

DECKER TRUCK LINE, INC.

2024 DRIVER APPRECIATION WEEK

SEPTEMBER 20, 2024



Dear Decker Drivers,

As we celebrate Truck Driver Appreciation Week, I wanted to take a moment to personally express my gratitude to each of you for the incredible work you do every day. You are the backbone of this company, and without your dedication, expertise, and commitment, we simply wouldn't be where we are today.

Your role goes far beyond transporting goods from one place to another. You ensure that our customers receive their products on time, that families have the essentials they need, and that businesses across the country can operate smoothly. Whether you are navigating long stretches of highway, battling through inclement weather, or adjusting to ever-changing schedules, your professionalism and resilience never cease to amaze me.

At Decker Truck Line, we understand that driving a truck is not just a job - it's a lifestyle, and it comes with its own unique challenges. That's why we are committed to supporting you every step of the way, from ensuring that safety measures are always in place, to providing the resources you need to succeed. We are continually looking for ways to make your experience better and will continue working to ensure that Decker remains a place where you feel valued and appreciated.

I truly enjoyed the opportunity to meet many of you at our lunches this week and have some good take-a-ways from our conversations to go back and work on. I was also glad to be able to share some of the good news we are seeing here at Decker even in this continued difficult freight market. For those of you who I didn't get a chance to meet this week, I want to provide a brief update on some recent developments.

- With the freight market across the country continuing to see an unprecedented soft and difficult market, many things have been changing. From shipper network changes and freight rates decreasing, to trucking companies going out of business. We have experienced a difficult time like many of us haven't seen in this industry in a long while. This has caused us to make significant adjustments to how we do business and keep ourselves in a position to not only exist in the future but to hopefully strive as a leading carrier of choice for shippers. And, just as importantly, continue to be a leading and award-winning carrier of choice for Professional Drivers. To do that, we have had to manage the changes in our network due to shipper volume changes. This caused gaps in how refined our network was. With how little difference there is between making money and losing money each week with a truck, it is critical that a company maximizes what they do to keep that truck running over a series of loads as productive and efficiently as possible.

A load is only as good as the one before and after it. And that one after it is only as good as the one before and after that. And so on...

With that said, we have been addressing these changes by making a big push to find new business that improves our overall networks. In turn, keeping Drivers busier with less downtime and more miles. I am happy to report through these ongoing efforts, we have been awarded an additional 20,700 loads since April! That's a 25.9% increase from prior volumes. In this market, shippers are looking for us to provide a high level of service more than ever. That is the reason we have been able to earn these new awarded volumes. Thanks to you, the Drivers continuing to provide exceptional service to our customers. Please continue to keep this in mind as we go forward as it is a critical part of what will give us stronger opportunities to win awards and continue to improve our freight network.

- Another area I want to thank you for is the improvement in our Hours-of-Service CSA B.A.S.I.C. score. Since April, we have seen a significant drop in our HOS from a high of 79% less than a year ago, now down to 66%. We are only 2% away from having all B.A.S.I.C.'s below the threshold in a very long time! Please continue to keep all CSA points in mind so we can drive this even lower. By having no scores above the threshold, it significantly reduces the chances of being pulled in for inspection. That not only reduces the chance of other items being flagged but means less hassle and less of your time being wasted. So, thank you and keep the trend going!

Again, I sincerely thank you for your tireless efforts, for your sacrifices, and for representing Decker with such pride and integrity. You are not just employees - you are Decker Family. I am grateful for each mile you drive and every challenge you overcome, and I am proud to have you on our Team.

Wishing you safe travels and looking forward to our continued success together.

***With Deep Appreciation,
Dale Decker, CEO***

