

DECKER TRUCK LINE, INC.

TO: DECKER PROFESSIONAL DRIVERS
FROM: JEREMY FOSTER, MARK GLEASON, STEVEN HATTEN
DATE: SEPTEMBER 11, 2024
RE: DRIVER MINIMUM PAY



Greetings Team!

We hope that this message finds each of you well. We are experiencing exciting times here at Decker as our Sales and Commercial Team continues to bring on new customers and new growth opportunities with existing customers. Further, it has been roughly 30 days since our Driver Leaders met in Fort Dodge for our on-site leadership training. Since then, we are already seeing positive gains from that training through a continued focus on increased communication, better utilization, and an overall enhancement to the Driver experience with Decker!

As we work with our Driver Leaders, one question that we continue to hear from Drivers is, "How is the minimum pay there to support me?" Even though qualifying for the minimum pay should be more of the exception than the rule, here is a quick reminder of the requirements:

- All paperwork must be turned in on time for all loads during that pay period. Please do not wait until the very end of the pay period to scan it all in at once. Repeated offenses can be a disqualifier.
- There can be no Driver-related service failures on any shipment.
- There can be no load refusals during the week. This includes refusing to haul a specific shipment or refusing to swap onto a repower/redelivery.
- Must be available to work a full 5 days in that pay period.
- Must not receive any CSA points or cause any violations that week.
- Must not have any preventable accidents in that week; this includes equipment negligence as well.
- There cannot be any misuse of your clock or HOS utilization. This could mean taking extended breaks, improper trip planning, etc.

Our objective is to provide all Drivers with sufficient opportunities to achieve their financial goals. Minimum pay was designed to protect you from unforeseen events that could prevent you from reaching that goal. With your continued focus on being a Professional Driver, our Driver Leaders will commit to making your success attainable.

DECKER PROFESSIONAL DRIVERS
September 11, 2024
Driver Minimum Pay
Page Two

This will include proactive communication on trip planning, hours of service management, etc. We have no doubts that through this Professional Driver and Driver Leader partnership, we will continue to set the standard as one of the best overall fleets to drive for!

One Team, One Goal – “Driven To Be The Best”!

Best regards,

Jeremy Foster
Director of Southern Flatbed Operations

Mark Gleason
Director of Midwest Flatbed Operations

Steven Hatten
Director of Reefer Operations

