New Program Proposal

The following must be submitted to complete a new program request:

Submission Checklist:

☒ New Program Proposal
☒ Business Plan (https://www.ache.edu/index.php/forms/)
☒ Undergraduate or Graduate Curriculum Plan (https://www.ache.edu/index.php/forms/)

Primary Contact Information

Institution: Wallace Community College - Dothan
Contact: Martha Compton
Title: Director, CTE
Email: mcompton@wallace.edu
Telephone: 334-556-6822

Program Information

Date of Proposal Submission: 4/13/2026
Award Level: Associate's Degree
Award Nomenclature (e.g., BS, MBA): AAS
Field of Study/Program Title: Diesel Technology
CIP Code (6-digit): 47.0605

Administration of the Program

Name of Dean: Dr. Chris Kennedy
Name of College/School: Wallace Community College
Name of Chairperson: Clay Grantham
Name of Department/Division: Workforce and CTE/Diesel Technology

Implementation Information

Proposed Program Implementation Date: 8/16/2027
Anticipated Date of Approval from Institutional Governing Board: 9/9/2026
Anticipated Date of ACHE Meeting to Vote on Proposal: 9/11/2026
SACSCOC Sub Change Requirement (Notification, Approval, or NA): Approval
Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review):

New Program Proposal

I. Program Description

A. Concise Program Summary (one paragraph) to be included in ACHE Agenda:

The Diesel Technology program at Wallace Community College will train students to maintain, service, and repair diesel engines used in various applications, including vehicles, construction equipment, and stationary electrical generators. The curriculum will cover engine diagnostics, repair techniques, and preventive maintenance. Students will gain hands-on experience through lab work, practical exercises, and live work. The program will offer an Associate of Applied Science Degree in Diesel Technology. Commercial Driving License (CDL) training and testing will be incorporated into the program. Students will have the opportunity to participate in internships and OJL and WBL partnerships with local industries. These experiences will provide on-the-job training, allowing students to apply classroom knowledge in professional settings and develop skills sought by employers in the diesel technology field. The program will be housed in an existing facility with height restrictions until a facility can be built or renovated as part of a capital expansion project designed to increase capacity for high-demand technical programs. The program will be supported by an active industry advisory committee composed of local and regional diesel employers, fleet maintenance managers, and OEM representatives to ensure continuous curriculum alignment and equipment relevance.

B. Specific Rationale (Strengths) for the Program

List three (3) to five (5) strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. There is substantial demand for this program among local industries, indicating strong potential for employment opportunities for graduates.
2. Wallace Community College currently has a successful Automotive Technology program, and the Diesel Technology program will serve as a natural extension, leveraging existing expertise and resources.
3. Wallace Community College currently offers all the necessary general education courses required for the new program, facilitating seamless integration.
4. Strong industry partnerships provide opportunities for internships, equipment support, and direct employment pipelines for graduates.

C. External Support (Recommended)

List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths and attach letters with the proposal at the end of this document.

1. AMX
2. Benny Whitehead, Inc.
3. Summerford Truck Company, Inc.
4. Alabama Career Center System
5. Coffman International, Inc.
6. Canvas Products of Dothan
7. Cook's Saw Manufacturing, LLC
8. Hudson Heavy Duty Repair, Inc.
9. Rushing Enterprises
10. Coastal Incorporated
11. Wiley Sanders Truck Lines, Inc.

D. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Students will be able to diagnose and troubleshoot diesel engine systems using industry-standard diagnostic tools and techniques.
2. Students will be able to perform routine maintenance and repairs on diesel engines, including lubrication, cooling, and fuel systems.
3. Students will be able to identify and apply safety procedures specific to diesel technology, including proper handling of hazardous materials and use of personal protective equipment.
4. Students will be able to interpret and use technical manuals and electronic databases to assist in the repair and maintenance of diesel engines.
5. Students will be able to describe the principles of diesel engine operation, including the combustion process, fuel injection systems, and exhaust after-treatment technologies.
6. Students will be able to demonstrate proficiency in the use of diagnostic software and equipment for electronic engine control systems.
7. Students will be able to understand and apply environmental regulations and best practices related to diesel emissions and waste management.
8. Students will apply the knowledge, skills, and competencies necessary to prepare for and obtain a Commercial Driver's License (CDL).
9.

New Program Proposal

E. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
47.0605	Diesel Technology / Heavy Equipment Mechanics (AAS, Certificate, STC offerings)	**Lurleen B. Wallace** – Andalusia, AL	• **Geographic Accessibility:** Dothan serves a different geographic area than Lurleen B. Wallace Community College. Offering the program at Wallace Community College - Dothan makes it more accessible for students in the surrounding region who may face challenges in commuting or relocating to attend the program elsewhere. • **Local Industry Demand:** The Dothan Wiregrass area has a high demand for skilled diesel technicians, driven by local industries such as transportation, construction, manufacturing, and agriculture. By offering the program locally, the college can better meet the workforce needs of the area, supporting economic growth and providing job opportunities for program graduates. • **Program Capacity and Student Demand:** Lurleen B. Wallace's program might have limited capacity, and duplicating the program in Dothan can help accommodate more students who are interested in pursuing a career in diesel technology. This can prevent waitlists and ensure that interested students do not have to delay their education and entry into the workforce. • **Partnerships with Local Employers:** Wallace Community College - Dothan has established partnerships with local employers who are interested in hiring program graduates. Offering the program locally allows the college to strengthen these partnerships, facilitate internships and on-the-job training opportunities, and provide a direct pipeline of qualified technicians to regional employers
47.0605	Diesel/Heavy Equipment or Automotive Diesel-related certificate programs	**Shelton State Community College** – Tuscaloosa, AL	• **Geographic Accessibility:** Dothan serves a different geographic area than Shelton State Community College. Offering the program at Wallace Community College - Dothan makes it more accessible for students in the surrounding region who may face challenges in commuting or relocating to attend the program elsewhere.
47.0605	Medium/Heavy Truck Technology programs (certificate pathways)	**Lawson State Community College** – Birmingham, AL	• **Geographic Accessibility:** Dothan serves a different geographic area than Lawson State Community College. Offering the program at Wallace Community College - Dothan makes it more accessible for students in the surrounding region who may face challenges in commuting or relocating to attend the program elsewhere.
47.0605	Diesel Technology certificate and short-term training programs	**Gadsden State Community College** - Anniston, AL	• **Geographic Accessibility:** Dothan serves a different geographic area than Gadsden State Community College. Offering the program at Wallace Community College - Dothan makes it more accessible for students in the

			surrounding region who may face challenges in commuting or relocating to attend the program elsewhere.
47.0605	Diesel Technology AAS and certificate pathways	**Wallace State Community College** - Hanceville, AL	• **Geographic Accessibility:** Dothan serves a different geographic area than Wallace State Community College - Hanceville. Offering the program at Wallace Community College - Dothan makes it more accessible for students in the surrounding region who may face challenges in commuting or relocating to attend the program elsewhere.

F. Relationship to Existing Programs within the Institution

Nearly all new programs have some relationship to existing offerings through shared courses, faculty, facilities, etc. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? **Yes** ☒ **No** ☐

If ***yes***, please describe these relationships including whether or not the program will replace or compete with existing offerings: (***Note:*** If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.)

Related Degree Program Level	Related Degree Program Title	Explanation of the Relationship Between the Programs
STC	Basic Automotive, Truck, and Tractor Service and Repair	The Basic Automotive, Truck, and Tractor Service and Repair Short-Term Certificate (STC) is related to Diese Technology as both involve the maintenance and repai of vehicles and machinery. While the STC provides foundational skills in servicing a variety of engines, including gasoline and diesel, Diesel Technology focuses specifically on diesel engines. The STC serves as an entry point for more specialized training in diesel mechanics, providing a broad base of knowledge applicable to the diesel field. Both programs utilize common equipment.

If ***not***, please describe how the institution plans to support a program unrelated to existing offerings.

G. Collaboration

Have any collaborations **within your institution** (i.e., research centers, across academic divisions, etc.) been explored? **Yes** ☒ **No** ☐

If ***yes***, provide a brief explanation of the proposed collaboration plan(s) for the program:

The Diesel Technology program will collaborate closely with existing programs within the Workforce Development and Career Technical Education division, including Automotive Technology, Welding, and CDL training. Shared use of lab space, diagnostic equipment, and safety training resources will maximize institutional efficiency. Additionally, general education departments will support the program through required academic coursework.

Have collaborations with **other institutions or external entities** (i.e., local business, industries, etc.) been explored? **Yes** ☒ **No** ☐

If ***yes***, provide a brief explanation of the proposed collaboration plan(s) for the program:
The program will leverage strong partnerships with regional employers, including Truckworx, Summerford Truck Company, Rushing Enterprises, and Coffman International. These partners will provide internship placements, equipment support, curriculum input, and potential apprenticeship opportunities. Collaboration with the Alabama Career Center System will support student placement and workforce alignment. Additional partnerships will be developed to support work-based learning and job placement pipelines.

H. Programmatic Accreditation

Select the appropriate program accreditor from the drop-down menu below:

Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

Provide a detailed timeline for gaining accreditation (i.e., when will full candidacy be reached?):

The program will operate under the institutional accreditation of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). As a workforce program, no separate specialized programmatic accreditation is required. However, the college will align with the National Institute for Automotive Service Excellence (ASE) standards. Curriculum and facilities will be developed to support future ASE Education Foundation accreditation consideration within 2–3 years of program implementation.

I. Professional Licensure

Will the program be considered a Professional Licensure Program based on the following definition: **Yes** ☒ **No** ☐

Professional Licensure Program: As defined in federal regulations, an instructional program that is designed to meet educational requirements for a specific professional license or certification that is required for employment in an occupation or is advertised as meeting such requirements.

If ***yes***, please explain:
Upon completion of the short-term certificate, students will be eligible to sit for the Alabama Commercial Driver's License (CDL) written examination. CDL training is embedded as a stackable credential pathway; students may be eligible to sit for the Alabama CDL written examination upon completion of designated coursework.

Select the appropriate licensure body from the table below:

Alabama Law Enforcement Agency

Select the appropriate license from the table below:

Heavy and Tractor-Trailer Truck Drivers

J. Professional Certification

Will students earn industry certifications while completing the degree or be prepared for industry certifications upon graduation? **Yes** ☒ **No** ☐

If ***yes***, please explain:

Upon completion of the short-term certificate, students will be eligible to sit for the ASE Entry-Level certification in Medium/Heavy Truck and Diesel Technology content.

K. Admissions

Provide any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level. Include prerequisites, prior degrees earned, etc.

In addition to standard institutional admission requirements, students enrolled in the Diesel Technology program must complete a Department of Transportation (DOT) physical examination if participating in CDL-related coursework. Students must also possess a valid driver's license and meet any applicable safety and liability requirements for participation in lab-based instruction and work-based learning experiences.

L. Mode of Delivery

Provide the planned delivery format(s) of the program as defined in policy (i.e., in-person, online, hybrid). Please also note whether any program requirements can be completed through competency-based assessment.
The Diesel Technology program at Wallace Community College is planned to be delivered in the following formats:

In-Person: The primary mode of delivery will be in-person classes held on-campus at Wallace Community College in Dothan, an approved accredited site. This format allows students to engage in hands-on learning experiences in a fully equipped lab setting, which is essential for mastering diesel engine diagnostics, repair techniques, and preventive maintenance.

Hybrid Format: The program may offer a hybrid format for certain courses, combining online theoretical instruction with in-person lab sessions. This approach provides flexibility while ensuring students still gain the hands-on skills needed for the field.

By offering a combination of in-person and potential hybrid options, the program ensures that students receive comprehensive training while accommodating different learning preferences.

Can students complete the entire degree program through distance education (100% online) based on the following definition? **Yes** ☐ **No** ☒

Distance Education: An academic program for which required instructional activities can be completed entirely through distance education modalities. A distance education program may have in-person requirements that are non-instructional (e.g., orientation, practicum).

M. Instructional Site(s)

Provide the planned location(s) where the program will be delivered (i.e., main campus, satellite campus, off-campus site.) If the program will be offered at an off-campus site, provide the existing site name or submit an ***Off-Campus Site Request*** if new.

The Diesel Technology program will be offered on the Wallace Community College – Dothan Campus – 1141 Wallace Drive, Dothan, AL 36303

Will more than 50% of this program be offered at an off-campus site(s) **Yes** ☐ **No** ☒

If ***yes***, which sites?

N. Industry Need

Using the federal **Standard Occupational Code (SOC) System**, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOCs can be found at https://www.onetcodeconnector.org/find/family/title#17.

SOC 1 (**required**): 49-3031 — Bus and Truck Mechanics and Diesel Engine Specialists

SOC 2 (optional):

SOC 3 (optional):

Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (https://www.ache.edu/index.php/policy-guidance/) or with emerging industries as identified by Innovate Alabama or the Economic Development Partnership of Alabama (EDPA).

As indicated through industry meetings and ongoing employer engagement over the past several years, there is a strong and sustained demand for diesel and automotive technicians across the State of Alabama, particularly within the college's service area. According to Lightcast data, the regional labor market is projected to support approximately 1,310 jobs in related occupations by 2026, with 114 annual openings driven by both growth and replacement needs. Key occupations such as Bus and Truck Mechanics and Diesel Engine Specialists (SOC 49-3031) and Automotive Service Technicians and Mechanics (SOC 49-3023) account for a significant share of this demand, with 454 and 727 jobs respectively in the region.

Job postings and hiring data further indicate a workforce gap. From January 2025 to February 2026, there were 893 total job postings (360 unique), while employers averaged 44 monthly hires compared to 26 postings. This disparity suggests that employers are hiring at a faster rate than positions are being advertised, reflecting ongoing difficulty in sourcing qualified technicians.

Demand for diesel, heavy equipment, and automotive technicians is driven by continued growth in the construction, transportation, and logistics industries. This need is reinforced by the Alabama Commission on Higher Education's Statewide https://www.ache.edu/wp-content/Instruction/2025_Statewide_InDemand_Occ.pdf and Regional In-Demand Occupations lists https://www.ache.edu/wp-content/Instruction/2025_Regional_InDemand_Occ.pdf, which identify Diesel Technicians and Mechanics and Mobile Heavy Equipment Mechanics as high-demand occupations. Region 6, which includes the college's service area, continues to experience workforce shortages in these critical sectors.

The proposed Diesel Technology program directly addresses this unmet need by preparing students with the technical competencies required by employers, including diagnostics, electrical systems, and mechanical repair. The program aligns with statewide workforce priorities and supports key industries such as transportation, construction, agriculture, and logistics. By expanding the pipeline of skilled technicians, the program will contribute to regional economic development, enhance workforce readiness, and provide students with access to stable, high-wage career opportunities.

O. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the SOC occupations selected above.

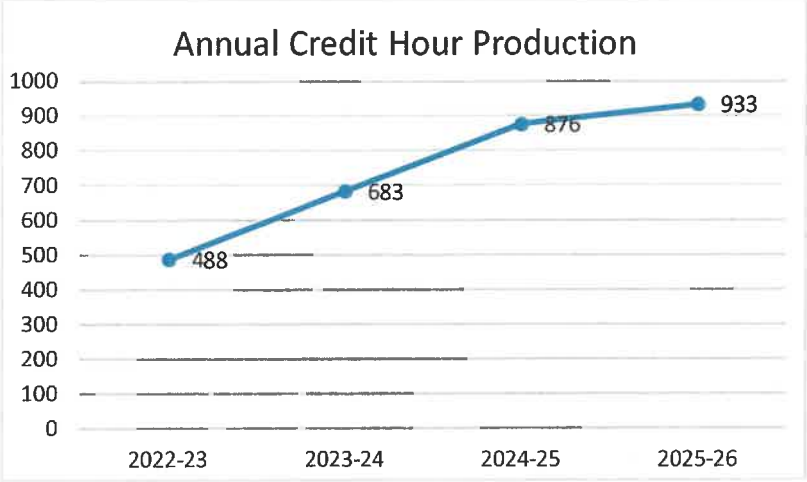
This is a terminal degree program leading to employment. No further education is necessary to obtain employment.

P. Student Demand

Please explain how you projected the student enrollment numbers in the **Business Plan, Lines 24-27** and provide evidence to substantiate student demand (i.e., surveys, enrollments in related courses, etc.).

Projected enrollment for the Diesel Technology program is based on historical enrollment and student success data from the College's Automotive Service Excellence (ASE) program, regional workforce demand, and employer feedback. The ASE program has demonstrated consistent student interest and enrollment over several years. From Spring 2022 through Summer 2025, headcount ranged from 14 to 40 students per term, with credit hour production consistently exceeding 200 credit hours in most semesters and reaching as high as 465 credit hours in Fall 2025. The program has also produced multiple certificates and AAS graduates, demonstrating both student demand and successful program completion.

Specifically, enrollment remained strong in recent terms, with 31 students enrolled in Spring 2025 and 25 students enrolled in Summer 2025. Credit hour production totaled 360 hours in Spring 2025 and 192 hours in Summer 2025, indicating continued student participation in transportation-related technical education. In addition, the program awarded industry-related credentials and degrees, further supporting student interest in automotive and diesel career pathways.



Annual credit hour production has demonstrated sustained and significant growth over the past four academic years, increasing from 488 credit hours in 2022-23 to 933 credit hours in 2025-26. This represents a 91% increase in instructional activity and reflects growing student interest in transportation and technical career pathways. The steady upward trend, particularly the substantial increase between 2023-24 and 2024-25, provides strong evidence of student demand and the program's ability to attract and retain students. These enrollment trends support the College's projections for the proposed Diesel Technology program and indicate a solid foundation for continued growth.

Labor market data from the Alabama Commission on Higher Education and regional workforce reports identify diesel mechanics, heavy equipment technicians, and related transportation maintenance occupations as high-demand, high-wage careers within Region 6. Employer discussions with regional trucking companies, equipment dealers, agricultural operations, construction firms, and fleet maintenance providers consistently indicate difficulty recruiting qualified diesel technicians and a need for locally trained workers.

Based on documented enrollment trends, successful credential attainment in the related ASE program, regional labor market demand, and direct employer feedback, the College developed conservative initial enrollment projections for the Diesel Technology program, with anticipated growth as awareness, recruitment efforts, and industry partnerships continue to expand.

II. Program Resources and Expenses

A. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	0	2	2
	Part-Time Faculty	0	0	0
	Administration	2	0	2
	Support Staff	1	0	1
**New To Be Hired	Full-Time Faculty	1	0	1
	Part-Time Faculty	0	0	0
	Administration	0	0	0
	Support Staff	0	0	0
		Personnel Total		6

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review:

One full-time Diesel Technology instructor will be hired with industry experience in heavy equipment or diesel repair. The full-time instructor will carry primary responsibility for all Diesel Technology lecture and laboratory courses, including curriculum delivery, lab supervision, equipment maintenance coordination, and program assessment. Adjunct support may be utilized as enrollment growth occurs or to provide specialized short-term instruction.

Preferred qualifications include specialized coursework or teaching experience in Diesel, Diesel Certification, and a minimum of six years of industry experience. Recruitment will target experienced diesel technicians from regional dealerships, fleet maintenance operations, and OEM-certified service centers. Hiring is planned prior to program launch to ensure full instructional readiness.

Note: Include ***any new funds*** designated for compensation costs (faculty, administration, and/or support staff to be hired) in the **Business Plan, Line 7 - Personnel Salaries and Benefits**. Current personnel salary/benefits ***should not be included*** in the Business Plan.

B. Proposed Faculty Roster*

Complete the following **Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note**: Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	**COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
Ronald "Clay" Grantham - FT	All ASE Courses – UN, DU	Specialized coursework or teaching experience in Automotive Technology with a minimum of six years of industry experience. ASE Master Technician Certified	IP, HY
Douglas Kroeger - FT	All ASE Courses – UN, DU	Specialized coursework or teaching experience in Automotive Technology and a minimum of six years of industry experience. Industry Certified – ASE and Stellantis/Dodge Certified	IP, HY

Additional Faculty (To Be Hired)			
1	2	3	4
FACULTY POSITION (FT, PT)	**COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)**	**ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed**	**OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)**
FT	All DEM Courses – UN, DU	Specialized coursework or teaching experience in Diesel, Diesel Certification, and a minimum of six years of industry experience	IP, HY

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment
Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site

C. Equipment

Will any special equipment be needed specifically for this program? **Yes ☒ No ☐**

If ***yes***, list the special equipment and include all special equipment costs in the ***Business Plan, Line 8***:

NAME	QTY	Cost	Total Cost

OEM Truck Diagnostic Suite	2	$10,500	$21,000
Cummins Diagnostic Software	2	$6,000	$12,000
CAT Diagnostic Software	2	$7,500	$15,000
Aftertreatment Trainer (DEF/DPF)	2	$28,000	$56,000
Smoke Machine (EVAP/Leak Detection)	2	$1,500	$3,000
Battery & Charging System Tester	2	$2,200	$4,400
		Total Est. Cost	**$111,400**

D. Facilities

Will new facilities or renovations to existing infrastructure be required specifically for the program?
Yes ☒ No ☐

If ***yes***, describe the new facilities or renovations and include all *new* facilities and/or *renovation* costs in the ***Business Plan, Line 9***:

The Diesel Technology program will be housed in an existing college facility that provides the classroom, laboratory, and shop space necessary to support program implementation. Existing infrastructure and equipment currently available at the college will allow students to receive hands-on training in diesel engines, transmissions, electrical and electronic systems, diagnostics, preventive maintenance, and emissions systems. Additional equipment funded through Perkins and institutional resources will supplement existing instructional resources and provide students with access to industry-standard diagnostic software, engine trainers, aftertreatment trainers, battery and charging system testers, and OEM diagnostic platforms.

While the existing facility can support the instructional requirements of the program, building height limitations restrict certain indoor training activities involving heavy-duty trucks and equipment. To address these limitations, the program will utilize outdoor paved training areas, mobile lifting equipment, and other relocated heavy-duty equipment to provide practical training experiences. Existing college resources, including air compressors, alignment equipment, wheel balancers, tire service equipment, diagnostic scanners, engine

trainers, and transmission trainers, will be relocated and integrated into the program as needed.

Wallace Community College–Dothan is also planning a future capital construction project that includes a dedicated Diesel Technology training facility. Once completed, the new facility will expand instructional capacity and provide additional specialized training space; however, the existing facility and available equipment are sufficient to support program startup and ongoing instruction during the initial years of operation.

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? **Yes ☐ No ☒**

If ***yes***, provide the number of assistantships to be offered and include all *new* costs for assistantships in the ***Business Plan, Line 10.***

Explain the function of the Assistantships (i.e., teaching, research, etc.)?:

F. Library

Will any **additional** library resources be purchased to support the program? **Yes ☐ No ☒**

If ***yes***, briefly describe new resources to be purchased and include the cost of new library resources in the ***Business Plan, Line 12***:

G. Accreditation Expenses

If programmatic accreditation was indicated above, please include all accreditation costs in the ***Business Plan, Line 13*** and itemize and explain below:

Costs include faculty professional development, ASE certification alignment, instructional materials, and ongoing program review expenses. Additional costs in Year 6 reflect equipment updates and certification renewals.

H. Other Costs

Please include all other costs incurred with program implementation, such as marketing or recruitment, in the ***Business Plan, Line 13*** and explain below:

Additional costs associated with program implementation include marketing and student recruitment efforts, outreach to local high schools and career centers, and promotional materials to support program awareness. Funds will also support faculty training, initial curriculum development, and industry engagement activities to ensure program alignment with workforce needs.

III. Program Revenue and Funding

New Program Proposal

A. Tuition Revenue: Please describe how you calculated the tuition revenue that appears in the ***Business Plan, Line 19***. Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?
Note: Tuition Revenue should be proportional to total enrollment.

Tuition revenue was calculated using an average enrollment projection and estimated tuition and fee revenue of $180 per credit hour, multiplied by projected enrollment in the Diesel Technology AAS program. Revenue projections were developed using current institutional tuition rates and assume that the majority of students will be Alabama residents paying standard in-state tuition rates.

Projected tuition and fee revenue begins at approximately $55,800 in Year 1 and increases to $147,600 by Year 7 as enrollment grows. Enrollment projections reflect a gradual expansion of the program from approximately 12 students in Year 2 to 25 students in Year 7, based on historical enrollment trends in the Automotive Technology program, regional workforce demand, and anticipated growth resulting from increased program visibility and employer partnerships.

Tuition revenue projections increase proportionally with enrollment growth and are reflected in Line 19 of the Business Plan.

B. External Funding: Will the proposed program require external funding (*e.g.*, Perkins, Foundation, Federal Grants, Sponsored Research, etc.)? **Yes ☒ No ☐**

If ***yes***, please include all external funding in the ***Business Plan, Line 18*** and explain specific sources and funding below:

External funding will support program implementation and enhancement activities. Projected external funding includes federal Perkins funding, grants, and other workforce development resources used for instructional equipment, instructional materials, program improvement initiatives, and student success activities.

Additional support is anticipated through partnerships with regional employers and industry stakeholders in the form of equipment donations, instructional assistance, training opportunities, and sponsorships. These partnerships will enhance instructional quality, expand work-based learning opportunities, and strengthen graduate placement outcomes.

Modest external funding projections are included in the Business Plan and are expected to increase as industry partnerships continue to develop and additional workforce funding opportunities become available.

C. Reallocations: For each year will tuition revenue and/or external funding cover projected expenses? **Yes ☐ No ☒**

If ***not***, budget reallocation may be required. Please include all reallocations in the ***Business Plan, Line 17*** and describe below how your institution will cover any shortfalls in any given year.

Tuition revenue and external funding are expected to sufficiently cover projected program expenses once the program is established. Minimal institutional reallocations are included in the Business Plan to support initial implementation and to account for minor funding gaps in early years. The institution will monitor program performance and adjust resources as needed to ensure long-term sustainability.

ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

INSTITUTION:	**Wallace Community College - Dothan**		
PROGRAM NAME:	**Diesel Technology - AAS**	**CIP CODE:**	47.0605
SELECT LEVEL:	**UNDERGRADUATE (ASSOCIATE)**		

ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY	$72,225	$72,225	$72,225	$72,225	$72,225	$76,501	$76,501	$514,127
ADMINISTRATION/STAFF	$0	$0	$0	$0	$0	$0	$0	$0
EQUIPMENT	$111,400	$0	$0	$0	$0	$0	$0	$111,400
FACILITIES	$0	$0	$0	$0	$0	$0	$0	$0
ASSISTANTSHIPS/FELLOWSHIPS	$0	$0	$0	$0	$0	$0	$0	$0
LIBRARY	$0	$0	$0	$0	$0	$0	$0	$0
ACCREDITATION AND OTHER COSTS	$3,030	$0	$0	$0	$0	$2,295	$0	$5,325
TOTAL EXPENSES	$186,655	$72,225	$72,225	$72,225	$72,225	$78,796	$76,501	**$630,852**

NEW REVENUES AVAILABLE FOR PROGRAM SUPPORT

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS	$20,000	$0	$0	$0	$0	$0	$0	$20,000
EXTERNAL FUNDING	$111,400	$0	$0	$0	$0	$0	$0	$111,400
TUITION + FEES	$55,800	$74,160	$91,800	$106,200	$114,120	$114,120	$147,600	$703,800
TOTAL REVENUES	$187,200	$74,160	$91,800	$106,200	$114,120	$114,120	$147,600	**$835,200**

ENROLLMENT PROJECTIONS

Note: "New Enrollment Headcount" is defined as unduplicated counts across years.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	7	10	12	12	12	15	**11.33**
PART-TIME ENROLLMENT HEADCOUNT		5	5	5	7	7	10	**6.50**
TOTAL ENROLLMENT HEADCOUNT		12	15	17	19	19	25	**17.83**
***NEW* ENROLLMENT HEADCOUNT**		10	15	15	20	20	20	**16.67**
Validation of Enrollment			**YES**	**YES**	**YES**	**YES**	**YES**	

DEGREE COMPLETION PROJECTIONS

Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	7	7	10	12	12	12	**10.00**

Undergraduate Curriculum Plan

Undergraduate Curriculum Checklist:

1. Overview ☐
2. Components ☐
3. Options (as required) ☐

1. Undergraduate Overview

Enter the credit hour value for all applicable components (N/A if not applicable).
The credit hours MUST match the credit hours in the Curriculum Components table.

Curriculum Overview of Proposed Program	
Credit hours required in **General Education**	15
Credit hours required in **Program Courses & Required Electives**	49
Credit hours in **Program Options (concentrations/specializations/tracks)**	0
Credit hours in **Free Electives**	0
Credit hours in required **Capstone/Internship/Practicum**	0
Total Credit Hours Required for Completion:	**64**

Maximum number of credits that can be transferred in from another institution and applied to the program:	30
Intended program duration in semesters for full-time students:	5
Intended program duration in semesters for part-time students:	6-8

	YES	NO
Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an enployer partner, or alignment with nationally recognized industry standards?:	☐	

If **yes**, please explain (i.e., number of hours required, etc.): The program incorporates industry-validated skills through alignment with nationally recognized standards and embedded technical competencies. Students complete extensive hands-on lab training (approximately 1,485–1,500 contact hours) and are prepared for industry certifications, including ASE Entry-Level Diesel Technology certifications. Students will perform "Live-Work" while enrolled in the program. Courses such as CDL License Preparation and advanced diesel systems support work-based skill development aligned with employer expectations.

	YES	NO
Does the program inlcude any concentrations/ tracks/ options?		☐

If **yes**, please explain (i.e., define):

2. Undegraduate Components

Please provide all course information as indicated in the following table. Indicate new courses with "Y" in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a "Y" in the WBL column.

Insert Additional Rows as Needed				
Institution:	Wallace Community College - Dothan			
Program Name:	Diesel Technology			
Program Level:	UNDERGRADUATE (ASSOCIATE)			
Curriculum Components of Proposed Program				
Course Number	**Course Name**	**Credit Hours**	**New? (Y)**	**WBL? (Y)**
General Education Courses		**15**		
ENG 101	English Composition I	3	N	
SPH 106 or SPH 107	Fundamentals of Oral Communication **OR** Fundamentals of Public Speaking	3	N	
MTH 116	Mathematical Applications	3	N	
Area III	Math Elective	3	N	
PSY 200	General Psychology	3	N	
Program Courses and Required Electives		**49**		
ORI 101/ORT100	Orientation to College OR Orientation for Career Success	1	N	
DEM 104	Basic Engines	3	N	
DEM 105	Preventative Maintenance	3	N	
DEM 111	Braking Systems	3	N	
DEM 118	Industrial and Agricultural Equipment	3	Y	
DEM 123	Pneumatics and Hydraulics	3	Y	
DEM 124	Electronic Engine Systems	3	Y	
DEM 125	Manual Transmission/Transaxle	3	Y	
DEM 126	Advanced Engine Analysis	3	Y	
DEM 127	Fuel Systems	3	Y	
DEM 130	Electrical/Electronic Fundamentals	3	Y	
DEM 135	Heavy Vehicle Steering and Suspension	3	Y	
DEM 137	Heating, Air Conditioning/Refrigeration Systems	3	Y	
DEM 139	Diesel Emissions & After Treatment Systems	3	Y	
DEM 154	Vehicle Maintenance and Safe Operating Practices	3	Y	
DEM 156	CDL License Preparation	3	N	
DEM 234	Diesel Electronic Systems (Cab/Chassis)	3	Y	
Program Options (enter total credit hours from all options below)		**0**		
Free Electives				
Capstone/Internship/Practicum				
Total Credit Hours Required for Completion:		**64**		

AMX

April 21, 2026

Dr. Kathy Murphy, President

Wallace Community College

1141 Wallace Drive Dothan, AL 36303

Dear President Murphy,

On behalf of AMX, I am pleased to express our strong support for the proposed Diesel Technology program at Wallace Community College–Dothan.

AMX is a logistics, transportation, and fleet services provider supporting multiple industries across the Southeast. Our operation includes 228 tractors and 525 trailers, employing 15 diesel technicians that service all 753 pieces of equipment. We depend on a steady pipeline of skilled diesel technicians to maintain and repair our trucks, trailers, and heavy equipment. In recent years, we have faced increasing challenges in recruiting and retaining qualified technicians, particularly those with hands-on training in diesel systems, diagnostics, electrical systems, and preventive maintenance.

Current workforce trends within our company reflect a sustained and growing demand for diesel technicians. We consistently maintain open positions for both entry-level and experienced technicians, and we expect this demand to continue due to fleet expansion, increased freight activity, and workforce retirements. Candidates with industry-recognized credentials such as ASE certifications are especially valuable to our operations.

The proposed Diesel Technology program, including CDL training, will significantly strengthen the regional workforce pipeline. This program will better prepare students with advanced technical skills in engine performance, hydraulics, electrical systems, and computerized diagnostics—skills that are essential in today's transportation industry.

AMX values its partnership with local education providers and welcomes opportunities to collaborate with Wallace Community College through internships, apprenticeships, advisory participation, and job placement for graduates. Developing a strong local talent pipeline is critical to meeting industry workforce needs and supporting regional economic growth.

We strongly support the development of this program and believe it will provide meaningful career pathways for students while addressing a critical workforce shortage in the diesel technology field.

Sincerely,

Nina Eiland

Nina Eiland
Executive Vice President
neiland@amxtrucking.com

BENNY WHITEHEAD, INC.
3576 S EUFAULA AVENUE
EUFAULA, AL 36027

April 21, 2026

Dr. Kathy Murphy President
Wallace Community College-Dothan
1141 Wallace Dr.
Dothan, AL 36303

Dear Dr. Murphy

As one of the leading trucking companies in the Wiregrass area, Benny Whitehead, Inc. has offices in Eufaula, Alabama and Georgetown, Georgia. We currently employ 140 truck drivers, and annually hire 30-40 drivers. We are pleased with the strong partnership Wallace Community College-Dothan provides in promoting workforce development initiatives in this region, and we endorse Wallace's mission to provide a highly skilled workforce equipped with the tools to address the needs of business and industry.

The College's commitment to provide Diesel and Commercial Driver's License (CDL) training for participants is paramount to preparing the next generation of heavy and tractor-trailer truck drivers. The driving range planned for the Sparks Campus will offer the only truck driver training program in Eufaula, a major transportation hub for southeast Alabama and address employment needs for one of the high demand occupations in this region.

We at Benny Whitehead, Inc. fully support the proposed truck-driving program at Wallace-Dothan and look forward to working with the College as the project progresses.

Please call me if you have any questions.

Sincerely,

Amy W. DeFee, CEO

SUMMERFORD

Truck Company, Inc.

John Summerford
President

Ashford, AL (334) 899-2808
Fax (334) 899-1208
353 Ashford Industrial Drive
Ashford, AL 36312

J.J. Clemmons
Vice President

June 7, 2022

Dr. Linda C. Young
Wallace Community College
1141 Wallace Drive
Dothan, AL 36303

Dear Dr. Young:

I am writing you to offer my full support for the Diesel Technology Training to be offered at Wallace Community College. In order to meet the demands in today's supply chain and the labor shortages in this area, it is necessary to have a pipeline of trained diesel technicians to fill this need. According to the American Trucking Association (ATA), the Over-the-Road Truckload industry is expected to face a shortage of Diesel Mechanics and Technicians.

Summerford Truck Company, Inc. employs# 5 Technicians, and within the coming year, through either attrition/ retirements or expanding needs, we expect to hire an additional # 2 Diesel Technicians. Currently, our technicians are trained in-house or at a training facility outside this area, so we look forward to working with Wallace in encouraging participants in this project to train locally through Wallace's proposed short-term, long-term certificate and degree program offered multiple times a year. We feel confident that the Diesel training program will prepare participants to fill the hiring needs in this region.

It is a pleasure to promote this endeavor at Wallace Community College.

Please call me on my direct line if you have any questions.

Sincerely,

Dylan Givens
Director of Maintenance
(T) 800-899-2808
dgivens@summerford.com

ALABAMA CAREER CENTER SYSTEM

Kay Ivey
Governor

Dothan Area Career Center
787 Ross Clark Circle
Dothan, AL 36303

June 9, 2022

Martha Compton, Associate Dean, Career and Technical
Wallace Community College -Dothan
1141 Wallace Drive, Dothan, AL 36303

To Whom It May Concern,

The Dothan and Eufaula Career Centers are pleased to support the Diesel Technology program, led by Wallace Community College. Part of Alabama's Career Center System, the Dothan and Eufaula Career Center is a One-Stop Comprehensive Career Center that provides career, training, and job search resources to serve job seekers, students, businesses, and career advisers. The Diesel Technology is a federally funded program designed to assist first-generation college and economically disadvantaged students in acquiring their degrees. I believe these services are vital to our community and I look forward to providing my support to aid in the success of these programs in our community.

Please call me on my direct line with any questions you may have regarding this initiative.

Sincerely yours,

Jenny Stephens

Jenny Stephens, Region 6 Field Supervisor
Dothan Career Center
334-792-2121 ext. 85331
Jenny.Stephens@alcc.alabama.gov

COFFMAN INTERNATIONAL, INC.
4185 ROSS CLARK CIRCLE DOTHAN, AL 36303
T 334 794 4111
F 334 792 0424

June 7, 2022

Dr. Linda C. Young
Wallace Community College
1141 Wallace Drive
Dothan, AL 36303

Dear Dr. Young:

I am writing you to offer my full support for the Diesel Technology Training to be offered at Wallace Community College. In order to meet the demands in today's supply chain and the labor shortages in this area, it is necessary to have a pipeline of trained diesel technicians to fill this need. According to the American Trucking Association (ATA), the Over-the-Road Truckload industry is expected to face a shortage of Diesel Mechanics and Technicians.

Coffman International Inc. employs 16 Technicians, and within the coming year, through either attrition/ retirements or expanding needs, we expect to hire an additional 6 Diesel Technicians. Currently, our technicians are trained in-house or at a training facility outside this area, so we look forward to working with Wallace in encouraging participants in this project to train locally through Wallace's proposed short-term, long-term certificate and degree program offered multiple times a year. We feel confident that the Diesel training program will prepare participants to fill the hiring needs in this region.

It is a pleasure to promote this endeavor at Wallace Community College.

Please call me on my direct line 334-794-4111 or email me at john@coffmantruck.com if you have any questions.

Sincerely,

John Coffman
President

June 8, 2022

Dr. Linda C. Young
Wallace Community College
1141 Wallace Drive
Dothan, AL 36303

Dear Dr. Young,

I am writing to you to offer my full support for the Diesel Technology Training to be offered at Wallace Community College. In order to meet the demands in today's supply chain and the labor shortages in this area, it is necessary to have a pipeline of trained diesel technicians to fill this need. According to the American Trucking Association (ATA), the Over-the Road Truckload industry is expected to face a shortage of Diesel Mechanics and Technicians.

Canvas Products of Dothan employs 10 technicians, and within the coming year, through either attrition/retirements or expanding needs, we expect to hire an additional 10 Diesel Technicians. Currently, our technicians are trained in-house or at a training facility outside this area, so we look forward to working with Wallace in encouraging participants in this project to train locally through Wallace's proposed short-term, long-term certificate and degree program offered multiple times a year. We feel confident that the Diesel training program will prepare participants to fill the hiring needs in this region.

It is a pleasure to promote this endeavor at Wallace Community College.

Please call me on my direct line if you have any questions.

Sincerely,

Jeff Turvin
Canvas Products of Dothan
334-793-4451

Cook's Saw Manufacturing, LLC

160 Ken Lane
Newton, Alabama 36352
USA

Toll free 800-473-4804
Phone (334) 692-5074
Fax (334) 649-6174

Friday, April 29, 2022

RE: Request for New Program – Diesel Technology and CDL Training

Wallace Community College
ATTN: Martha Compton, Associate Dean, CTE
1141 Wallace Drive
Dothan, AL 36303

Dear Dean Compton:

I am writing you to request that a new program be implemented for students at Wallace Community College. The program would need to include classes designed to train student in diesel technology that will aide in the maintenance and repair of diesel systems supporting Cook's Saw Manufacturing. Commercial Driving License (CDL) training would also be very valuable. This program would not only benefit new students entering the workforce, but would enable manufacturers with diesel systems and trucking fleets to find trained employees.

The students would learn valuable insight into the diagnosis, repair, and maintenance of large diesel engines. The ability to complete large or even small repairs will make them stand out as a candidates when looking for employment in the workforce. Having students with training would also help to lower insurance rates for employers. Currently, it is very expensive to hire employees for trucking with less than a year of experience. This would allow companies to spend the first year utilizing the technician skills while simultaneously having drivers. This would create more opportunities for students to find employment and be a valuable aide in everyday business expectations.

For small manufacturing and trucking companies like Cook's Saw, hiring employees with little to no experience brings our insurance premiums to a point that is almost unmanageable for the business. This limits our employment options, and a program that includes both diesel technology and CDL training would be a tremendous benefit to growing our company. Cook's Saw is committed to finding and hiring a trained workforce. Graduates of the proposed Diesel Technician Program would be ideal candidates for interviewing.

Thank you for taking the time to listen to my request. I look forward to your response, and continuing towards creating more opportunities for the next generation in the workforce.

Regards,

Byron Mugler

Byron Mugler
Director of Administration

HUDSON HEAVY DUTY REPAIR INC.

June 2, 2022

RE: Request for New Program – Diesel Technology and CDL Training

Wallace Community College
ATTN: Martha Compton, Associate Dean, CTE
1141 Wallace Drive
Dothan, AL 36303

Dear Dean Compton:

I am writing this letter to you today to point out a desperate need for career tech programs in this area. The programs need to include diesel technology training and a CDL training program.

We have been in business for 23 years and unfortunately most of the students I see now do not have the tech or computer knowledge to work with diesel engines. The local programs are good they just aren't enough anymore, tech programs are urgently needed in this area. This industry is like every industry the tech side keeps forever changing and growing. The problem is not just with a small business, but the bigger dealerships also have issues finding knowledgeable employees. There are only a few campuses that offer diesel technology programs and not any local to this area.

Also, I wanted to stress the importance of having a CDL training program possible one on the weekends or nights. We need mechanics with CDLs in order to test drive trucks. A CDL program will allow an employee to obtain it and keep my shop liability insurance.

Thank you for reading my letter and I do hope you will consider the possibility of added these two programs to your tech program. In order for future students who go into this field being prepared is the most important issue and I believe your college could help them and businesses like mine.

Sincerely,

Scott Hudson
Vice-President

PO Box 610
1710 Montgomery Hwy
Luverne, AL 36049

PHONE (334) 335-2299
FAX (334) 335-2866
E-MAIL hudsonheavyduty@yahoo.com

Rushing Enterprises
Clean Every Time

P.O. Box 220
16024 Hwy 431 Headland AL 36345
(334)-693-3318 (800)-654-8030 Fax (334)-693-5416
www.RushingEnterprises.com

June 7, 2022

Dr. Linda C. Young
Wallace Community College
1141 Wallace Drive
Dothan, AL 36303

Dear Dr. Young:

I am writing you to offer my full support for the Diesel Technology Training to be offered at Wallace Community College. In order to meet the demands in today's supply chain and the labor shortages in this area, it is necessary to have a pipeline of trained diesel technicians to fill this need. According to the American Trucking Association (ATA), the Over-the-Road Truckload industry is expected to face a shortage of Diesel Mechanics and Technicians.

Rushing Enterprises employs 47 Technicians, and within the coming year, through either attrition/ retirements or expanding needs, we expect to hire an additional 8 Diesel Technicians. Currently, our technicians are trained in-house or at a training facility outside this area, so we look forward to working with Wallace in encouraging participants in this project to train locally through Wallace's proposed short-term, long-term certificate and degree program offered multiple times a year. We feel confident that the Diesel training program will prepare participants to fill the hiring needs in this region.

It is a pleasure to promote this endeavor at Wallace Community College.

Please call me on my direct line if you have any questions.

Sincerely,

Marty Rushing

Marty Rushing

COASTAL INCORPORATED
PO BOX 220
HEADLAND AL 36345
334-693-3318
mrushing@rushingenterprises.com

June 7, 2022

Dr. Linda C. Young
Wallace Community College
1141 Wallace Drive
Dothan, AL 36303

Dear Dr. Young:

I am writing you to offer my full support for the Diesel Technology Training to be offered at Wallace Community College. In order to meet the demands in today's supply chain and the labor shortages in this area, it is necessary to have a pipeline of trained diesel technicians to fill this need. According to the American Trucking Association (ATA), the Over-the-Road Truckload industry is expected to face a shortage of Diesel Mechanics and Technicians.

Coastal Incorporated employs 8Technicians, and within the coming year, through either attrition/ retirements or expanding needs, we expect to hire an additional 3 Diesel Technicians. Currently, our technicians are trained in-house or at a training facility outside this area, so we look forward to working with Wallace in encouraging participants in this project to train locally through Wallace's proposed short-term, long-term certificate and degree program offered multiple times a year. We feel confident that the Diesel training program will prepare participants to fill the hiring needs in this region.

It is a pleasure to promote this endeavor at Wallace Community College.

Please call me on my direct line if you have any questions.

Sincerely,

Marty Rushing

Marty Rushing

WILEY SANDERS TRUCK LINES, INC.

P. O. BOX 707
TROY, ALABAMA 36081

PHONE 334-566-5184
ICCMC 138882

May 21, 2025

Dear Grant Review Committee:

On behalf of Wiley Sanders Truck Lines, Inc., I am proud to offer our full support for Wallace-Workforce Development's grant proposal in support of their **Phase 2 of CDL Training** initiative. This innovative program aims to complete the equipment needs for their CDL program by acquiring a diesel truck and trailer to be used toward meeting industry and testing needs. Wallace-Workforce Development also seeks CDL simulators to allow students to gain additional hands-on experience in a simulated environment. These opportunities will create direct pathways for adult learners to gain the skills needed to enter and advance in the transportation and construction industries.

We are especially encouraged by the strong partnership between Wallace Community College and its Adult Workforce Development Department. This collaboration is essential in reaching under-skilled individuals in our communities—many of whom have been disconnected from traditional education or workforce training.

At Wiley Sanders Truck Lines, Inc., we continue to face challenges in recruiting and retaining qualified CDL drivers and equipment operators. Programs like this one are vital to rebuilding our workforce and meeting the needs of Alabama's growing economy. We look forward to working alongside Wallace Community College by providing career opportunities, input on training content, and ongoing support for job placement.

We fully endorse this initiative and believe it will have a lasting impact not only on individuals and families, but also on the regional workforce as a whole. Please do not hesitate to contact me at 334-566-5184, ext. 2281 if you have any questions or would like additional information about our support.

Sincerely,

Doug Kitchens
Director of Safety, Recruiting, & Risk Mgt.
Wiley Sanders Truck Lines, Inc.