

# DECKER TRUCK LINE, INC.

**TO: ALL DECKER EMPLOYEES**  
**FROM: JEREMY FOSTER, MARK GLEASON, STEVEN HATTEN**  
**DATE: JULY 22, 2024**  
**RE: INTRODUCING NEW DRIVER LEADER STRUCTURE**

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We are pleased to announce an exciting development in our company's organizational structure that promises to significantly enhance our operation and support our growth trajectory. Effective immediately, we are implementing a new Driver Leader Structure across our company.

## **Purpose and Benefits:**

The introduction of the Driver Leader Structure aims to streamline our operation, empower our teams, and foster a culture of accountability and collaboration.

From our COO, Bob Elkins, "This new structure embodies our commitment to "Driver First" organizational goals, focusing on proactive communication, end-to-end caring, and exemplary professionalism. This is one of the biggest structural changes we have had at Decker in decades. It is a giant step forward in our journey towards operational professional excellence and sustained growth. By empowering our teams with clear leadership and accountability, we are poised to achieve greater agility, innovation, and customer satisfaction." This new approach will bring forward the following benefits to our company:

1. **Clear Accountability:** Each Driver will have a designated Driver Leader who will be responsible and accountable for success of their Team. Driver Leaders will steer their teams with a "captain of the ship" mindset, taking ownership of performance metrics and guiding their teams toward achieving key performance indicators (KPIs) and service excellence.
2. **Enhanced Communication:** Driver Leaders will serve as the primary point of contact for their team, ensuring that information flows seamlessly and decisions are made swiftly. This proactive communication will drive efficiency and responsiveness across all levels and departments within our organization.
3. **Accelerated Decision-Making:** By empowering Driver Leaders with decision-making authority, we can expedite responses to opportunities and challenges, enabling us to stay agile in a competitive market.
4. **Alignment with Company Goals:** Driver Leaders will align their team's efforts with our company's strategic objectives, ensuring that every action contributes directly to our overarching goals of service excellence and operational efficiency.

5. **Performance and Professionalism:** By embodying professionalism and demonstrating high performance standards, Driver Leaders will set a benchmark for their teams. This culture of professionalism will enhance our reputation and position us as leaders in the industry.

#### **Implementation Plan:**

- **Onboarding:** We will provide comprehensive training and support to all Driver Leaders to ensure they are equipped with the necessary skills and knowledge to succeed in their roles. Each Driver Leader will spend a week in Fort Dodge for training that will take place **August 5<sup>th</sup>-August 9<sup>th</sup>**. During this time, please be patient as they will partake in multiple meetings each day. During this time, we will have support personnel taking their calls.

#### **Reporting Structure:**

- Each Driver Leader will report directly to one of the three of us Directors.

<b>Team Leader</b>	<b>Domicile</b>	<b>Division</b>	<b>Managed By</b>
Jarod Smith	Bessemer	FB	Jeremy Foster
Jimmy Mitchell	Bessemer	FB	Jeremy Foster
Desmund Thomas	Bessemer	FB	Jeremy Foster
Tony Mosher	Bessemer	FB	Jeremy Foster
Mark Hoffman	Des Moines	RV	Jeremy Foster
Evan Rector	Des Moines	RV	Jeremy Foster
Skylar Michalski	Des Moines	RV	Mark Gleason
Wendy Spratt	Des Moines	RV	Mark Gleason
Anthony Pieczko	Fort Dodge	FB	Mark Gleason
Morgan Klink	Fort Dodge	RV	Mark Gleason
Alexa Anderson	Fort Dodge	RV	Mark Gleason
Greg Tackett	Missoula	RV	Steven Hatten
Kurtis Beckman	Missoula	RV	Steven Hatten
Holly Means	Missoula	RV	Steven Hatten
Drew Cardy	Missoula	RV	Steven Hatten
Jeff Carroll	Missoula	RV	Steven Hatten
Greg Kreta	Missoula	RV	Steven Hatten
Ashley Madison	Missoula	RV	Steven Hatten

#### **Conclusion:**

The introduction of the Driver Leader Structure marks a significant milestone in our journey toward operational excellence and driver-centric service. We invite each of you to embrace this change wholeheartedly, as it signifies our unwavering commitment to achieving new heights of success together.

From our Company Owner and CEO, Dale Decker, "By developing our new Driver Leader role, I am excited we have a structure that focuses on the role of supporting our Drivers and their success with dedicated and talented professionals. These Driver Leaders are a key part of our organization's growth vision. They are essential to us delivering an even better experience and performance to our Drivers and customers."

If you have any questions, please feel free to reach out to one of us. Thank you,

**Jeremy Foster**  
**Director of Southern Flatbed Operations**

**Mark Gleason**  
**Director of Midwest Flatbed Operations**

**Steven Hatten**  
**Director of Reefer Operations**

