



January 2020

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Congratulations Jesus Torres!

On December 31st Decker Truck Line, Inc. announced the Grand Prize winner for the 2019 Driver Referral Program. Having won the Grand Prize Jesus had the choice of either a trip to Las Vegas or a \$2,500 bonus. He chose the bonus of \$2,500 for referring at least 5 Drivers to our company.

Jesus stated “I am in the process of purchasing our first home for my family, I plan to put the money towards the home!” He was all smiles and very appreciative, thanking Decker.

Jesus is actively working toward his 2020 Referrals and he hopes to have over 8 referred Drivers by the end of 2020. Keep up the great work Jesus Torres!

We encourage Drivers who have not heard of the Decker Truck Line, Inc. Referral Program to educate themselves for some additional bonus money! Drivers can find more information on the Referral Program through the Decker Truck Line website, our blog, Fleet Manager or on our social media outlets including our YouTube channel.



November 2019 Drivers of the Month

Midwest Flatbed Division

Troy Czeck (3196)



Troy joined the Decker family in April of 2013. He continues to drive for Decker because he strongly believes it is one of the best companies. The brand new equipment and amenities are a huge bonus for him. Troy noted, "Decker has a real sense of community." He went on to say, "I can come into the cafeteria to eat lunch and chat with people I talk to daily including his Fleet Manager Doug Bradburn!"

In his free time Troy likes playing the guitar and piano, attending concerts and sporting events and running. He could also get lost in a good book from time to time. Troy is from Northeast Ohio, occasionally returning home to visit family members and relax.

Advice that he would give to a new Driver; exercise as much as you can, eat a lot of vegetables and always back your tractor and trailer slowly. During his first few weeks over the road he purchased himself a Truck Stop Directory. Troy described the directory as a printed book that has each truck stop per state on a map. The directory shows exact exits making it extremely nice and easier to maneuver around. Troy said, "even to this day I would be lost heading into some of these unfamiliar territories without this directory, especially if my clock is running short or if I have bad weather to prepare for."

Nominees

West Reefer Division

Loren Durham- Winner
Clinton Lovett- Nominee

Midwest Reefer Division

Todd Ouverson- Winner
Garry Garrison- Nominee
Dean Soucek- Nominee

Midwest Flatbed Division

Troy Czeck- Winner

Southern Flatbed Division

Antonio Fernandez- Winner
Kirby Miller- Nominee

Owner-Operator/Lease Purchase Division

Jimmy Mahan- Winner

Team Division

N/A

Trainer Division

Larry Welter- Winner

November 2019 Drivers of the Month



West Reefer Division Loren Durham (3041)

Loren has worked for DTL for over nine years and was hired in August of 2010. He enjoys Driving for Decker because of his amazing Fleet Manager Alan Henderson. He noted, "I am pretty proud to have Alan, he keeps me rolling!"



Midwest Reefer Division Todd Ouverson (3264)

Todd started working for Decker Truck Line, Inc. in 2010; he will celebrate his 10th year in August. While working for Decker he enjoys meeting new people, the everyday challenge, and the rewarding accomplishment of training. Training has allowed Todd the opportunity to make a difference in many of our Drivers lives. Driving has allowed Todd to travel while making a living for his family and himself.

Some of Todd's hobbies include spending time with his 2 kids, chasing his 4 grandchildren around the house, collecting hot wheels (over 1,000 in his collection), working on his 67 Chevy pickup and attending the annual missions trip in place by the Clear Lake Open Bible Church. Last year, Todd and his wife attended the missions trip to Tijuana building resident housing and helping specific families with needs of clothing, toothpaste, everyday essentials, etc.

Todd noted, " always have faith in who you are, where you are going and how you got there."



Southern Flatbed Division Antonio Fernandez (2955)

Antonio joined the Decker family in March of 2002.
His Fleet Manager is Artherius Cook.

Thank you for your hard work and dedication to Decker Truck Line, Inc.

November 2019 Drivers of the Month



00/LP Division

Jimmy Mahan (L3179)

Jimmy joined the Decker family in January of 2019.
His Fleet Manager is Matt Nicholls.

Thank you for your hard work and dedication to Decker Truck Line, Inc.



Trainer Division

Larry Welter (2344)

Larry joined the Decker family in May of 1995. He continues to drive for Decker because he enjoys the people he works with, including his Fleet Manager, Savannah Pieczko, and his adequate home time. The brand new equipment and amenities are great!

In his free time Larry enjoys fishing, helping out in the field during the Fall and Spring time and spending time with his family. Larry noted, "my wife has been very understanding of my work schedule, especially while over the road for a long lengths of time." Together Larry and his wife enjoy snuggles from their grandchildren and spending time with their two children.

~Ability~

is what you're capable of
doing.

~Motivation~

determines what you do.

~Attitude~

determines how well you do
it.

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.

YOUTUBE LIVE

Q&A

**TUESDAY
12PM CENTRAL**



December 2019 Drivers of the Month



Timothy Schaefer
Midwest Reefer Division



Vicki Boling
West Reefer Division



Yshua Calkins
Southern Flatbed Division



Benjamin Litwiller
Midwest Flatbed Division



Jackie Miller
Trainer Division



Felix Perez Santiago
OO/LP Division

Nominees

West Reefer Division

Vicki Boling- Winner
Dick Buck- Nominee

Midwest Reefer Division

Timothy Schaefer- Winner
Dennis Watterson- Nominee
James Wise- Nominee

Midwest Flatbed Division

Benjamin Litwiller- Winner

Southern Flatbed Division

Yshua Calkins- Winner
Michael Ellithorp- Nominee

Owner-Operator/Lease Purchase Division

Felix Perez Santiago- Winner

Team Division

N/A

Trainer Division

Jackie Miller- Winner

Drivers of the Month are eligible to be chosen as Driver of the Year for their Division and ultimately could be named as our Grand Champion Driver of the Year! The 2019 Grand Champion Driver of the Year will be eligible to receive an exclusive tractor decal and a \$15,000 bonus!

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— Jesse Torres, Ronald Phillips, Keith Lang, David Kerschner, Ralph Jenkins, Dorothy Jean Neikes

First Quarter Training- Congratulations!

Below are the first 10 Drivers who completed the 2020 1st Quarter Training qualifying for a \$15 Pilot Flying J gift card.

- Jeffrey Brewer
- David Beshey
- Keith Crutchfield
- William Madrigal
- Larry Welter
- Timothy Plum
- Christopher Storms
- Martin Blanker
- Steven Ferreira
- Shawn Landfear

Violation-Free Inspections: 11/27 - 12/27

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

Brian Biedugnis	Arthur Gonzales	Clinton Lovett	Jerry Arthur
Melvin Williams	Roderick Jamison	John Saunders	Richard Andreson
Walter Hubbard	Glenn McConnell	Henry Washington	Frances Burnett
Leslie Spivey	Randy Pratt	Corey Lucas	Bill Weatherford
John Saunders	Otis Johnson	Alvin "Doug" Johnson	Joseph Harris
Adam Nies	Steven Alliger	David Hooper	Jonathan Frierson
Marvin Davis	Shawn Higgins	Jason Ligon	Thomas Miller
Eugene Pitts	Thomas Remington	Todd Hopes	
Teresa Cheek	Jimmie Mahan	Matthew Herring	

** Driver Scorecard Bonus **

10 company drivers – qualified for a bonus ■ 6 O/O's - qualified for a bonus
\$26,351 was paid out for the December Scorecard Bonus.

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

Company Drivers:

Arthur Clubb
Chad Hazelton
John Jeanblanc
Dean Soucek
Anthony Vasquez

Dennis Watterson Sr.

O/O's:

Jamey Beem
Curtis Carson Jr.
Curtis Carson Sr.

Lee Hartvigsen
Jarrard Christopher
Felix Perez Santiago

Safety & Compliance

Test Your Knowledge

Questions based on chain laws, Test Your Knowledge. Answers can be found on page 15.

1. What chains are required on an 18-wheeler (3-axle tractor, 2 -axle semi-trailer) in California?
 - a.) All four tires on the main (usually front) drive axle
 - b.) The two outside tires on the other (usually rear) drive axle
 - c.) One tire on each side of the trailer (front or rear axle, or staggered OK)
 - d.) No chains are required on the steering axle
 - e.) All of the above
2. What are Automatic Traction Devices (ATD's)?
 - a.) A type of hook and cable carrying by tow trucks
 - b.) A sleeve mounted by mechanics over tires to improve traction
 - c.) Devices mounted under a vehicle that sling segment chains under the inside drive tires
 - d.) None of the above
3. Where in CA are chains required?
 - a.) Higher mountain passes in Northern CA
 - b.) I-5 North of Redding
 - c.) I-80 between Sacramento and Reno, NV
 - d.) SR-50 over Echo Summit between Lake Tahoe and Sacramento
 - e.) All of the above
4. Colorado chain laws requires commercial Vehicles to have tire chains or an approved traction device in the vehicle from Sept. 1 to May 31 while on I-70 corridor from Dotsero (MM133) to Golden (MM 259)
 - a.) True
 - b.) False
5. How many drive tires should be equipped with chains for a tandem drive axle combinations (tractor-trailer combination 5-axle) in Colorado?
 - a.) 2 or more
 - b.) At least 2
 - c.) 4
 - d.) None



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 December 2019

Decker Truck Line (DOT # 53824)

B.A.S.I.C.	Threshold:	2019 Goal:	Current CSA Scores:	Difference from Previous Month:
Unsafe Driving	65%	40%	71%	 8%
HOS Compliance	65%	25%	47%	 -4%
Driver Fitness	80%	32%	23%	0%
Controlled Substances/Alcohol	80%	0%	11%	 2%
Vehicle Maintenance	80%	35%	53%	 -1%
Hazardous Materials	80%	0%	NA	NA
Crash Indicator	65%	20%	50%	0%

Improvements: HOS, Vehicle Maintenance

No Change: Driver Fitness, HazMat, Crash

Increased Scores: Unsafe (now in Alert Status), Controlled Substance

DECKER TRUCK LINE, INC.

U-Turns – Company Policy

To protect yourself and the motoring public, you are strictly prohibited from making a U-turn on any public street, road, highway or interstate unless directed to do so by law enforcement. Violation of this policy will result in disciplinary action up to and including termination.

Making a U-turn in a tractor-trailer is one of the most dangerous maneuvers a driver can make. The chances of being involved in a crash are well documented. One of the most frequent crashes resulting from a U-turn is a run-under. Run-under crashes are one of the most devastating losses a trucking company can experience. A run-under crash can cost hundreds of thousands of dollars in physical damage and personal injury. However, these crashes are frequently among the easiest to prevent. A run-under crash caused by a U-turn is possibly the easiest to prevent...never make a U-turn.

When a driver attempts to make a U-turn, the life of the driver and the lives of others nearby are put at risk. Below are just some of the risks involved

Since making a U-turn is an unexpected maneuver, it usually does not allow enough time for other drivers to avoid an accident. The average truck takes about 40 seconds to complete a U-turn which means the tractor-trailer is blocking most, if not all other traffic lanes for nearly a minute.

Drivers are just not able to turn their trucks around while remaining cognizant of all the dangers around them. Ensuring proper clearance on all sides of the vehicle is difficult at best when there is a hasty decision to make a U-turn.

Other motorists typically don't see the truck making a U-turn until it's too late to avoid an accident. Lights and reflective markings on a truck are just not enough to alert other drivers to react in time. This is especially true in low visibility such as darkness.

Below are methods drivers can use to help get back on course instead of making a U-turn:

1. In urban areas, find an area where a driver can safely turn around without endangering anyone. An open parking lot may work well.
2. On the highway, circle back through on other roads. Roads are interconnected. If a driver happens to miss a turn, chances are a turn or off-ramp exists a few miles ahead. Use them to get safely back on track.
3. If you are faced with a situation that makes it impossible for you to safely proceed, call for help as soon as possible.

Important Safety Message to All Drivers

-From Rick George, Vice President of Safety

Winter is back with a vengeance...in some parts of the country it never left. With the recent snows that we have had, road conditions can be perilous at best. Use extreme caution in winter driving conditions.

If the roads are bad, shut down until conditions improve. Please make sure that you let your Fleet Manager and/or Night Operations know of your status.

Thank you, be safe out there.

After Hours

OPEN HOUSE

Wednesday, January 29 & Thursday, January 30

Professional Drivers, please join us for a social located in the cafeteria at the Corporate Office in Fort Dodge, IA.

We invite all Drivers to utilize this newly accessible space including the cafeteria, Driver's nook and restrooms as needed.

Cold meat sandwiches, soup, refreshments and beverages will be provided from 4 p.m to 8 a.m.

We strive to impress to you your importance here at Decker Truck Line, Inc.

WALK SAFE THIS WINTER



- ▶ Use handrails if available
- ▶ Wear proper, non slip footwear
(leather sole shoes/boots are unacceptable)
- ▶ Avoid slippery surfaces when possible
- ▶ Keep your center of balance under you
- ▶ Look before you step and walk at a slower pace
- ▶ Take shorter steps or shuffle for stability, do not run
- ▶ When taking your first few steps outside of your vehicle make sure the surface isn't too icy, proceed with caution



Life's stresses aren't a game Real solutions are close at hand

DID
YOU
KNOW?

Your work-life balance employee assistance program (EAP) gives you personal, confidential* advice

This service is available at no additional cost and offers information and support for issues such as:

- Dealing with anxiety
- Finding child and elder care providers
- Managing work and personal relationships
- Finding legal resources and referrals
- Coaching and time management for managers
- Creating a budget



Help is only a call away.

Toll-free, 24 hour access

- 1-800-854-1446: English
- 1-877-858-2147: Spanish
- 1-800-999-3004: TTY/TDD

Online access:

www.lifebalance.net; user ID and password:
lifebalance

Help is easy to access

Telephone Consultations: Speak confidentially with a master's level consultant to clarify your need and evaluate options.

Face-to-Face meeting: Meet with a local consultant up to three times per issue for short term problem resolution.

Educational Materials: Receive information through our online library of downloadable materials and interactive tools.

Real solutions
are close at
hand with
the Employee
Assistance
Program (EAP)

**Gym/Fitness
Club**

Look fit. Be fit. Feel fit.

THE REC DAY PASS

Fort Dodge, Iowa

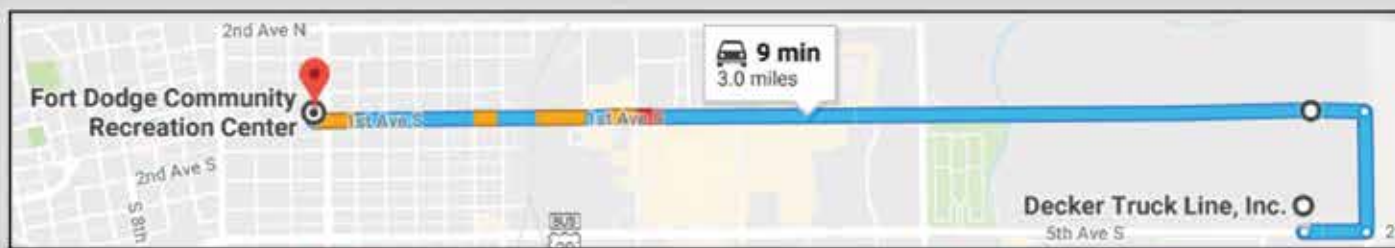
Health and fitness provided for you!

Looking to get out, get some fresh air and be active?



- ▶ Day passes for Drivers are located at the Maintenance Support/Guard Building
- ▶ Drivers can check out a car, sign a consent form and get a pass for the day to The Rec Center at 1422 1st Ave South, Fort Dodge.
- ▶ To get to The Rec take 1st Ave South (the road behind Decker) all the way past the shopping district, across the bridge and down a couple blocks it will be on your right next to Hardee's and the movie theatre. Directions are also located on the back of the Day Pass.
- ▶ The Rec has weight lifting rooms, exercise equipment, a basketball gym, indoor track and a pool all accessible with the day pass.

**Find classes, activities, schedules at <http://www.fdrec.com/facilities/downtown/>



October-April Hours:

Monday-Friday 5:00 am-9:30 pm
Saturday 7:00 am- 5:00 pm
Sunday 12:00pm- 5:00 pm

May-September Hours:

Monday-Friday 5:00 am-8:30 pm
Saturday 7:00 am- 5:00 pm
Sunday Closed

Employee Spotlight



Lindy Batcheller

DTL Fort Dodge
Compliance Specialist

Lindy joined the Decker family in November of 2019. Among many of her job duties she works closely with our SmartDrive system to insure Driver safety. She is really enjoying her job and is learning the new software quickly. Advice that she would give to a new employee; everyone has their ways of doing things, find a way that works for you.

In her free time Lindy enjoys riding motorcycle, baking, crafting with her children and traveling. Her favorite location to travel to is Brooklyn, New York.



Josh Killingsworth

DTL Bessemer
Fleet Manager

Josh joined the Decker family in December of 2018. Among many of his job duties he assists the day to day operations of his Driver fleet. He sets delivery appointments and works with the CSR's to plan Driver loads. He really enjoys the atmosphere including the coworkers he works alongside. He noted, "We are all one big family and would honestly do anything for one another." Advice that he would give to a new employee; communication is key!

In his free time he enjoys watching Alabama football, range shooting, traveling and spending time with his fiancé, Kathleen, and their dog named Flounder. Josh and Kathleen plan to get married in May of this year. His favorite place to travel to is Orlando, Florida where together they visit family.

Test Your Knowledge Answers:

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

**FACEBOOK
LIVE**

#MONDAYMINUTE

Q&A

**MONDAYS
4PM CENTRAL**



Are you familiar with our MeMD telemedicine, telehealth & teletherapy benefit?

Skip the hassle of scheduling an appointment, traffic and waiting rooms—bring the doctor visit to you with high quality, convenient healthcare on demand!



Short description:

This service provides employees with 24/7/365 access to MeMD's highly qualified, licensed healthcare providers by phone, mobile app or computer to experience immediate and lasting benefits. MeMD has telehealth solutions that can help reduce overall healthcare costs, decrease absenteeism and improve productivity.

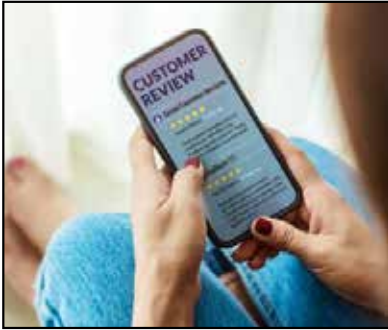
Please visit the link below for a short descriptive video:

<https://youtu.be/NJ5nvtORJcA>

For more information regarding this service visit their website: <https://www.memd.net/>



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

The Hazards of Stopping on Highway Shoulders

By Kevin Skow, AVP Safety Services



In the trucking industry, stopping along a busy highway due to an emergency may be necessary. Unfortunately, not everyone recognizes how dangerous this can be for the truck driver and motoring public. Due to the severe risk this poses, management should encourage drivers not to stop along the roadside in non-emergency situations, such as getting out to ask for directions or to visit a convenience store. Stopping along the roadside increases exposure to a potential crash, which can likely be prevented with good trip planning, thorough vehicle inspections, and proper equipment maintenance. At the very least, instruct drivers to exit the highway and find a safe place to park for these situations.

If a driver must absolutely stop on the side of the road, motor carriers should educate drivers and dispatchers on actions that can be taken to reduce the risk of a loss in the event of a breakdown or other roadside emergency. Such actions include:

- **Avoid parking on curves or on the downside of undulated roads that obscure the approach of oncoming traffic.**
- **Park as far off the traveled roadway as safely possible. Keep in mind, shoulders can be soft and have a steep drop-off or ditch beside it.**
- **Turn on 4-way flashers when slowing and leave them on while stopped.**
- **When stopped, set parking brakes.**
- **Keep marker lights on after dark.**
- **Set out warning devices in accordance with the FMCSR Part 392.22.**
- **Notify employer as soon as possible to arrange roadside assistance.**
- **Avoid falling into traffic by using three points of contact exiting /entering the cab or climbing onto the catwalk or trailer.**
- **Walk along the side of the vehicle opposite traffic.**
- **Watch out for debris or uneven surfaces when outside the vehicle.**
- **Use a visible flashlight after dark.**
- **Wear reflective clothing (such as a high visibility safety vest) when exiting the vehicle.**
- **Face oncoming traffic as much as possible, keeping your eyes on approaching vehicles while working.**

Although it is never a safe practice to stop along roadways, the above steps may be helpful in reducing the risk of a serious loss for all involved.

▶ INSIDE THE TRIANGLE



The Power of Positive Posts Continued...



The topic of Issue 2: *Inside the Triangle* was positive and negative posts. Recap, on-line reviews are a natural way for consumers to relay their experience with a brand. It's critical to our business that we monitor and manage these reviews accordingly. The impact of a review has become very powerful in undermining a business' reputation, leading to positive or negative consequences: please refer back to Issue 2 specific details on this topic were addressed.

How to Improve our Ranking

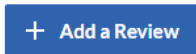
With a general understanding of how reviews affect a business now we can take action on supporting our brand. All employees play a key part in upholding the business message. Decker Truck Line, Inc. can be found on any given review site among many Glassdoor, Indeed and Google are the topic of this issue. This issue will include details on understanding a review site, our current rankings and how to leave a review.

Glassdoor — 2.7 ★★☆☆☆☆

Glassdoor is a website where current and former employees anonymously review companies. Glassdoor also allows users to anonymously submit and view salaries as well as search and apply for jobs on its platform. Glassdoor produces reports based upon the data its anonymous and, in many cases, managers generate positive reviews for their organizations through posts. These reports have been on topics including work-life balance, CEO pay-ratios, lists of the best office places and cultures, and the accuracy of corporate job searching maxims. Data from Glassdoor has also been used by outside sources to produce estimates on the effects of salary trends and changes on corporate revenues.

How to leave a positive review on Glassdoor:

- 1.) Visit <https://www.glassdoor.com/Reviews/Decker-Truck-Line-Reviews-E301996.htm>
- 2.) Next, once you are on the Glassdoor site click the blue rectangle box in the upper right hand corner of the screen "+ Add a Review"



- 3.) Lastly, a page titled "Rate a Company" will show. To leave a positive review fill in the following fields and click Submit Review:



Indeed — 2.9 ★★☆☆☆☆

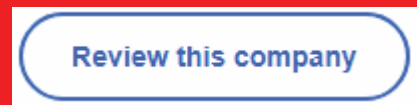
Indeed is a site that aggregates job listings from thousands of websites, including job boards, staffing firms, associations, and company career pages. Like Glassdoor, current and former employees anonymously review companies. Indeed also allows users to anonymously submit and view salaries as well as search and apply for jobs on its platform.

Ratings by category:

Work-Life Balance- 2.8; Pay & Benefits- 2.9; Job Security & Advancement- 2.6; Management- 2.5; Culture- 2.9

How to leave a positive review on Indeed:

- 1.) Visit <https://www.indeed.com/cmp/Decker-Truck-Line,-Inc/reviews>
- 2.) Once you are on the Indeed site click the blue oval in the upper right hand corner of the screen "Review this company"



- 3.) Next, a page with 13 statements will appear. It will prompt you to rate your experience with a 1 to 5 ranking. 1 meaning strongly disagree and 5 being strongly agree. This page also has 2 questions for you to complete, once done click the blue oval "Continue" at the bottom of the screen.
- 4.) Lastly, you will be prompted to answer 2 questions ranking the company, fill out a little about yourself section and click the blue oval "Finish" button at the bottom of the page.

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





DECKER TRUCK LINE, INC.

Google — 3.7 

Studies show that 92% of consumers read on-line reviews before visiting a business. While all reviews sites are important, Google reviews have the most impact because people turn to Google more than any other search engine or review site. We've found that 58% of all reviews written in 2018 were written on Google, more than Facebook and Yelp combined.

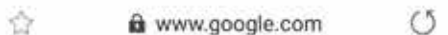
Google's robust and ever-adapting search engine, maps, business listings, and reviews ensure that the searcher gets the information that he or she is looking for – information that is comprehensive, relevant and reliable. Bottom-line – Google reviews inspire trust!

How to leave a positive review on Google:

- 1.) Visit <https://www.google.com> and search for Decker Truck Line, Inc. on the right hand side of the screen you will find our Google information
- 2.) Once you are on the Decker Truck Line, Inc. page in the upper right hand corner there is a blue rectangle with a pencil icon "Write a review" click on that. This icon may appear gray depending on your device.



- 3.) Lastly, you will be prompted to a ratings page with space to leave a comment. Once you have completed this section simply click post on the right hand side.



Share details of your own experience at this place

8 Tips For Writing a Positive Review



1.) Provide useful, constructive feedback

A good review includes enough detail to give others a feel for what happened. Explain which factors contributed to your positive, negative or just so-so experience. You might also offer your view on what the company is doing well, and how they can improve. But keep things friendly and courteous!

2.) Talk about a range of elements, including customer service

Increase the relevance of your review by addressing your overall experience, including the level of customer service you received. Tell people how helpful the company was! Focusing on only one element, such as product quality or delivery options, provides limited insight to readers.

3.) Be detailed, specific, and honest

There's no rule against only writing a handful of words in a review, but the more specific you can be, the more likely the review is to be useful. We suggest writing from your own individual perspective, keeping it honest and sticking to the facts. Help readers stand in your shoes.

4.) Leave out links and personal information

Reviews shouldn't contain information that identifies people — such as names, phone numbers or addresses. Please note that name abbreviations, initials, describing a person's physical characteristics or referring to their unique job title (such as CEO, owner, receptionist)

may also lead to a person being identified and shouldn't be used in your review.

5.) Keep it civil and friendly

Freedom of speech gives you the right to express yourself, but there's a line between appropriate and inappropriate. At the extreme end, the law prohibits defamatory statements. This includes accusatory statements that are untrue or not yet proven to be true.

6.) Feel free to update your review if needed

An important feature can be to edit your review to reflect a changed opinion or a resolved problem, or write a new review if you have a new or updated experience with the same company.

7.) Check you've got the right domain name or company

Check that you're posting your review in the right place. If a company has claimed their profile on there's often information about that business will appear on the profile page that can help you check whether this is the business you're intending to review.

8.) Proofread your review

It's a good idea to check that your review is readable, makes sense and has no typos before posting, but a surprising number of reviews contain errors. So remember to quickly run your eye over your text before hitting "post"!

News & Announcements



The Decker Truck Line, Inc. Lights at Kennedy display won 3rd place with 225 votes!

CONGRATULATIONS!

Shannon Armstrong welcomed her baby boy, Brex Taylor Armstong, on 11/5/2019
7 lbs 12.7 oz and 19 in long. Shannon said, "He is growing quickly!"



Facebook Kudos!

JazzTruckin commented: "I'm scheduled for orientation this Monday, looking forward to getting into one of those really nice trucks! I don't think I've been this excited over getting hired by a Trucking Company."

Congratulations!

To our One Million Mile Professional Drivers of 2019:

Gary Carnahan, Dean Soucek, Cully Vermeer, Timothy Whitesell, Tom Melton

To our Two Million Mile Professional Driver of 2019:

Antonio Fernandez

News & Announcements

A Special Gift!



Jimmy, a Driver Manager for our OTR Flatbed Division out of Bessemer, AL was presented with a gift from Jeremy and Claudia Deer, a beautiful Decker desk pad. Jimmy is Claudia's DM.



Engagement



Announcement!

Jessica Hinman, Communications Coordinator, got engaged to Joseph Tass on December 21st. They have plans for a wedding on October 10, 2020.



Chilly but nice sunny day in Salinas, Utah



Patrick made it to Laughlin, NV On Jan. 13th for the game held on Jan. 14th.

In Memoriam

Please keep these co-workers in your thoughts and prayers.
Jared Altemose (2599) – father passed away on 12/18
Rick George (VP Safety) – father passed away on 12/19
Kara Clinton and Trevor Sellers (Bessemer employees)
– Father, Milton Sellers, passed away on 12/19
Pat Easter (former driver trainer), husband,
Bob passed away on 1/4



Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 Justin Shoots Musa Abdelmehmoud Aweis Abdi Joseph Dominey Conner Kartz Kevin Miller Addison Simiyoni	2 Troy Taylor William Turner	3 Jennifer McCuddin Brandon Gibson	4 Konnoth Jandeska Samuel Muhungi
5 Rick George Brian Egemo John Gerving Timothy Wedin	6 James Foglesong Christian Pfau David Starrett	7 Clinton Lovett Christian Robinson Timothy Schaefer	8 Paul Gray Ronald Burns Kyle Dixon	9 Christopher Daniels Steven George Thomas Potter	10 Derek Vorrie Corey Anderson Jeremy Clark Jessie Kehoe	11 Steven Coyle Lutz Reschke Charles Woods
12 Maxymus Lafontant Kolawole Salami	13 Kris Stockdale Steven Ferreira Steven Goldstein David Knoch	14 Martin Blanker Jason Wunder	15	16 Frederick James Farris Pate	17	18 Chelsea Pieczko Brett Ely
19 Douglas Koos Timothy Crowe Elizabeth Fuller Randy Pratt Dean Soucek	20 Dale Decker Greg Loehr Kirby Goos John Saunders	21 Jarod Smith Jeffrey Brewer Jeremiah Johnston	22 Benjamin Eby Gregory Rhodes	23 Leeric Sanders Kymber Jackson	24 Walter Werth Calista Wiegand Justin Shearer Austin Trevino	25 Jesus Torres Tommy Wells
26 Luann Nektivinda Jorge Grullon-Nunez Richard Mcdaniel Darrin Willette	27 Clarisa Bernard Gene Geng Bradley Veltri Jason Voecks	28 Shawn Baack David Scott Robert Andreason Michael Brown Mark Gray	29 Brian Leopold Preston Broesder Roderick Russ Cleveland Startks	30	31 Steven Alliger Rocky Brand Devin Stokes	

January 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.

Gary Northrop	38	Years on the	22nd	Dick Buck	7	Years on the	23rd
William Wolff	32	Years on the	14th	Dennis Watterson	7	Years on the	30th
David Weltzheimer	30	Years on the	31st	Arthur Clubb	7	Years on the	9th
Rodney Knapp	29	Years on the	2nd	John Eul	7	Years on the	9th
Blaine Martin	25	Years on the	19th	Charles Peterson	7	Years on the	14th
Jamey Beem	24	Years on the	1st	John Hefter	6	Years on the	22nd
Jerry Axtell	19	Years on the	10th	Shawn Landfear	6	Years on the	16th
Rick Wells	17	Years on the	2nd	William Bryant	5	Years on the	7th
Marcia Goodale	17	Years on the	1st				
Kirk Thygesen	14	Years on the	5th				
Jeffery Davis	14	Years on the	16th				
Chad Hazelton	9	Years on the	12th				
Bryce Bertran	8	Years on the	24th				
Christian Pfau	8	Years on the	18th				

The following employees are celebrating milestone anniversaries this month!

Ethan Glenn	4	Years on the	20th	Douglas Merkelbach	2	Years on the	4th
Tracey Edgerton	4	Years on the	4th	Kevin Miller	2	Years on the	10th
John Smith	4	Years on the	6th	Brian Hobbs	1	Year on the	2nd
David White	4	Years on the	13th	Jimmie Mahan	1	Year on the	3rd
Elaine Murman	3	Years on the	17th	Edward Barnes	1	Year on the	9th
Scott Myers	3	Years on the	23rd	Jeremiah Johnston	1	Year on the	9th
Austin Martin	3	Years on the	30th	Steven Martinez	1	Year on the	9th
Farris Pate	3	Years on the	5th	Kirby Miller	1	Year on the	9th
Carl Phillips	3	Years on the	5th	Gary Schwebach	1	Year on the	9th
Angela White	3	Years on the	5th	Jeffrey Brewer	1	Year on the	16th
James Hussey	3	Years on the	11th	Kyle Cunningham	1	Year on the	16th
Michael Barclay	3	Years on the	5th	Mark Naverre	1	Year on the	16th
Nathaniel Roughton	3	Years on the	18th	Rederick Mills	1	Year on the	17th
Patrice Fourtina	2	Years on the	4th	Frank Booth	1	Year on the	23rd
Tiffany Giekes	2	Years on the	8th	Jeffrey Brady	1	Year on the	23rd
Matthew Brown	2	Years on the	22nd	Patrick Mitchell	1	Year on the	30th
Daniel Dewolf	2	Years on the	29th	Brian Egemo	1	Year on the	23rd
Alexander Felton	2	Years on the	31st	Bryon Glass	1	Year on the	23rd
Frank Brandon	2	Years on the	29th	David Berdaus	1	Year on the	30th
Raymond Roahrig	2	Years on the	17th	Douglas Koos	1	Year on the	28th
Bruce Graham	2	Years on the	17th	Cynthia Seagren	1	Year on the	21st
Mark Hawkins	2	Years on the	4th				
Scott Knapp	2	Years on the	4th				
James Mcgee	2	Years on the	4th				