



A grateful heart is a magnet for miracles~ Happy Thanksgiving to all!

November 2019

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L to R: Mark Gleason, Larry Emmert and his Wife Denise, Don Decker and Jerry Chapman



L to R: Mark Gleason, Mark Elkin and his Mother Margaret, Don Decker and Jerry Chapman

Happy Retirement Larry and Mark!

Decker Truck Line, Inc. held a Retirement Luncheon honoring Larry Emmert and Mark Elkin on Tuesday, November 5th. Etta Mae served lunch in celebration of their hard work and dedication. Don Decker presented Larry and Mark with their special crystal trucks, handed them their plaques and thanked them for their 17 years of service. Tammy O'Tool proudly gave each a red and yellow plant as Don continued to make everyone laugh. Employees enjoyed cake as we all reminisced.

We wish you the best, enjoy retirement!



September 2019 Drivers of the Month

OO/LP Division

Robert Maxie (L2487)



Robert joined the Decker family 2 years ago in January of 2017. He continues to drive for Decker because of the growing opportunities that arise with the company. “Decker is a great company, they actually give Drivers a chance to be successful” he stated. Demisha Hubbard, Robert’s Fleet Manger, keeps him moving. Robert noted, “Demisha is great at her job—she’s it!” he noted. Robert enjoys working for Decker calling it an “Outstanding Company.”

In his free time Robert likes fishing, hiking, biking, watching Duck Dynasty and BBQing with his family and friends. Robert is originally from Louisiana, where his brother and sister reside. When they get-together they enjoy making pork ribs, specialty hot wings and smoked sausage.

Advice that he would give to a new Driver; stay focused and safety first. Always remember to respect the next Driver and be aware of your surroundings. Robert reduces his idle time by turning off his truck when he is not moving—he also rolls his windows down when weather permits. SmartDrive has improved his following distance, his turning mechanisms and Robert noted, “They are an extra set of eyes that protect me and the truck.”

Nominees

West Reefer Division

Travis Shevlin- Winner
Roy Middlestead

Midwest Reefer Division

Brian Robben- Winner
Daniel Stuhr
Christopher Zwick

Midwest Flatbed Division

Anthony Clayton- Winner

Southern Flatbed Division

Steven Coyle- Winner
John Hodges

Owner-Operator/Lease Purchase Division

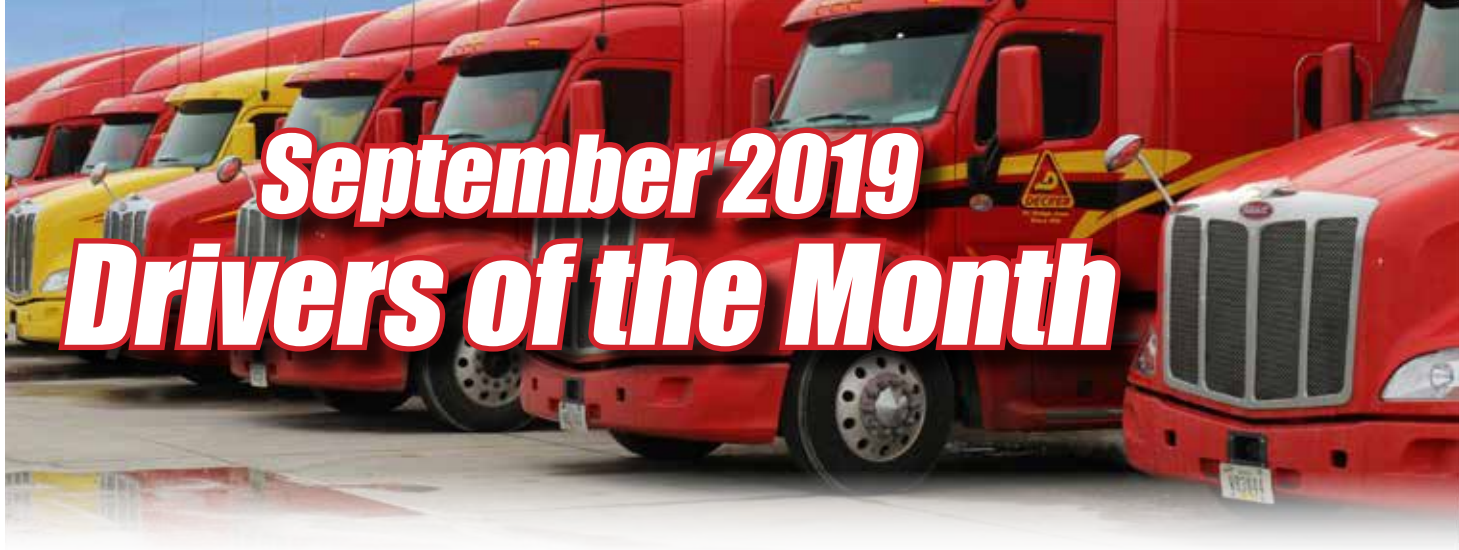
Robert Maxie- Winner

Team Division

No Winners

Trainer Division

Montie Moore- Winner



September 2019 Drivers of the Month

Midwest Reefer Division

Brian Robben (3258)

Brian joined the Decker family in July of 2013. He enjoys our great equipment and the people he works with. Over his 6 years with the company he has enjoyed getting to know others throughout the company—Brian noted, “honestly, they try to work with the Drivers well and the employees do the best they can to help out.”

In his free time he enjoys traveling, stock car racing, watching the Nascar races and spending time with his family. He and his wife of 43 years have three children—Echo, Tony and Skylar. Brian stays plenty busy chasing his four grandchildren around and enjoys any time he has with them.

Advice he would give to a driver; do not be afraid to ask questions, build relationships with the older Drivers—let them help you! Always anticipate future traffic. To avoid late deliveries Brian preplans his trip by looking at his mileage, preplanning for major cities, time of the day and does not take many extra breaks. His goal is to arrive early and preplan fuel stops.



West Reefer Division

Travis Shevlin (3181)

Travis joined the Decker family in October of 2015. He enjoys driving for Decker because of his home time— he noted, “that is a huge plus for me!” He enjoys the Customers that he works with on a daily basis and his equipment is great.

In his free time he likes being in the outdoors, camping, fishing and spending time with his family. He and his wife have a 7 year old daughter and 4 St. Bernards.

Advice that he would give to another Driver; In winter weather take it easy and slow down. Remember to dress in layers—dress accordingly; wear boots, have a winter coat with you in your truck just in case. Bring a stocking cap and gloves. Be prepared for the cold inclement weather conditions. Know where you are going and preplan.



September 2019 Drivers of the Month



Trianer Division Montie Moore (3127)

Montie joined the Decker family 11 years ago in July of 2008. He continues to drive for Decker because of his Midwest Regional delivery schedule. He noted, "I have wonderful home time— I am home every weekend to be with my friends and family."

In his free time Montie likes hunting deer, turkey and geese. He is an avid outdoorsman who loves the fall and spring seasons. In the spring time you may find Montie fishing near his home. Him and his wife Bonnie spend a lot of time in the outdoors.

Advice that he would give to a new Driver; practice patience—always be safe. Have patience with the company and your Fleet Manger. When Montie started 11 years ago he was very impressed with the Safety Department and continues to be impressed today! In his first few weeks of driving he learned the importance of load securement. He noted that during his orientation process Dave Chapman was a big help!



Midwest Flatbed Division Anthony Clayton (3158)

Anthony joined the Decker family 3 years ago in March of 2016. He continues to drive for Decker because of the great pay and simply enjoys the work that comes with driving. He currently has a midwest over-the-road delivery schedule. He typically delivers to USG, The Home Depot and Currys. His everyday freight consists of steel, lumber and drywall headed to either Minnesota, Wisconsin, South Dakota, Nebraska, Missouri, etc.

In his free time Anthony likes collecting baseball cards and listening to rap and hiphop music. He enjoys spending time with his wife of 9 years and their 3 children.

Advice that he would give to a new Driver; preplan your delivery route. He typically uses Google Street View and recommends the app to other Drivers. Within his first few weeks driving he learned space management.

September 2019 Drivers of the Month



Southern Flatbed Division Steven Coyle (3231)

Steven joined the Decker family in March of 2018. His Fleet Manager is Josh Killingsworth. His dedication and hard work has shown through his everyday work— congratulations Steven!

** Helpful Professional Driver Apps **

Check out these apps if you need assistance with locating the following:

- Weigh stations
 - Rest areas
 - Parking
- Medical facilities
- Weather/ weather alerts
- Low clearance routes
- Fuel price checks, etc.



Helpful Mobile Apps include:

The Weather Channel
Intellicast HD
Storm Shield
Weather Underground

AccuWeather
Truckerpath
TruckerTools
Park Advisor

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— Joshua Mitchell, Todd Ruby, Ramon Aguilar, Abdi Mohamed, Glenrick Thompson, Saidali Hussein, Kevin Negrón, Troy Taylor, Douglas Davis, Taylor Smith

Violation-Free Inspections: 9/27 - 10/27

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

Michael Ellithorp	Mark Thomas	Jacob Buchanan	Jeremiah Johnston
Kevin Stahly	David Sorrell	David Siel	Ken Ahottea
Barry Burghardt	Philip Pitman	Kyle Dixon	Sandy Holmes
Frank Sumrall	Philip Pitman	Michael Reed	Richard Hinshaw
Charles Wobil	Emmanuel Morris	Phillip Crawford	Michael Redding
Carl Phillips	Erick Price	Samuel Yartue	Carlos Navarro
Mark Kougl	William Olsen	Brian Hayden	Newton Masuda
Devin Stokes	Frances Burnett	Raymond Harris	
John Hodges	Hiram Munga	Dougals Davis	

Congratulations!!— John, Chad, Charles, Michael and Robert

- John Hodges— 6 Violation Free Inspections this year— earning \$300
- Chad Hazelton— 4 Violation Free Inspections this year— earning \$200
- Charles Wobil— 4 Violation Free Inspections this year— earning \$200
- Michael Ellithorp— 4 Violation Free Inspections this year— earning \$200
- Robert Mobley— 4 Violation Free Inspections this year— earning \$200

**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!**

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



Safety & Compliance

Test Your Knowledge

Questions based on safety facts, Test Your Knowledge. Answers can be found on page 8.

1. How soon should a driver activate the hazard warning signal flashers?
 - a.) Within 10 minutes of being stopped on the highway or shoulder
 - b.) Within 10 seconds of being stopped on the highway or shoulder
 - c.) Immediately
 - d.) A driver doesn't need to turn the hazards on when stopped on the lane of travel or the shoulder of the highway.
2. Whenever a commercial vehicle is stopped on the shoulder or the traveled portion of the highway, the driver will place warning devices:
 - a.) Immediately after being stopped
 - b.) Within 10 minutes of being stopped
 - c.) Within 5 minutes of being stopped
 - d.) Both a and b
3. How far, from the back of the commercial vehicle, the first "triangle" be placed in the direction of the approaching traffic?
 - a.) 10 ft
 - b.) 4 paces
 - c.) 3 meters
 - d.) All of the above
4. Except for vehicle safety technology devices (i.e. Smartdrive cameras, lane departure), how far from the top of the windshield can a GPS mounting bracket be placed:
 - a.) 3 inches
 - b.) 5 inches
 - c.) 6 inches
 - d.) Not applicable
5. Should the GPS or phone mounted bracket on the windshield be placed away from the area swept by the windshield wipers?
 - a.) True
 - b.) False



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

Safety & Compliance

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

CSA Scores through October 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%	63%	↑ 7%	Speed (6) Fail to Obey (1) Lane Restriction (1) Parking on Roadway (1)
HOS Compliance	65%	25%	40%	↑ 5%	False Report of Duty (1) Fail to Carry Blank Logs (1)
Driver Fitness	80%	32%	26%	↓ -1%	NA
Controlled Substances/Alcohol	80%	0%	11%	↓ -1%	NA
Vehicle Maintenance	80%	35%	53%	↓ -2%	Tires (3) Lights (2) ABS (1) Trl Reflective Tape (1) Missing Spare Fuses (1) No Periodic Inspection (1) Fire Extinguisher (1) Axle Positioning Parts (1)
Hazardous Materials	80%	0%	0.0%	NA	NA
Crash Indicator	65%	20%	51%	↑ 1%	1 Crash added this period

Improvements:

Driver Fitness,
Controlled Substance, Vehicle Maintenance

No Change:

HazMat

Increased Scores:

Unsafe Driving,
HOS, Crash

Test Your Knowledge Answers:

- 1.) c.
- 2.) d.
- 3.) d.
- 4.) c.
- 5.) a.



YOUTUBE LIVE

Q&A

**TUESDAY
12PM CENTRAL**



*Be humble in
your confidence
yet courageous in
your character.*

MELANIE KOULOURIS

PassItOn.com



Congratulations! Tyson Premier Carrier Award



Michael Erritt, Vice President of Operations and Brad Baade, Chief Financial Officer recently attended the Tyson Carrier Conference in Springdale, AR and for the second year in a row, Decker Truck Line was awarded the Premier Carrier Award. In Tyson's whole network only 32 carriers receive this award. Tyson is a major partner in our business. We are going to deliver around 12,000 loads with them this year, it is quite an honor to be recognized from such a key customer. We would like to thank all Drivers, the Operations Staff and the Maintenance Employees. It takes everyone to maintain the service level that our customers require. Thank you for all your hard work and dedication to make Decker one of the Premier Carriers!

** Driver Scorecard Bonus **

172 company drivers – qualified for a bonus ■ 29 O/O's - qualified for a bonus
\$50,971.67 was paid out for the October Scorecard Bonus.

Congratulations to the following Drivers who scored a perfect score of 1,000!

Company Drivers:

VASQUEZ, ANTHONY J
BECKER, RICHARD L
BURKEN, RONALD J
DUNCAN, MARVIN B
GOOS, KIRBY A
NANNINGA, RICK
NARCISO, GREG W
POTTORFF, MICHAEL J
ROTH, MICHAEL D
JEANBLANC, JOHN

POTTER, DERRICK D
DRAKE, CURTIS W
EBY, BENJAMIN D
GARRISON, GARY L
GHAN, CHARLES D
HAWKINS, TODD R
HENDRY, DALE
OUVERSON, TODD M
SOUCEK, DEAN
CLUBB, ARTHUR L
HAZELTON, CHAD E

SIMS, MARIO C
ANDREASEN, ROBERT G
CARNAHAN, GARY L
CARNAHAN, JUDITH A
DIETRICH, LYDIA
HOPES, CYNTHIA R
HOPES, TODD A

MCCANTS, ANDREW E
MILLS, REDERICK L
STAATS, WILLIAM C
SWALLOWS, SHAWN H
GALLIGAN, MICHAEL A
JAMEY L BEEM
HARTVIGSEN, LEE A
MAHAN JR, JIMMIE J

O/O's:

CARWELL SR, JIMMY L
LITTLE, MESHACH L

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

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



**FACEBOOK
LIVE**

#MONDAYMINUTE

Q&A

**MONDAYS
4PM CENTRAL**



Employee Spotlight

Brad joined the Decker family in May of 2012. Over the course of his 9 years with the company he appreciates interacting and working closely with the variety of all employees; Drivers, Office and Shop. Brad noted, “Decker has a very solid employee base with a great family atmosphere.” Everyday there is something new—challenges arise, problem solving to be done and solutions to work through. The everyday comradery is enjoyable.

Among many work accomplishments Brad has tackled he is most proud of his work in automation in the back office, consistently working to reduce Driver turnover and was a big advocate in the transition from the TMS System to our McLeod Systems.

Advice that he would give to a Shop and/or Office employee; “use the resources around you, work with your coworkers and ask questions to grow within your position.” Brad’s Driver advice; “ask questions—utilize our helpful staff.” He noted, “we have some Office Personnel that are Drivers as well— from within these walls— we have very talented employees, reach out and gather the help you may need from each other.” He went on, “never be afraid to ask questions versus assuming the answer.”

Brad stated, “our Driver Scorecard Bonus Program is in place to reward Drivers that are safe and for those who are successful in the metrics of

the scorecard.” Some of the best advertising for Decker Truck Line is our Professional Drivers. He encourages Drivers to educate themselves and others on our Driver Referral Program—it’s a great way to earn additional money. There is always an opportunity to recruit Drivers for our Decker family.



Brad Baade
DTL, Fort Dodge
Chief Financial Officer

The Take Pride in Your Ride Campaign is among several of the programs Brad spoke on. “As a company we spend millions of dollars on top of the line equipment and likewise we want Driver’s to feel like our tractors are their home away from home.” “As a company we focus on this topic, it is important for all Drivers to take pride in their equipment.”

In Brad’s free time he enjoys spending time with his wife Kristin, their 7 children and their dogs. The family recently welcomed a new puppy named Maverick into their home. Brad is constantly busy with activities which varying from traveling to attend children school events to coaching sport activities. Some of his hobbies include golf, hunting and traveling. He is originally from Fort Dodge and is involved locally around the

community. He began his career in the CPA business working in public accounting continued his work in the banking industry for 8 years and used this work experience in his position with Decker Truck Line.



Employee Spotlight



Matt Lynch

DTL Fort Dodge
Director of Maintenance Operations

Matt joined the Decker family in March of 2006. Over his 13 years with the company he enjoys the everyday challenges. He noted, “each day is never the same!” His work accomplishment that he is most proud of is his personal growth from within the company. Advice that he would give to a new employee; practice patience—nothing happens over night and working hard pays off in time.

In his free time Matt enjoys the outdoors with his friends and family. Him and his wife Sarah have 3 boys; Keegan is in his second year in diesel mechanics at ICCC, Kaden is a sophomore and Kaleb is in high school. Together they enjoy traveling to Nashville on family vacations.

**** Message to All Drivers Regarding Load Securement Equipment ****

Did you know that Decker Truck Line, Inc. is on track to spend \$700,000 this year on load securement equipment? We have seen an increase in this cost over the past few years and with the number of flatbed trucks that we currently have out on the road, this exorbitant cost must be addressed.

In order to try to gain control of these excessive costs, Decker shop personnel will periodically be doing inventory checks of all load securement equipment as you bring your tractors and trailers into our maintenance facilities. When assigning tractors, we confirm that they are fully equipped with load securement equipment that is needed.

We must continue to make certain that you have the equipment that you need for properly securing loads; make sure that you are not unnecessarily carrying extra equipment; or check that you are not missing equipment. Likewise, when you are at a Decker maintenance facility, please turn in any broken or damaged load securement equipment for replacements. Please do not throw any damaged or broken equipment away. And, if you see extra equipment at a customer location, please let your Fleet Manager know so we can make certain to get it picked up.

Thank you for your attention to this very important matter - - with your help, we can cut these unnecessary costs drastically.

Have a great day and remember Safety First!

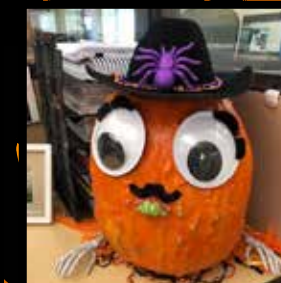
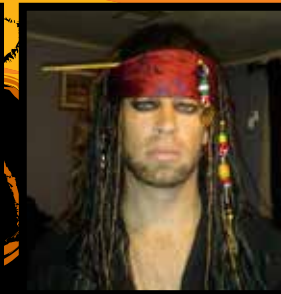
2019 Decker Halloween

Thank you to all who submitted an entry for the Halloween contests.

- Winners of our Group Costume Contest were:
Recruiting dressed as GPS/ Final Destination. They won a \$50 Walmart gift card
- Winner of our Individual Costume Contest was Larry Scott dressed as Jack Sparrow. He won a \$50 Decker Company Store gift certificate.
- Winner of the Pet Costume Contest was Jessica Hinman's pug named Cola dressed as superdog. She won a \$50 Petco gift card.
- Winner of our Pumpkin Carving Contest was Deb Allard. She won a \$25 Decker Company Store gift certificate.
- Winner of our Halloween Display Contest was Keith Andrews with his Mr. Bones series. He won a \$50 Walmart gift card.

Voting for this year's contests were done by our TCA Communications Action Team.

Congratulations to our winners!!



DECKER TRUCK LINE, INC.



The Power of Positive Posts



The online world has expanded to become a powerful platform for consumers to share and express their opinions. Taking this into consideration, consumers and users have now a much bigger impact as they can influence the public perception of a business. Subsequently, companies need to take an active approach in managing their reviews and reputation.

In a digital era people are overwhelmingly using the internet to search and research online. On a daily basis, buying decisions are being made, while pre-purchase research is being done mostly online. Reports and studies show that 9 out of 10 consumers conducted online research via search engines before making a purchase.

More importantly, a large portion of that research comes from browsing reviews. Negative reviews have become quite powerful in undermining a business' reputation, leading to consequences:

- Lowered search engine ranking: The star rating on major review websites has an immediate impact on consumer perception. As a result, search engines will also rank your business based off of review ratings.
- Reputational risk: Negative reviews cause potential customers to trust a business less.
- Hard to fix: Having an abundance of

negative reviews makes it difficult to regain trust and rebrand.

On the other hand, positive reviews provide a business with a positive reinforcement loop:

- Improve reputation: Consumers will trust your company over lower rated competitors. Positive feedback from past customers increases the likelihood of a prospect to choose your company.
- Higher ranking: Google, for example, wants to offer its users the best solution to their needs. Positive reviews will signal to Google that your company is best suited for a particular user query.
- Easy to maintain: It's cheaper to manage and maintain a positive online reputation than it is to repair a negative one or go through a rebranding process.

Overall negative reviews can have a significant impact on a business. Online reputation management is becoming essential in every company's management toolbox.

In a world governed by the internet, online reviews are bound to drive customers towards or away from a brand. Placing customer satisfaction at the top of the priority list for your business can only help your company's sales and profitability.

Online reviews are a natural way for consumers to relay their experience with your brand. It's vital to your business that you monitor and manage positive and negative reviews. It's the best way to leverage their effectiveness and ensure your brand is accurately represented.



"A single negative review could cost a business around 30 customers"

The Power of Positive Posts will be a series of articles and information— stay tuned for the next Inside the Triangle!

Sources:

Forbes, Business Trends, Simple Mechanics of Marketing, Podium, Reputation Stacker

The Impact of Positive Reviews on Businesses

- The increased likelihood of consumers spending more money
- Having numerous positive reviews increases the likelihood of convincing customers to pay more money for products or services. In fact, studies have shown that consumers are likely to spend around 31% more on products and services from businesses that have excellent reviews backing them up.
- Increase in business revenue
- Having negative reviews will surely affect your business, yet for every star that a business gets, chances are that a business' revenue will increase by anywhere between 5%-9%.
- The customers' trust is increased
- 57% of customers won't use a business that has fewer than 4 stars (up from 48% in 2017)

The Impact of Negative Reviews on Businesses

- Negative reviews can be damaging to the prestige, profitability and trustworthiness of a business
- A single negative review can drive away approximately 22% of customers, whereas around three negative reviews can drive away 59% of the customers
- A single negative review could cost a business around 30 customers
- People hesitate to purchase from businesses with no reviews or with too many negative reviews

In an era where the internet has taken over the world, online reviews are bound to drive customers towards or away from your business. Making customer satisfaction an essential part of your business can only help your company's profitability.

Like and follow us for all the latest updates and events!



With the launch of our 2019 TCA Driver Retention Program our Communications Team would like to embrace positive change, news and information for all Decker employees. *Inside the Triangle* is a new bi-weekly publication outside of the monthly Decker Newsletter. Emphasizing events and honors such as Driver Million Mile Awards, Driver of the Month & Year Programs, Department Awards, etc.

Submit articles and content to Jessica Hinman at:
jhinman@deckermail.com or 515-576-4141 ext. 2205

TAKE PRIDE IN YOUR RIDE

DTL CLEAN TRUCK CAMPAIGN

We at Decker take great pride in the beautiful, state-of-the-art, fully loaded equipment that we have invested in to provide to our Professional Drivers. For nearly 90 years, Decker has had a reputation that our trucks are among the best-looking trucks out on the road, we need your help to carry on this tradition.

Our job is to provide you with clean, up-to-date, and most importantly, safe equipment - - your job is to keep it that way so you can represent Decker in a professional manner.

Therefore, we have been working diligently to develop a "Take Pride in Your Ride Program. With this new program:

- ◆ Your truck can be inspected at any time; but a detailed inspection will now be included in your scheduled PM's.
- ◆ An Appearance Inspection Form will be completed by Decker personnel. (Attached is a copy of the Inspection Form for your review.) All Drivers have been emailed example rankings #1-#3.
- ◆ Based on your ranking:
 - **#4 - Exceptionally Clean Truck:** If your truck stands out over most trucks in the Decker fleet - - congratulations and thank you, you will receive a \$25 gift card, and your name will be put into a drawing for \$500 cash (drawing to be held at the end of the year);
 - **#3 – Truck that is Good - Meets DTL's Expectations:** In appreciation, you will receive a DTL thank you item;
 - **#2 - Truck that Needs Attention:** You will be asked to spend some time cleaning up your truck;
 - **#1 - Truck that is Unacceptable/Failed Inspection:** You will be placed out-of-service until your truck has been cleaned and passes a re-inspection.

We are still working to develop this program and plan to put this process into place in December; but, we ask that you all jump on board now - - **TAKE PRIDE IN YOUR RIDE** and start taking advantage of the perks that you can earn just by keeping your home away from home neat and clean as you professionally represent Decker Truck Line!



THE DECKER COMPANIES

October 4, 2019

Important Announcement



“DRIVEN TO BE THE BEST”

As in the past, we are continually focused on the needs of The Decker Companies to address the changing requirements of our company, our customers, the trucking industry and the economy. Therefore, to meet these challenges, the following changes in our management roles within The Decker Companies will take place, effective immediately.

Ken Cromwell will be taking over as Chief Operating Officer of The Decker Companies. Ken, who is currently President of Decker Logistics has been in the transportation industry for 21 years. He has a diverse background of experience on both the carrier and shipper sides of our industry. The experience he brings will help direct us to provide not only an industry leading level of service our customers deserve; but will also guide internal operations to be industry leading in its safety, efficiency, management and profitability. This role will have Ken overseeing and providing strategic leadership and direction for the operation of Decker Truck Line, Inc., Decker Logistics & Transport Loading Services, Inc.

Ken, as COO, will have the following departments reporting to him:

- Asset Operations
- Logistics Operations
- Sales
- Analytics
- Traffic

Brad Baade will be taking over as Chief Financial Officer of The Decker Companies. Brad has spent the last year and a half of his 6 years with Decker Truck Line, Inc. as Chief Operating Officer. Brad's prior background in the company's accounting and finance role brought him a great deal of involvement in areas throughout the organization. With Brad's oversight and strategic leadership, we will strive to be a leader in the trucking industry.

Brad, as CFO, will have the following departments reporting to him:

- Maintenance
- Safety
- Technology & Business Process
- Billing, Settlements & Accounting
- Human Resources
- Recruiting
- Licensing & Permits

Tim Burns, who has been Chief Financial Officer of Decker Truck Line, Inc. and with the company for over 27 years, will assume the role of Chief Investment Officer of The Decker Companies and the non-transportation assets and other matters of Decker. Tim will also continue to work on special projects such as the TCA Retention Program.

Dale Decker will continue in his role as Executive Vice President. He will continue to work with Ken Cromwell and Brad Baade as part of the Decker Management Team, while providing insight to policies, procedures and visionary aspects of The Decker Companies.

Tammy O'Tool, who has also provided 27 years of service to The Decker Companies, will remain in her current role as Vice President of Administration and Administrator to the Board of Directors. She will continue to work with the Decker Management Team while expanding into some new non-transportation related areas as well.

These individuals will all be reporting directly to me as President and Chairman of the Board.

Donald L. Decker
President – Chairman of the Board

News & Announcements

The most fortunate are those who have a wonderful capacity to appreciate again and again, freshly and naively, the basic goods of life, with awe, pleasure & wonder
-Abraham Maslow



What a Cutie Pie!

Jayde Smith's baby girl Everly. Jayde returned from maternity leave this month after having baby girl in July—welcome back!!



October was Domestic Violence Awareness Month

On Thursday the 24th Decker Truck Line was happy to help in the fight against domestic violence by hosting a Jean Day event. Alongside The Domestic Sexual Assault Outreach Center each employee who donated \$5 were able to wear jeans on the 24th— all proceeds will go to D/SAOC.

Stand up. Speak out. Save a life. I donated.

Lights at Kennedy

Head out to Kennedy Park and enjoy multiple displays of Christmas lights that have been sponsored by community businesses and organizations!

Dates: December 6-8, 13-15, 20-22

Time: 6:00 - 9:00 PM

Location: Kennedy Park Campground
1415 Nelson Ave, Fort Dodge

Cost: \$5 Per Vehicle

Profits will be donated to the Back Pack Buddies program!
Santa Claus will be handing out candy canes!



News & Announcements



Coach Matt Campbell Encounter

Patrice Fourtina and Tanner Geisinger's encounter with Matt Campbell (Head coach of the Iowa State Cyclones) It was at the hotel in Lubbock, TX. Tanner Geisinger and I met him in the elevator. He asked a few questions about the transportation of equipment.

Really great guy and a supercoach!

IN LOVING Memory



Donald Earl Nealey

September 9, 1948 · October 17, 2019

*We will miss his joy,
laughter, humor and love.*

Donald Earl Nealey, 71, of Missoula, Montana passed away on Thursday, October 17, 2019 after battling Stage IV cancer for the last 13 months. Don was born September 9, 1948 to Joyce May (Huey) and Everett Raymond Nealey in Hawthorne, California. In the late 70's Don enlisted in the United States Army. While in the Army and serving Korea, Don met and fell in love with a young woman he would later marry, YongOK Ha. They wed on January 21, 1983. Their son, Donny, was born in October of 1983 while the couple was living in Korea. When Donny was just a few weeks old, the family relocated statewide and settled in the Missoula Valley where they have remained since. After his time in the Army, Don spent his life doing what he loved: driving truck and being with his wife and son during home time. Don is preceded in death by his parents; Everett and Joyce, his sisters; Linda (Sherman) and Alberta (Garcia) and brothers; Michael and Ken. Donald is survived in life by his loving wife; YongOK, son Donny (Amber) Nealey, four beautiful grandchildren: Adam, Zane and Paislee Nealey, all of Missoula; and Bradlee Webster of Billings. He is also survived by his brothers; John (Carol) of Nampa, ID and Ray (Mickey) of Gresham, OR. Along with many nieces and nephews. Don's wishes were to be cremated and the family wishes to have honorary pallbearers as follows: Donny, Adam & Zane Nealey.

A Celebration of Life and Reception will be held in the spring when family is able to travel and attend.



1st Day of Youth Hunt!!

Congratulations to Jesse Butler's son who shot his first deer on his first day of Youth Hunt.

In Memoriam

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

Steve Decker (2580) – mother 10/8

Kristin Jacobson (Fort Dodge office) – father 10/15

Don Nealey (former Western R/V driver 7/2010-12/2018) – 10/17

Veronica Lord-Schnicker (Mediapolis) – mother 10/25

Tim Burns (Fort Dodge office) – uncle 10/29

Mike Rauenbuehler (Mediapolis) – brother 11/7

Tarence Hardwict 2586 – mother passed away late October

Decker Truck Line Professional Drivers

Thanks for the job you do!



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3

Points per Diesel Gallon*



for 24 hours when
you fuel 50+ gallons**

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Get the most out of your visit with the Pilot Flying J app!

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- Skip the line and get notified when your shower is ready
- Access to other myRewards® promotions



*Must present Pilot Flying J app or myRewards® card or the phone number associated with myRewards® account at time of purchase to receive special points. Valid for commercial diesel fuel purchases only; does not include DEF or in-store purchases. Offer valid at participating US Pilot and Flying J locations. Offer not guaranteed at Pilot Express, Mr. Fuel, licensed or dealer locations, or locations operated under a different brand name. No cash value, rainchecks or substitutes allowed. Consumer must pay applicable sales tax. Void where prohibited or otherwise restricted. Offer cannot be sold or otherwise bartered. Cannot be combined with other offer. Other terms, conditions, and restrictions may apply.

**To qualify, Decker Truck Line professional drivers must complete a diesel fueling (50-gallon minimum) and present Pilot Flying J app or swipe myRewards® cards at time of purchase. To redeem, see Pilot or Flying J cashier and provide myRewards® card. Cashier will provide receipt with PIN number to activate one free 24-hour WiFi subscription. Credit must be redeemed within 48 hours of fueling. Select Pilot Flying J Enhanced WiFi SSID on your electronic devices, login to WiFi account and select PIN option to activate credit. Limit one credit per transaction. Service varies by location. Other terms and conditions may apply. Visit PilotFlyingJWiFi.com for more information.

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November Birthdays

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 Mitchell Dooley Jennifer Lawler Skylar Edgerton Steven Brooks Douglas Davis Travis Shevlin	2 Greg Pyle Bruce Rollins Glenn Woodside-Noble
3 Daniel Quay Richard Welsh Bradley Mathews Lyndon Robertson Daniel Salyers William Trotter Dwayne Washington	4 Lindsay Hansch Stephen Decker Willie Hearse Isaac Maggard Devlin Plath	5	6 Jason Sorlien Marshall Profit	7 Rodney Simon Tanner Schneider George Byerly Shamal Lloyd	8 Robert Barron Marion Henderson Nathanael Mcguire Michael Rushing	9 Joshua Killingsworth Raynor Hannah Dale Hendry
10 Charles Ejiogu Benjamin Ferderer Annette Johnson Freddie Jones	11 Ronald German Yshua Calkins Gilbert Reyes	12 Abdulaziz Hasan Christopher Worrell	13	14 Kathryn Furleigh Arthur Harris Dwight Lahey	15 Joe Becerra-Quintero Marvin Duncan Nathaniel Roughton	16 Tanner Geisinger Maxwell Bndgers Rustin Hawver
17 Stanley Gregory Daniel Grinstead	18 Rianna Clayton Steven Larson-White Cynthia Seagren Floyd Scott	19 Donald Peden Chase Oberbroeckling Patrick Obrien	20 Marcia Goodale Demetric Corbin Myreon Edwards John Eul	21 Jayde Smith Steven Loehr John Parrish	22 Cody Thedford	23 Laura Biberdorf
24 Chris Jahn Jennifer Thorn	25 Tanya Chason Brian Kemper Billy Frock Anthony Lewis	26 James Ayers Joshua Hagan Mark Reyna Roderick Toomer	27 Treouis Sankey Rober Boling Larry Mohr	28 Antonio Montes Deoca	29 Corwaski Dukes Timothy Mccart Daniel Tool	30 MaryJo Dencklau

November 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.

Nancy Long	32	Years on the	2nd	Janelle Sorenson	6	Years on the	5th
Donn Wasko	17	Years on the	4th	Christopher Daniels	5	Years on the	12th
Michael Kasperbauer	16	Years on the	3rd	John Gerving	5	Years on the	12th
Tyler Alstott	15	Years on the	3rd	Anthony Ingram	5	Years on the	19th
Jeffrey Donnelly	14	Years on the	14th	Jared Dahlgren	5	Years on the	25th
Marilyn Russell	14	Years on the	14th				
Jody Wolber	13	Years on the	22nd				
Raymond Harris	12	Years on the	15th				
Kyle Jackson	15	Years on the	12th				
Gregory Smith	9	Years on the	2nd				
David Sorrell	8	Years on the	16th				
Gary Wilson	7	Years on the	20th				
Christopher Zwick	7	Years on the	14th				
Ryan Aspenson	7	Years on the	20th				
Larry Dunster	6	Years on the	26th				

The following employees are celebrating milestone anniversaries this month!

Michael Rauenbuehler	4	Years on the	9th	Nicholas Monat	1	Year on the	14th
Teneia Miller	4	Years on the	30th	John Garcia	1	Year on the	19th
Albert Smith	4	Years on the	18th	William Knowles	1	Year on the	17th
Kerry Revert	4	Years on the	24th	Charles Bohn	1	Year on the	28th
Daniel Shumaker	4	Years on the	24th	Jessie Kehoe	1	Year on the	28th
Johnathon Dillard	3	Years on the	9th	Timothy Moore	1	Year on the	28th
Christopher Worrell	3	Years on the	22nd				
Rianna Clayton	3	Years on the	28th				
Chad Bandy	3	Years on the	7th				
Scottie Carroll	2	Years on the	2nd				
Isaac Maggard	2	Years on the	15th				
Mary Reeder	2	Years on the	4th				
Abbie Reed	2	Years on the	16th				
Jena Edgerton	2	Years on the	21st				
Donald Peden	2	Years on the	20th				
Christopher Wiersma	1	Year on the	12th				
Spencer Barron	1	Year on the	26th				
Thomas Calvin	1	Year on the	13th				
Benjamin Litwiller	1	Year on the	7th				
Shamal Lloyd	1	Year on the	7th				
Robert Beachman	1	Year on the	14th				
Kevin Hagan	1	Year on the	14th				
Bradly Mathews	1	Year on the	14th				

