



**July 2019**

**In this Issue**

May Drivers of the Month.....2-5

Accident Free Driver Jackets.6

Violations Free Inspections.....6

Youtube Live.....6

Smartdrive.....7

Test Your Knowledge.....8

CSA Scores.....8-9

Employee Spotlight.....10-11

Special Kudos Section.....12

Suggestions.....13

Facebook LIVE.....13

Bungee Cord Storage.....14

Free Lunch Tuesdays for Drivers.....14

Decker Company Store.....14

Test Your Knowledge Answers.....14

Snapshot into Decker History.....15

Hopes: Memory Lane.....15

Company Driver Vacation Policy Update.....16

News and Announcements..16-19

July Anniversaries.....20



**Lyle will compete at the National Competition Aug. 14th and 17th in Pittsburgh, PA**



**Great Job to our 2019 Truck Rodeo Participants!**

**Iowa TDC Drivers** (took place on June 13-14)  
Dean Filmer, Dean Soucek, Steve Alliger, Charles Ghan, Irvin Kilburg and Dale Hendry

**Montana TDC Drivers** (took place on June 15)  
Lyle Turville and Art Clubb

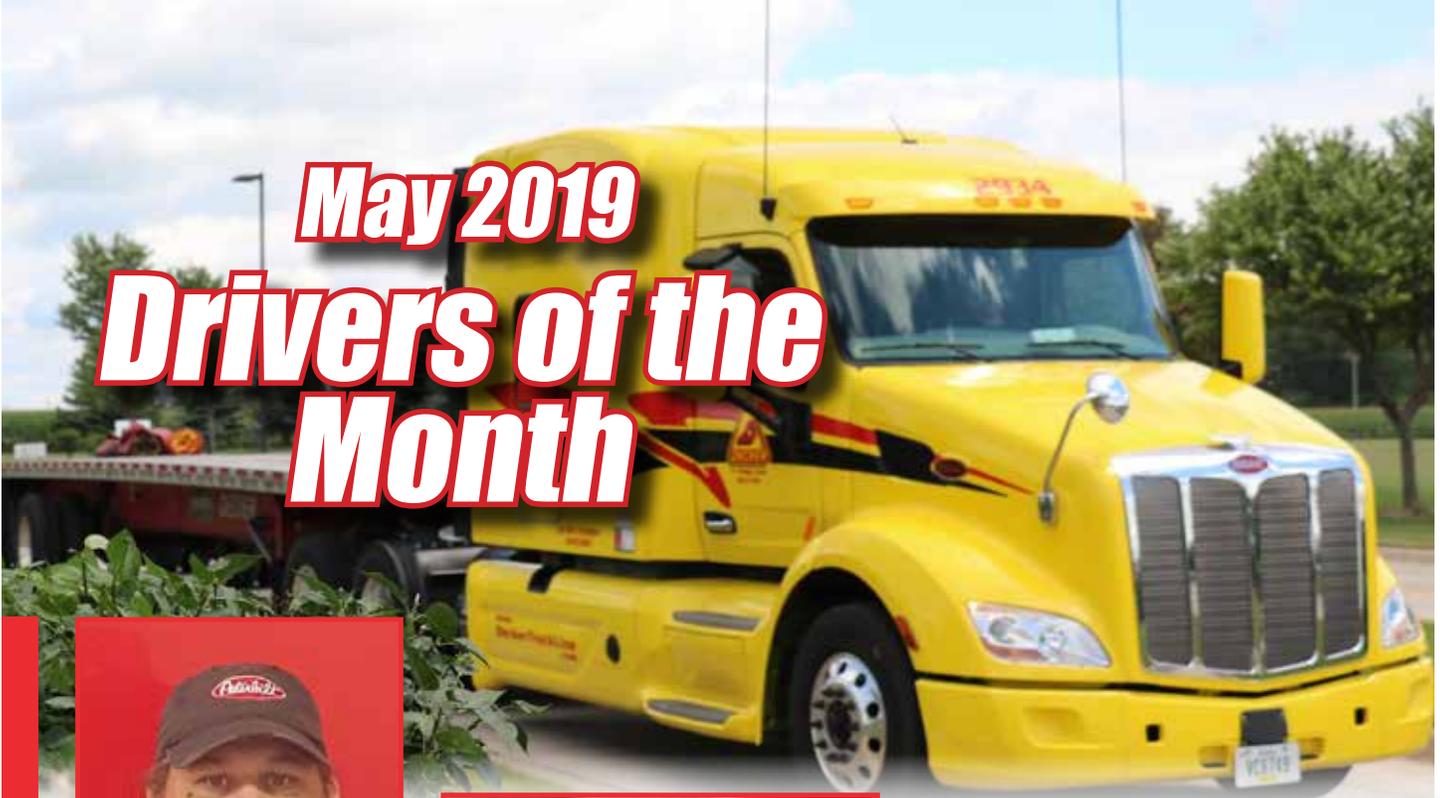
Lyle Turville earned 1st place in the 5 Axle Division  
**He will compete at the National Competition Aug 14-17 in Pittsburgh, PA!**

Art Clubb earned 2nd place in the 5 Axle Division

**We are very proud of their representation of Decker Truck Line and the Trucking Industry!**



# May 2019 Drivers of the Month



## **OO/LP Division**

### **Timothy Olden (D386)**

Tim joined the Decker family in December of 2013. Last November we were congratulating him on his completion of the Lease Purchase Program. Tim first joined the Lease Purchase Program in February of 2015. As he continues to show dedication and professionalism we congratulate him today on Driver of the Month. The truck he owns is very customized and Tim continues to improve his truck daily. His current projects are replacing the flooring in his cab to all antique birchwood, replacing both driver and passenger seats, replacing his horn and resetting his bumper.

Tim has been a Professional Driver for over 32 years and during his six years with Decker Truck Line he enjoys the people he works with and likes working with his Fleet Manager, Gary Northrop.

In his free time Tim rides his motorcycles, collects and enjoys shooting his many guns and decking out his truck. Tim was born in Wytheville, Virginia and he considers Virginia his home state. You can find Tim spending time with his two dogs; a Miniture Doberman and a Jack Russell.

Advice that Tim would give to a new employee; be patient with your Fleet Manager, give them time to resolve issues and get to know them.

## **Nominees**

### **West Reefer Division**

Daniel Corrigan- Winner  
Art Clubb

### **Midwest Reefer Division**

Dale Hendry- Winner  
Todd Ouverson  
Brian Robben

### **Midwest Flatbed Division**

Rodney Graves- Winner

### **Southern Flatbed Division**

David Chapman- Winner  
Michael Ellithorp

### **Owner-Operator/Lease Purchase Division**

Timothy Olden- Winner

### **Team Division**

Attila Emho &  
Lorretta Eriksen- Winners

### **Trainer Division**

Debra Erickson- Winner



# May 2019 Drivers of the Month



## Midwest Flatbed Division Rodney Graves (2590)

Rodney joined the Decker family in March of 2002. During his seventeen years with DTL he noted that he “gets along with everyone.” From the tractor and trailer shops to office personnel he enjoys working with everyone. Jerry Chapman is his Fleet Manager. Rodney noted “Jerry takes care of me, he knows what I will deliver and what I won’t.”

In Rodney’s free time he enjoys mechanical work on vehicles, cutting wood and watching TV. His favorite shows/programs to watch are Criminal Minds, Nascar and American Pickers. He enjoys spending time with his wife Lora of 25 years. Recently, they celebrated their wedding anniversary in Hawaii. His favorite site seeing spot was Pearl Harbor. Together they have two children and a German shepherd. Rodney noted, his son lives in Webster City and he has two grandchildren.

Advice that he would give a new employee- “take your time.” Do not become impatient, learn all that you can and do things the right way even if it takes a little more time. In his first few weeks of driving he noted, his most helpful tip as a new Driver was to simply relax. Driving while tensed up caused neck and back cramps- simply relax. He reduces his idle time by slowing down, never leaving his truck running while on down-time and utilizing his bunk heater.

Vehicles that do not use turning signals while over-the-road driving is among one of Rodney’s biggest pet peeves.



## Southern Flatbed David Chapman (2965)



David joined the Decker family in February of 2013. He enjoys driving for Decker because of his Fleet Manager, Jarod Smith, his dedicated route and his miles. David noted, that he averages 500 miles a day and is happy with his pay. On a weekly basis he delivers sheet rock on a dedicated National Gypsum route traveling through Nashville, Tennessee.

In his free time he enjoys playing the drums, watching NFL, playing and collecting chest sets and traveling. Pictured to the left is a chest board and numerous chest sets that he has collected over time. The chest board is displayed as shelving units that hang on the wall and is playable. David’s son made this game board for him.



He is a big San Francisco 49ers fan. David was born in Salt Lake City, Utah. He currently lives in Crowley, Texas with his family. His wife and him have been married for 25 years. Together they have six children. Five boys of which two are marines; currently one active. They also have one daughter. They keep very busy with a large family, four grandchildren and their four AKC German shepherds.

Advice that he would give to a new employee; listen to other Drivers. Listen in Orientation and gather knowledge. Always pay attention and never stop learning. A helpful tip; have a trainer spend time with you and show you proper backing of a trailer.

# May 2019 Drivers of the Month



## Midwest Reefer Division Dale Hendry (3090)

Dale became part of the Decker family in May of 2015. Driving for over 37 years he has been with Decker for the last four years. During his time here he likes to drive for Decker because of the great equipment. He noted, "he is looking forward to the new amenities and equipment for his truck." He also mentioned overall the company is a great place to work. In October Dale became a Driver Trainer. He enjoys the people he works with daily including his Fleet Manager, Zachary Bax.



He recently participated, along with five other DTL Professional Drivers, in the Iowa TDC that took place on June 13th-14th. In his free time he enjoys riding and taking care of horses. He currently has one of his own. He enjoys traveling with his family. Dale noted, his most recent trip was to Branson, Missouri where he took his 85 year old father to enjoy the Dixie Stampede and the showboats. He keeps plenty busy with his son and daughter. You can catch Dale running around after his 5 grandchildren.

Advice that he would give to a new employee; don't be afraid to ask questions. "Anyone at Decker is willing to assist with any questions." Dale would consider Decker a great place to work. A helpful skill that he utilizes on a daily basis is his Transflo App.

Vehicles that cut him off over-the-road driving is among one of Dale's biggest pet peeves. He noted, "I wish people would understand on and off ramps better." Dale mentioned that adjusting your speed accordingly is huge to ensure safe roadways. "Safety first," he noted.



## Trainer Division Debra Erickson (2916)

Debra joined the Decker family in August of 2012. She is a Seasonal Missoula Professional Driver and is dispatched under Jacob Johnson.

# May 2019 Drivers of the Month



## West Reefer Division Daniel Corrigan (3094)

Daniel joined the Decker family in March of 2013. During his six years of driving with Decker he enjoys traveling around the world and taking his grand kids along. Daniel and his 17 year old grandson, Joseph are pictured on the left. Daniel noted, "he's the best co-driver around!"

Daniel enjoys working for a company with up-to-date equipment with double bunks. He has a lot of fun while driving over the road. He enjoys OTR driving because it is something new each day. At Decker Daniel is trusted to do his job and does not get "nagged on" to do certain tasks throughout the work week. He noted, "Decker trusts me to do a my job."

In his free time he likes to spend time with his 7 grandchildren, play on his computer and collect shot guns. His favorite collection are his rifles, better known to him as "bolt action". Daniel is from Deer Lodge, Montana. He noted, that half of his grand kids are in Lincoln, Montana and the other half in Nashville, Tennessee. He delivers freight mainly in Montana.

Vehicles who get too close and will not allow his tractor and trailer the spacing he needs is among his top pet peeves of over-the-road driving.

Advice that he would give to a new Driver; never drop a dirty or broken trailer that needs fuel. Always keep in mind the next one picking that trailer up could be you. Always keep your equipment up! In your first few weeks, driving can be intense but learn to relax and enjoy the ride.



## Team Division Attila and Lorretta Eriksen (2564)

Attila and Lorretta joined the Decker family in March of 2019. Lorretta enjoys working for Decker because she feels like family and not a number. Together they complemented the maintenance of their equipment. They really like their Fleet Manager Alan Henderson. Lorretta noted, "Alan is always on the ball, he keeps us moving and is very good at his job. She stated that Alan is the best Fleet Manager she has ever had." Attila likes that Decker has them on back to back loads.

Attila is originally from Budapest, Hungary. Lorretta is from San Diego, California. Attila mentioned, in 1987 his family came to America and he now is "all American!"

In their free time they enjoy hiking, biking, swimming- Lorretta likes to go fishing and Attila enjoys triathlons, working on Peterbilt trucks, being outside and skiing. Together they explore bike trails around the U.S. and spend time with Attila's four grandchildren.

Advice that they would offer a new Driver; "when in doubt -double check and check again- be patient." Attila noted, that to a new Driver specifically, drive a truck because it is something that you are passionate about and because it is in your heart and soul. Lorretta, mentioned patience and get to know your Fleet Manager.

# Safety & Compliance

## Accident-Free Driver Jackets

New Drivers and Owner-Operators who complete their first six months and meet the following criteria will be awarded a Decker logo safety jacket.

No preventable accidents/incidents, injuries, or cargo claims

No Safety Probation since hire

No DOT inspections resulting in CSA points

**Congratulations—** Nicholas Monat, John Garcia, David Cabello, Steven Clements, Kevin Hagen, William Knowles, Bradly Mathews, Bradley Hamilton, Charles Bohn

## Violation-Free Inspections: 5/27 - 6/27

Drivers with violation-free inspections receive a \$50 bonus.

Sean Barlow

David Weltzheimer

Kevin Miller

Chad Hazelton

Kenenth Cunningham

John Kirby

Todd Ouverson

Vernon Nicholson

Kalyb Nagel

Perry Wilson

Hector Sanchez

Torres Barr

Steven George

Bonnie Ordorff

Thomas Remington

George Jones

Michael Mitchell

Dexter Jones

William Perez

Alan Webb

Steven Kuenster

Steven Alliger

Edward Barnes

James Ayers

Brandon Phillips

Steven Dauer

John Smith

Brian Lindsay

Corey Anderson

Edward Sandberg

Darron Moore

Steven Ferreira

Thomas Bancroft

Steven Bechtler

Taylor Smith

Steven Goldstein

Jeremy Clark

Isaiah Rouse

Rafael Guerrero

Aweis Abdi

Kolawole Salami

**YOUTUBE LIVE**

**Q&A**

**TUESDAY  
12PM CENTRAL**



# Safety & Compliance

## SmartDrive

By Patrice Fourtina



SmartDrive is a safety system comprised of an Outward and Inward Facing Event Recorders (OFER, IFER). The videos produced from the recorders help in measuring risk and the improvement of Driver behaviors in Decker's commercial vehicles. It can be compared to professional athletes reviewing the tape to improve their game. The system is not a live feed and every event before being reviewed have to be recorded and uploaded to the network. The videos recorded provide visual evidence in the event of an unfortunate occurrence. They also allow us to coach our Drivers to improve in their profession.

### Measuring Risk

Safety is measured by assigning numbers to risk. Each observation appearing in the recordings has a default risk value. The value is different from one event to another and rated according to severity (i.e. A tailgating event has more risk involved than speeding 3 mph over the speed limit.) Also some observations will still be identified but the event score may be nil.

### How does SmartDrive work?

SmartDrive stores all the recorded files and uploads them to a SmartDrive

call center which in turn assigns observations (if any) made during the timeline of the recording before sending them to Decker. There is no direct live feed from an event recorder.

### How is a Safety Score calculated?

The safety score of a Driver is calculated and updated on a weekly basis.

The sum of all the events for a four week period is divided by the sum of all driving times in that same period.

### Where can a driver find his Safety Score?

A driver can access his safety score through the Transflo App under the safety tab. From there the driver can scroll down to the SmartDrive tab. The driver will need to fill in some information before access to his file. This information is available by calling SmartDrive coaches in Safety as well. The App also displays the behaviors resulting in the score.

### How is privacy handled?

We take Driver privacy very seriously. Each time the Driver is in an "off duty" status or "sleeper berth" (i.e. 10 hour break) and the truck's ignition is in the "off" position, a Driver can turn the IFER off by dialing "9" five times and the "V" on the SmartDrive keypad found on the truck's dashboard. Drivers are welcomed to cover the event recorder while in the sleeper berth status, but must remove the obstruction as soon as the ignition is in the "on" position. Both event recorders continue to record for one hour after ignition is turned off. If someone backs into your truck shortly after you park, we will have evidence of the incident.

### Expectations from Drivers

Drivers are expected to drive in the safest manner possible. The safety score of a Driver is expected to be

at or below the target safety score. Currently, the safety score is set at 53. A target safety score might change over time and will be communicated to Drivers when it does.

### Use and maintenance of technological devices in our trucks.

All of our trucks are equipped with the most advanced driver assist technologies available (Bendix, Wabco). It is the responsibility of the Driver to take good care of the devices installed in the trucks and notify safety or road service in the event of a malfunction or breakage. No driver shall abuse or mistreat the equipment installed aboard the trucks. Some or all devices have visual or audible warnings. These warnings are designed to help a Driver in the safe operation of the vehicle.

**It is against company policy to obstruct any event recorder's lens, disconnect harnesses, cut wires or do anything that would prevent the devices from working correctly. Swift disciplinary actions will be taken which could include immediate termination.**

### Speed Limits

In an attempt to minimize risk and stay within the speed rating of the tires, the following speeds have been set as follows:

Throttle speed: the maximum speed set for the throttle is 65mph

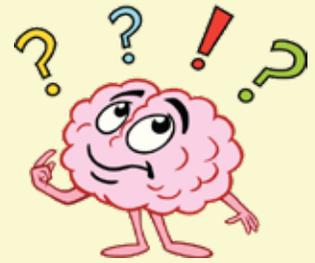
Cruise speed: The maximum set cruise speed is 68 mph

Maximum Fleet (Company) speed is 70 mph. This speed can only be reached going down a grade. It is the responsibility of the Driver to manage his/her speed by applying safe driving skills including the use of the engine "Jake" brake and service brakes.

# Safety & Compliance

## Test Your Knowledge

Questions based on SmartDrive, Test Your Knowledge. Answers can be found on page 14.



1. What is the maximum company speed limit (when State speed allows)?
  - a. 58 mph
  - b. Whatever the State speed limit allows
  - c. 70mph
  - d. 85mph
2. The events recorded by the SmartDrive cameras are “live feed”
  - a. True
  - b. False
3. Where can a Driver find his safety score?
  - a. Under the “Driver Scorecard” tab in the Transflo App
  - b. Under the “SmartDrive” tab in the Transflo App
  - c. By calling one of the coaches in Safety
  - d. Both b and c
4. How can a Driver’s privacy be protected?
  - a. By dialing “9999” and the “check” mark on the SmartDrive keypad
  - b. By covering the inward facing event recorder (IFER)
  - c. By dialing “99999” and the “check” mark on the SmartDrive keypad
  - d. By calling dispatch to have them turn the IFER off
5. When is the safety score updated?
  - a. Every month
  - b. Every quarter
  - c. Every week
  - d. Every year

## CSA Scores:

At Decker Truck Line, Inc. we are “Driven To Be The Best”. An important part of this vision is to keep our CSA scores as low as humanly possible. To do this, you, our Professional Drivers, must always drive responsibly and in accordance with the laws and pertinent regulations. This means:

- Not exceeding the speed limit;
- Not following too close;
- Always pulling into the scales as required;
- Not driving in prohibited lanes of the highway; and
- Obeying all other laws of the road.

Additionally, you must also make sure your equipment is defect-free. This requires a detailed and thorough pre-trip inspection making sure the lights, tires, brakes and all other components are ready for the road.

I challenge each of you to contribute to the success of Decker Truck Line as we work every day to reduce our CSA scores and as we strive to be the safest trucking company on the highway. Let’s show everyone out there that we are “Driven To Be The Best”.

Donald L. Decker  
President, Chairman of the Board

# Safety & Compliance

## CSA Scores through June 2019

Decker Truck Line (DOT # 53824)					
B.A.S.I.C.	Threshold:	2019 Goal:	Current CSA Scores:	Difference from Previous Month:	Top Violation Types This Reporting Period:
Unsafe Driving	65%	40%	64%	↓ -5%	Fail to Obey (2) Parking on Roadway (1) Speeding (1) Lane Restriction(1)
HOS Compliance	65%	25%	36%	↑ 4%	Fail to Carry Blank Log Sheets (1) 14 Hour Violation (1) False Report (1)
Driver Fitness	80%	32%	41%	↓ -2%	NA
Controlled Substances/Alcohol	80%	0%	51%	↓ -3%	NA
Vehicle Maintenance	80%	35%	51%	↑ 5%	Brakes (16) Cargo Securement (4) Tires (4) Lights (3) Missing Periodic Inspection (3)
Hazardous Materials	80%	0%	<5 insp. w/ violations	NA	NA
Crash Indicator	65%	20%	52%	↑ 6%	3 crashes added this period

### Improvements:

Unsafe driving,  
Driver fitness &  
controlled sub-  
stance/alcohol

### No Change:

HazMat

### Increased Scores:

HOS compliance,  
vehicle  
maintenance &  
crash

## CSA Scores through May 2019

Decker Truck Line (DOT # 53824)					
B.A.S.I.C.	Threshold:	2019 Goal:	Current CSA Scores:	Difference from Previous Month:	Top Violation Types This Reporting Period:
Unsafe Driving	65%	40%	69%	↑ 11%	Fail to Obey (5) Improper Lane Change or Use (7) Speeding (2) Fail to Use Seatbelt (1)
HOS Compliance	65%	25%	32%	↓ -8%	Improper Form and Manner (1)
Driver Fitness	80%	32%	43%	↓ -6%	NA
Controlled Substances/Alcohol	80%	0%	54%	↑ 54%	DUI (1)
Vehicle Maintenance	80%	35%	46%	↑ 2%	Inoperable Lamp (4) Tires Flat or Worn (5)
Hazardous Materials	80%	0%	<5 insp. w/ violations	NA	NA
Crash Indicator	65%	20%	46%	↑ 14%	8 crashes added this period

### Improvements:

HOS & Driver  
fitness

### No Change:

None

### Increased Scores:

Unsafe driving,  
controlled  
substance/  
alcohol, vehicle  
maintenance &  
crash

# Employee Spotlight

## **Cristian Ivan Presenda Lopez**

DTL Fort Dodge  
Mechanic



Cristian joined the Decker family in December of 2015. During his four years with the company he enjoys working with his shop crew. Cristian noted that each day you learn something new especially on the newer trucks. Over time he has enjoyed building trust and relationships with our many Drivers.

An early work accomplishment that he is very proud of would be a complete rebuild of a tractor (2418). Cristian noted, the tractor needed a full body repair due to the damage from a previous incident. He ordered parts and rebuilt the engine and structure by himself. Over the three months this project took him to rebuild he learned a lot about his skills and capabilities “under the hood of a tractor.” He also gained knowledge on building a “paccar” MX engine.

Advice that he would give to a new employee; be willing to learn. If you are willing to put forth an effort and willing to learn it makes the work environment a lot easier. He would advise Drivers to be patient.

In his free time you can find Cristian playing any type of sport. He specifically likes golf and soccer. Every Sunday he plays on an adult soccer team and has been playing since he was 16 years old. Cristian loves to compete in the dragon boat races in Dubuque, Iowa. He is currently on the Fort Dodge team. His number one pride and joy are his two children Peyton who is 10 years old and Adriana who is 7 years old.

His first vacation was to Florida, which he recently traveled to with his family. He enjoyed seeing the ocean, Panama City, Alligator Point, private beaches and visiting St. George Islands. He noted, “he fell in love with the ocean and scenery.” While on vacation he saw dolphins, crabs and shrimp.

Something that may come as a shock to others about Cristian; he enjoys listening to “true” country music like Johnny Cash.



## **David Chapman**

DTL Fort Dodge  
Director of Driver Training and Orientation

David joined the Decker family in March of 2002. His job responsibilities include managing the day-to-day operations of the Training Department. Over his 17 years with Decker he enjoys the people he works with daily. He also likes the comradery of a new group of Drivers coming through for Orientation each week.

## David Chapman Interview continued...

A work accomplishment that he is proud of would be “when we get a trainee on Monday who knows nothing about load securement and 9 days later he/she feels comfortable enough to secure and tarp loads to safely move them from the shipper to the customer.”

Advice that he would give to a new employee: “I go back to what JFK said but changed a few words. I have always asked myself what can do for my employer instead of what can my employer do for me. If you do your best, you will be rewarded.”

In his free time David enjoys yard work, a little deer hunting and spending time with his family. David has been married to his lovely wife since September of 1982. Together they have a son Shaun, who has 3 kids and their daughter Jessica who has 2 kids.

Some of Dave’s favorite spots to travel to are Prague and Czech Republic. In five years Dave looks forward to relaxing in his retirement.

### Richard Welsh

DTL Missoula  
*Trailer/Reefer Mechanic*



Richard joined the Decker family in August of 2015. He enjoys coming to work everyday because of the people he works with in Missoula. His biggest work accomplishment is receiving his Certificate of Completion from Carrier Transicold. This was a two-week program and a 20 year long dream of Richard’s.

A piece of advice that he would give to a new employee; enjoy every moment with this amazing company.

In Richard’s free time he enjoys spending time with his family, off roading and weight lifting. Richard has been happily married for over 14 years and together they have two kids. Their son is 13 years old and their daughter is 11 years old. His family has lived in Missoula for 4 years and they are loving their new lives.

In five years Richard can see himself in a management roll in trailer maintenance at the Missoula location. His favorite location to travel is Las Vegas, Nevada. Something that may come as a shock to Decker employees about Richard, he has been a self taught trailer and reefer mechanic for almost 25 years.

### Jennifer McCuddin

DTL Fort Dodge  
*Cargo & Compliance Specialist*



Jennifer joined the Decker family in October of 2015. She recently was promoted in April and has started a new position. She really likes interacting with our Drivers and learning about all the responsibilities of Safety.

Advice that she would give to a new Driver; “never be afraid to ask questions. Don’t be afraid to ask questions in a new position, you are not expected to know everything overnight. Everyone is willing to help and wants to help you succeed.”

In her free time she enjoys camping and spending time with family. She has five kids. Two sets of twin boys, the first set are 20 yrs old, the second set are 15 yrs old and her daughter is 19 yrs old.

# Special Kudos section:

Have you heard or seen something worth placing in the kudos section?  
Please send over the details we would love to give appreciation where it is deserved!

**Great job to Michael Smith (3227) on showing true character and professionalism. On July 2nd Michael stopped his tractor and trailer on the freeway to help a motorist in the midst of a heart attack. Michael then stayed at the site until the ambulance arrived.**

**DTL a reputable company:  
submitted by Michael Campbell (2868)  
“Just a straight up awesome company that truly cares about family.”**

**Highly recommend DTL:  
submitted by Nathanael Scott Mcquire**

“Decker I already drive for you I am one of your flatbed haulers and I got to say I love the company a lot”

“These Petes are the nicest looking trucks I have ever driven.”

*Thank you Nathanael!*

**Appreciating the little things:**

*submitted by Steven Ferreira (2690)*

“Thank you for putting my favorite drink in the vending machines. I also saw BAI drinks, these drinks keep blood sugar low- they are great for dieting too!”

**Treated with dignity & respect :**

*submitted by Daniel Pollard (3028)*

“Decker is a carrier that is on top and you are treated with dignity and respect. The fleet managers are awesome as well. They really do take care of the equipment and they will also pay you top dollar to drive. Go Decker!”

**Highly recommend DTL:**

*submitted by Larry Ginger*

“On time. Great Drivers. American Lawn Care (Des Miones) prefers Decker over ALL the rest.”

**Showing professionalism at it's finest:**

Submitted by Junction City Reload

“Hello. I just wanted to take a little time and let you know that we have been dealing with several of your drivers over the past month or so, for the first time, and your drivers, without exception, have all been courteous and conscientious. It has been a real pleasure to have them coming in to JCR. They are a real asset to your company! Just wanted to say so. :)”

Kudos to Andrew McCants, Rooderick Toomer, Justin Danner, Rederick Mills and Carlos Navarro for showing professionalism at its best and for showing respect for those we work alongside!



# Suggestions

**Help us...help you!**

Any  
Over-the-road,  
Terminal or  
Company helpful  
tips you would  
like to share  
with us?



Send suggestions to:  
[suggestions@deckermail.com](mailto:suggestions@deckermail.com)

Boxes for hand-written suggestions are still available at all Terminals.



**FACEBOOK  
LIVE**

**#MONDAYMINUTE**

**Q&A**

**MONDAYS  
4PM CENTRAL**



# Bungee Cord Storage

Drivers, please store bungee cords inside of the headache rack and not attached to the outside of your truck or trailer as shown in the incorrect storage examples. The incorrect storage of the cords, as shown, is marking up the headache racks and trailers, bungee cords can fall off or they can be stolen. None of the securement equipment should be stored outside of the headache rack and truck.

Please move all bungee cords to their proper storage location if you have been storing them outside of your truck/trailer. Thank you- we appreciate your cooperation.

## PROPER STORAGE INSIDE THE CABGUARD BELOW:



## SOME INCORRECT STORAGE EXAMPLES BELOW:



# Free Lunch for our Professional Drivers on Tuesdays!

Drivers, stop at the Fort Dodge Terminal Cafeteria on Tuesdays and enjoy a free home-cooked meal— Compliments of Don Decker.

Serving begins at 11:30 am and runs until approximately 1:00 pm. Call your Fleet Manager to see what the day's menu is.

***We can tell you that it is always delicious!***



## Decker Company Store

Fort Dodge, IA

**Hours:**

Tuesdays 11:00 am to 12:00 pm

**visit our website**

<https://squareup.com/store/decker-company-store>  
or contact Stephanie at 515-576-4141 ext. 2000



### Test Your Knowledge Answers:

- 1.) C
- 2.) B
- 3.) D
- 4.) C
- 5.) C

# A snapshot into Decker's History!

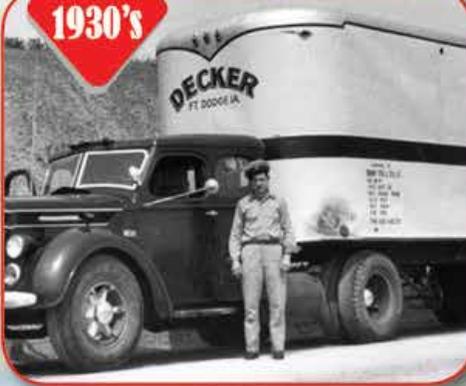
Loren Decker, founder of Decker Truck Line, Inc., with his brother, Dale Decker, Sr.

1930's



Dale Decker Sr. on a trip in the early years of DTL, Inc.

1930's



Decker enjoyed steady and moderate growth!

1950's



Loren Decker retired and sold company to Dale and 2 sons!

1970's



Don Decker with his parents Dale & Donna, Don acquired sole ownership of the company!

1990's



Brand New 2019 DTL fully-loaded, state-of-the-art tractors.

Today



*Our Professional Team Drivers Todd and Cynthia Hopes shared some Decker memories dating back to the early 1990's. Thank you for sharing!*



# Company Driver Vacation Policy Update:

Bringing great news for our Company Drivers!

Company Drivers, you will now be able to take your paid vacation time in days rather than a full week at a time! Need an extra day or two of pay due to a long weekend at home? We can add PTO (Personal Time Off) Days to your next week's check. Want to take a week off for vacation? You can take a full 5 days of pay for that. **Just make sure to give your Fleet Manager plenty of notice to get the days added to your next paycheck or get your planned personal time off for your vacation.**

**Note:** The way we calculate your vacation pay is not changing; we will just be taking the amount you've earned per week and divide it by 5 so you can use it as 5 days throughout the year as needed. Full-time, non-hourly Company Drivers earn Vacation Days, now called PTO Days, on the following schedule:

- At the end of each of the 1st and 2nd years of employment, 5 days of PTO is earned.
- At the end of each of the 3rd through the 6th years of employment, 10 days of PTO is earned.
- At the end of the 7th and each subsequent year thereafter of employment, 15 days of PTO is earned.



**No one is useless in this world who lightens the burdens of another.  
Consider your fellow Drivers as family and offer a helping hand when you see fit!**

## News & Announcements



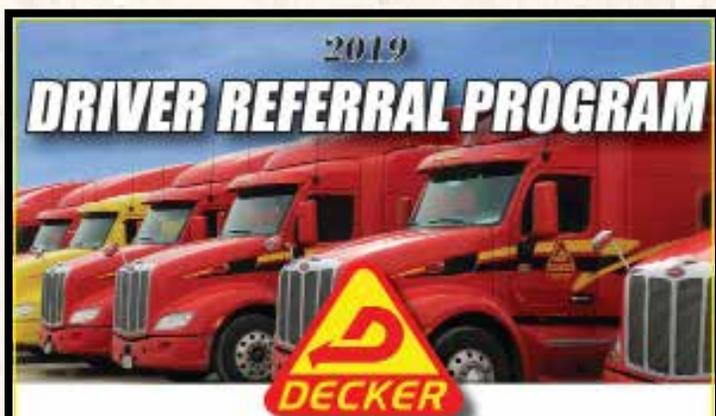
### *Congratulations to Rodney and Charles!*

*Rodney Graves earned his Three Million Mile Award receiving a decal for his truck and a 10K gold ring.*

*Charles Woods earned his Two Million Mile Awards receiving a decal for his truck and an aztec gold ring.*



# News & Announcements



2019  
**DRIVER REFERRAL PROGRAM**

Second Quarterly Drawing goes to...  
**Andrew McCants**  
Congratulations!



## ***Driven To Be The Best!***

*Professional Driver Dale Leman (3162) who received his new truck with all new 2019 equipment and amenities on June 16th!*



## ***Congratulations to Patrice Fourtina***

*He earned the first annual SmartDrive Coach of the Year award!*



## ***Congratulations to Bob Wolverers!***

*Earning and receiving his Two Million Mile Award receiving a decal for his truck and an aztec gold ring.*

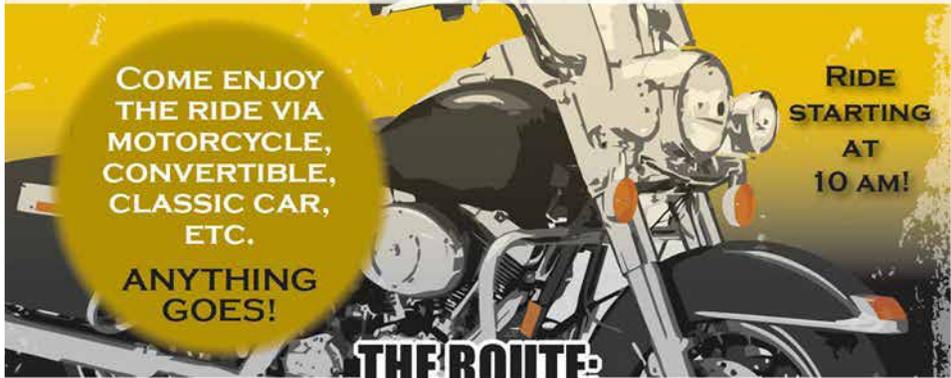
# News & Announcements



**Congratulations to Duane Askvig!**  
 Earning and receiving his Four Million Mile Award receiving a decal for his truck and a 10K white gold ring.

## FRIENDS & FAMILY **FUN RUN!** SATURDAY, JULY 27TH

\*\*FREE WILL DONATIONS WILL BE ACCEPTED.\*\*  
 ALL DONATIONS WILL BE GIVEN TO THE LOCAL HONOR FLIGHT.



**CONNECT WITH US AND JOIN THE CREW AT ANY TIME!**

WILL GATHER AT 9:30 AM AND START AT THE FORT DODGE, IA TERMINAL IN THE EAST EMPLOYEE PARKING LOT OF DECKER TRUCK LINE, INC. ANY QUESTIONS CONTACT DARIN LADLIE

« FIRST STOP: LEHIGH RIVERSIDE BAR  
 LEHIGH TAVERN

« SECOND STOP: OGDEN LUCKY PIG PUB & GRILL

« THIRD STOP: SAYLORVILLE/POLK CITY  
 LATITUDE 41 BAR & GRILL

« FOURTH STOP: LUTHER WHATCHA SMOKIN BBQ & BREW

« FINAL STOP: KAMRAR PICKLES BAR & GRILL

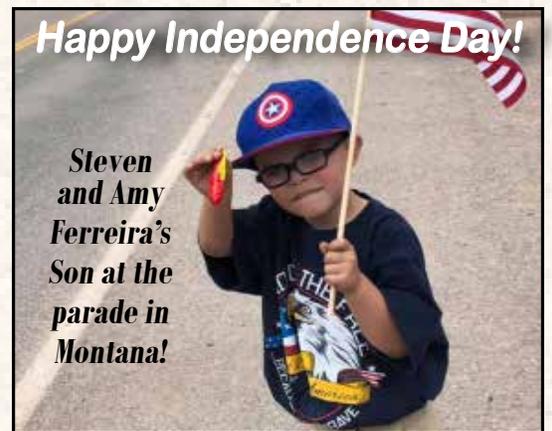


### Meeting & visiting family!

Steven Larson White meeting his Nephew MJ for the first time, all smiles!

### Happy Independence Day!

Steven and Amy Ferreira's Son at the parade in Montana!



**"Every time you smile at someone, it is an action of love, a gift to that person, a beautiful thing."**



# News & Announcements



## Congratulations!

Professional Driver Shawn Swallows (2712) and his wife welcomed their 10th grandchild, Skyler G. Dixon, on June 26th.



## Happy Wedding Anniversary!

On July 22nd Larry Scott, Davenport Shop Foreman, and his wife will be celebrating their 13th wedding anniversary

**Wishing you many more years of bliss!**

## Skies the limit!

Congratulations to Kris Stockdale's son, Taylor Stockdale, who graduated from the University of Nebraska Lincoln with his PHD in Engineering!  
Hard work and dedication pays off!



## In Memoriam

Please keep these co-workers in your thoughts and prayers.

Teresa Otto (Administration) – aunt passed away on 5/13

Randy Corell (Building & Grounds) – sister passed away on 5/13

Leon Rentz (Southern Flatbed Driver) – passed away on 5/14

Donald Lamb (3003) - father

John Zvonik (2572) – mother

Kris Olson (Recruiting) – mother passed away 6/4

Antonia Fowler (2654) – grandmother

Matt Worthen (Operations) – father passed away on 6/25

Todd Davis (2729)-mother passed away 6/30

## HR Job Shadow

**In early June we had a highschool student who came to Decker to shadow and learn all about Human Resources. Jani Denetelli, Human Resources Assistant, explaining her daily tasks.**

# July Anniversaries

We would like to wish the following Decker employees a happy anniversary this month! Please feel free to reach out to these employees and wish them a happy anniversary as well.

James Curtis	4	Years on the	1st	Noah Nafe	1	Year on the	12th
Deborah Allard	4	Years on the	1st	Kyle Dixon	1	Year on the	25th
Wade Bland	3	Years on the	20th	Ronald Hollister	1	Year on the	25th
Daniel Pollard	3	Years on the	13th	Brian Parker	1	Year on the	25th
Nathan Eckhoff	3	Years on the	13th	Robert Andreasen	1	Year on the	4th
Barry Warren	2	Years on the	24th	Kenneth Curtis	1	Year on the	4th
Jayde Smith	2	Years on the	17th	Brian Denegall	1	Year on the	4th
Janina Denetelli	2	Years on the	17th	Lydia Dietrich	1	Year on the	4th
Erick Price	2	Years on the	26th	Shaaban Saidy	1	Year on the	4th
Zachary Clendenon	2	Years on the	19th	John Sanders	1	Year on the	4th
Damion Guthrie	2	Years on the	12th	Matthew Murphy	1	Year on the	10th
John Saunders	2	Years on the	7th	Gregory Vreeland	1	Year on the	10th
Joseph Massey	2	Years on the	7th	Xavier Barnes	1	Year on the	11th
Zachary Hamilton	1	Year on the	2nd	Gary Holmstrom	1	Year on the	11th
Kayla Hoover	1	Year on the	9th	Jerry Poor	1	Year on the	11th
Rodney Simon	1	Year on the	9th	Adam Spark	1	Year on the	11th
Treouis Sankey	1	Year on the	19th	Stephanie Stocking	1	Year on the	11th
Mathew Bunting	1	Year on the	30th	Ivan Jaquette	1	Year on the	18th
Billy Frock	1	Year on the	9th				

The following employees are celebrating milestone anniversaries this month!

Keith Andrews	29	Years on the	17th	Brian Robben	6	Years on the	2nd
Allen Chapman	26	Years on the	30th	Jessica Butler	6	Years on the	8th
Chad Lee	22	Years on the	21st	Steven Meile	5	Years on the	9th
William Edgerton	20	Years on the	27th	William Parish	5	Years on the	9th
Todd Groat	17	Years on the	24th	Gregory Tackett	5	Years on the	7th
Dan Alstott	15	Years on the	19th	Judith Carnahan	5	Years on the	16th
Dwayne Washington	13	Years on the	20th				
Joseph Hayes	12	Years on the	9th				
Montie Moore	11	Years on the	31st				
Michael Galligan	11	Years on the	17th				
Courtney Bachel	11	Years on the	10th				
Arthur Gonzales	9	Years on the	27th				
Timothy Whitesell	9	Years on the	15th				
Kenneth Hoover	9	Years on the	12th				
Johnny Vetter	8	Years on the	20th				
David Siel	8	Years on the	13th				
Paula Elbert	7	Years on the	2nd				
Raymond Thompson	6	Years on the	24th				

