF WAY • Barry Cruz, Sr. Utilities Coordinator, 25 yrs.

ROADWAY DESIGN • James Lee, Advanced Design Engineer, 30 yrs.; Margaret Middleton, Senior Designer, 25 yrs.

**DISTRICT ONE** • Chester Allwhite, District Permit Officer, 30 yrs.; Joseph McClanahan, Crew Leader, 25 yrs.

**DISTRICT TWO •** James Slater, Area Maintenance Supervisor, 30 yrs.

DISTRICT THREE • Paul Gray, Jr., Maintenance Aide I, 10 yrs.

DISTRICT FOUR • Michael Arellanes, District Permit Officer, 15 yrs.

DISTRICT FIVE • Nathan Edwards, District Bridge Inspector, 20 yrs.; Carl Hall, Multi-Axle Truck Driver, 10 yrs.; Craig Pickering, Roller Operator, 5 yrs.

DISTRICT SIX • Pepper Hobby, Single Axle Truck Driver, 5 yrs.; Steven Lane, Maintenance Aide II, 25 yrs.; Deon Pickens, Bridge Repairer II, 15 yrs.; Tony Skarda, Backhoe/Front End Loader Operator, 5 yrs.

DISTRICT SEVEN • James Barkhimer, Dozer Operator - Finish, 35 yrs.; Richard Hilton, Area Headquarters Attendant, 20 yrs.; Joshua Purifoy, Bridge Repairer I, 5 yrs.

DISTRICT EIGHT • Terri Sheets, Maintenance Aide I, 5 yrs.

DISTRICT NINE • Rick Cline, Area Headquarters Attendant, 5 yrs.; Janell Davidson, Office Administrative Assistant, 20 yrs.; Terry Jones, Distributor Roller Operator, 10 yrs.

DISTRICT TEN • Matthew Larue, Maintenance Aide II, 15 yrs.

#### retirement

ARKANSAS HIGHWAY POLICE • J.B. Ketchum, Patrol Officer 1st Class, 28+ yrs.

MATERIALS • Mike Limbird, Staff Materials Engineer, 33+ yrs.

PLANNING & RESEARCH • Ruth Foggo, Publications Specialist, 34+ yrs.

DISTRICT ONE • Jim Anderson, Single Axle Truck Driver, 22+ yrs.

DISTRICT TWO • John Denton, Jr., Construction Project Coordinator, 37+ yrs.; Jessie Pridgeon, Construction Aide III, 32+ yrs.

**DISTRICT THREE •** Lonnie Hazel, Area Maintenance Supervisor, 28+ yrs.

DISTRICT FIVE • Michael Lassiter, Maintenance Job Superintendent, 33+ yrs.

DISTRICT SIX • Jerry McNeal, Maintenance Aide II, 15+ yrs.; Rex Spurlock, District Maintenance Engineer, 36+ yrs.; James Weston, Hydraulic Excavator Operator Finish, 35+ yrs.

DISTRICT SEVEN • Arlis Johnson, Crew Leader, 24+ yrs.

**DISTRICT EIGHT** • Kimmy Lowrance, Senior Construction Materials Inspector, 32+ yrs.

DISTRICT NINE • Karen Hodge, Maintenance Aide I, 7+ yrs.; Carroll Ingle, Maintenance Aide I, 7+ yrs.

DISTRICT TEN • Gilbretta Darter, Area Headquarters Attendant, 22+ yrs.; Gary Murphy, Construction Aide III, 9+ yrs.

#### memorials

HUMAN RESOURCES • Willie Howard Jackson, 4/14/12, retired

SURVEYS • Fred Lynn Ramsey, 3/17/12, retired

DISTRICT 7 • James L. Foster, 3/29/12, retired; John Glass, Jr., 3/26/12, retired; Herley G. Loe, 4/13/12, retired

DISTRICT 8 • John C. Garrigus, 4/8/12, retired

DISTRICT 9 • John W. "Buzz" Parker. 4/12/12

DISTRICT 10 • Joe M. Irvin, 4/1/12; Cecil B. Lewis, 3/22/12; Kenneth W. Stapler, 3/26/12

## active duty

As of 3/23/12, the AHTD had 2 employees serving active duty in the United States military. Deployment date noted.

MAINTENANCE • Dustin T. Smith, Sign Erector, 3/30/11

DISTRICT 7 • Abel Ayala, Single Axle Truck Driver, 3/13/12



The Arkansas State Highway and Transportation Department (Department) complies with all civil rights provisions of federal statutes and related authorities that prohibited discrimination in programs and activities receiving federal financial assistance. Therefore, the Department does not discriminate on the basis of race, sex, color, age, national origin, religion or disability, in the admission, access to and treatment in Department's programs and activities, as well as the Department's hirring or employment practices. Complaints of alleged discrimination and inquiries regarding the Department's nondiscrimination policies may be directed to EEO/DBE Section Head (ADA/504/Title VI Coordinator), P. O. Box 2261, Little Rock, AR 72203, (501) 569-2298, (Voice/TTY 711), or the following email address: EEO/DBE\_Section\_Head@ahtd.ar.gov. This notice is available from the ADA/504/Title VI Coordinator in large print, on audiotape and in Braille.