

June 15, 2015

Mr. Ron Spangler, CEO
Lawrence Transportation Systems, Inc.
827 Lee Highway
Roanoke, VA 24019

Dear Mr. Spangler,

Thank you for the opportunity to review your recent data submission for consideration of The National Transportation Institute's coveted **TOP PAY CARRIER** designation.

After completing our evaluation, we are pleased to inform you that your compensation program qualifies you as a **TOP PAY CARRIER!** As you know, this is an elite designation distinguishing Lawrence Transportation Systems, Inc. apart from its competitors.

To earn this exclusive award, a carrier must qualify in three critical categories that together make professional driving a rewarding and secure career choice. The categories are top-tier pay, health and retirement benefits and carrier stability. The results of our evaluation process are weighted into a single index number and ranked against other carriers, creating a select group of top-paying carriers. **TOP PAY CARRIER** designation strengthens an already elite organization.

We welcome you to The National Transportation Institute's esteemed group of organizations that identify themselves as a Certified **TOP PAY CARRIER**. You should be proud to have achieved this fine feat!

Sincerely,



Gordon V. Klemp
Principal
The National Transportation Institute

