



December 2019



Happy Holidays and Happy New Year!
from all of us at Decker Truck Line, Inc

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Back Row L to R: Tammy, Tim, Steve, Don, Gary, Doug, Dave
Front Row L to R: Dave, Joe, Marv, Jim, Charla

Happy Retirement Dave Weltzheimer!

Decker Truck Line, Inc. held a Retirement Luncheon honoring Dave on Wednesday, December 11th. Etta Mae served lunch in celebration of his many years of service. Don Decker presented Dave with his special crystal truck, handed him his plaque and thanked him for over 28 years of service. Employees enjoyed cake as we all reminisced.

We wish you the best, enjoy retirement!



October 2019 Drivers of the Month

00/LP Division

Jimmy Carwell (L2923)



Jimmy joined the Decker family in August of 2016. He continues to drive for Decker because of the growing opportunities that arise with the company. Jimmy likes what he's doing noting that he enjoys the setup of his equipment. He strives each day to be on time for his deliveries. Jimmy likes working with his Terminal Manager Jeremy Foster and his Fleet Manager Isaiah Pettway. Jimmy said, "Isaiah treats me very well and keeps my wheels rolling." "The staff at the Bessemer Terminal are a blast too!"

Jimmy typically hauls steel, pipes and rolls of paper through Michigan, Chicago, California, Washington, etc. This last month he also hauled a car wash, a load of sofas and sheet rock.

In his free time Jimmy likes fishing, cooking and watching football and basketball with his family and friends. Jimmy is originally from Alabama, where he was born and raised. He noted, "my mother taught me to make salads and cook ribs and wings." He continues to enjoy making them for his family. Jimmy has three girls and two boys; he likes hanging out with his eight grandchildren laughing and enjoying time together.

Advice that he would give to a new Driver; be safe and always take care of yourself and look out for other people!

Nominees

West Reefer Division

Kevin Hagan- Winner
Mario Sims- Nominee

Midwest Reefer Division

Ben Eby- Winner
Todd Hawkins- Nominee
Todd Ouverson- Nominee

Midwest Flatbed Division

Michael Roth- Winner

Southern Flatbed Division

Lesbourne Lewis- Winner
Anthony Vasquez- Nominee

Owner-Operator/Lease Purchase Division

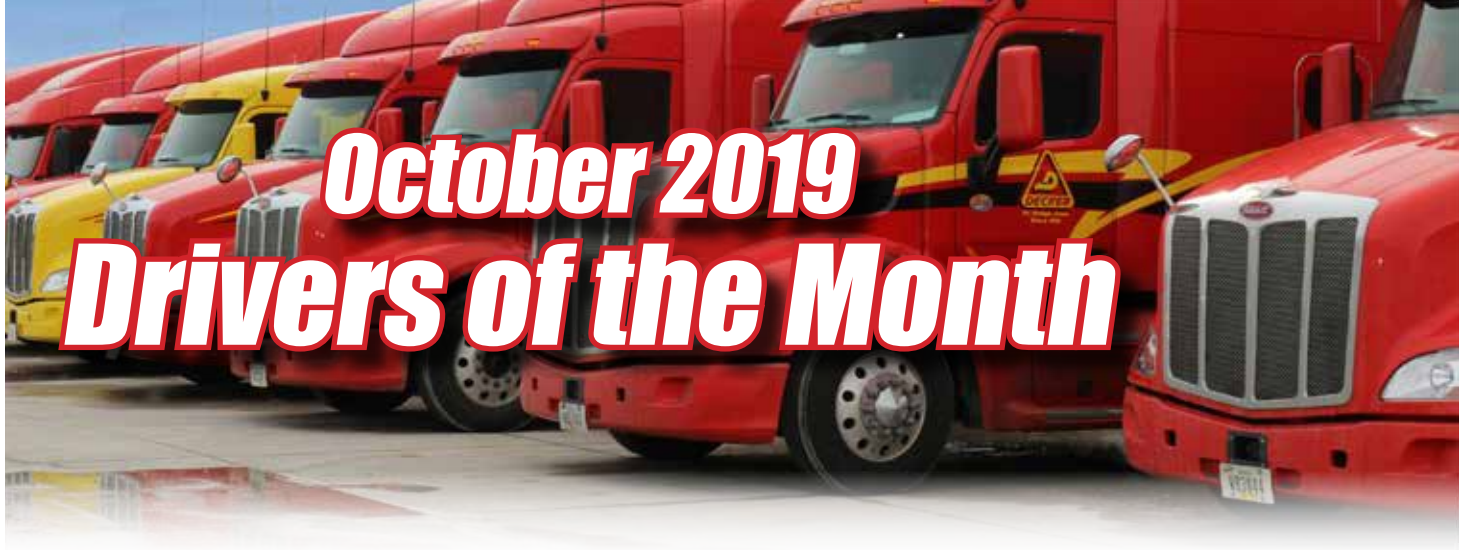
Jimmy Carwell- Winner

Team Division

Dennis and Dorothy Neikes- Winners

Trainer Division

N/A



October 2019 Drivers of the Month



Midwest Reefer Division Ben Eby (3143)

Ben Eby has worked for DTL for eight years and was hired in September of 2011. He enjoys Driving for Decker because of his adequate home time, his miles, the up-to-date equipment and his freight locations. While not on the road, Ben enjoys spending time with his family. He mentioned he has six children and nine grandchildren keeping him plenty busy. As we chuckled during the interview, he is very proud of his family saying they are “Awesome!”

West Reefer Division Kevin Hagan (3115)



Kevin joined the Decker family in November of 2018. Prior to coming to Decker he noted Clarisa Bernard, his Recruiter, being very welcoming and friendly toward his decision. Kevin enjoys driving for Decker because of the up-to-date equipment, the personable staff and coworkers. He noted the Maintenance Team in Missoula, “they are top notch and always have my tractor and trailer fixed up quickly”

In his free time Kevin likes being outdoors, camping, fishing, spending time with his husky named Foxy and racing his mini cars “crawlers”. Kevin takes great pride in detailing his crawlers and getting them ready for competition day (pictured).

Advice that he would give to another Driver; respect each other and understand the Professional Driver lifestyle. While you represent Decker remember to maintain professionalism and never lose site of your surroundings while on the road.

October 2019 Drivers of the Month



Team Division

Dennis & Dorothy “Jeanne” Neikes (3184)

Dennis joined the Decker family in March of 2019 and Jeanne joined shortly after in June. Together they enjoy driving for Decker because of the fantastic family atmosphere. They both really like their Fleet Manager Alan Henderson, noting, “Alan is great!” “Alan is really good at his job and does his best to keep us moving.” The Office and Shop Staff always work hard to find a solution to any issue we may have.”

In their free time Jeanne loves to read, likes to explore new places to eat-- if they have time-- and enjoys visiting antique stores. She loves spending time with her family and their dog named Gracie. Gracie is a loving rescue dog and rides with Dennis and Jeanne during their many traveling adventures. Jeanne has four children and Dennis has two. Dennis likes to work on lawn equipment, engines and cars. He also enjoys fishing when he can.

Advice that they would give to a new Driver; Jeanne noted, “if a new Driver can put Decker first and do their best, Decker will take care of you.” Dennis noted, “remain calm in situations and remember safety first.” One of Dennis’ personal goals was to earn Driver of the Month. Their hard work and motivation have earned them this great honor!



Midwest Flatbed Division

Michael Roth (3235)

Michael joined the Decker family in May of 2008. He continues to drive for Decker because of the great equipment and his regional freight. On a weekly basis you can find him in the Midwest delivering lumber, steel, drywall, shingles, etc.

In his free time Michael enjoys spending time with his family. Him and his wife of twenty-eight years have two children, one granddaughter and another due in February.

Advice that he would give to a new Driver; ask questions-- if you are not sure what you are doing ask someone for help. The Safety and Operation Departments are very helpful, use your resources. Michael noted, “take advice from the “older drivers” they can be helpful and they have a lot of great experience. Prior to leaving any Terminal and/or lot always remember to preplan your delivery route.



October 2019 Drivers of the Month



Southern Flatbed Division Lesbourne Lewis (2647)

Lesbourne joined the Decker family in April of 2019. His Fleet Manager is Josh Killingsworth. His dedication and hard work has shown through his everyday work— congratulations Lesbourne!

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!

YOUTUBE LIVE

Q&A

TUESDAY 12PM CENTRAL



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— Perry Goins, Charlie Watkins, Santiono Young, Alexander Yowell, Paul Thurman, Kevin Blevins, Estevernico Craig, Jason Dols, Carunary Pernel, Charles Evans III, Christopher Collins, Kody Shaw, Thomas Schwazz, Timothy Schaefer, Sandra Rodriguez, Brian Rodriguez, Brian Gordon, Joshua Diggs

Violation-Free Inspections: 10/27 - 11/27

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

Terrance Taylor
Timothy Wedin
David Trammel
Raymond Harris
Franklin Jones
Michael Brown
Rick Wells
Ken Ahottea
Gary Schwebach
Benney Lat

Shawn Miller
Benedict Boston
Conner Kartz
Jimmie Mahan
Grant Quinton
Maurice Amaker
Carunary Pernel
Ken Halen
David Knoch
Gilberto Nava

Chad Hazelton
Leon Wright
Teresa Cheek
Scott Knapp
Benjamin Anderson
Kevin Stahly
David White
Myreon Edwards
Richardo Johnson
Phillip Crawford

Yshua Calkins
Shawna Meyer
Zachery Clendenon
Joseph Harris
Timothy Wedin
Myreon Edwards
John Bare
Rita Tyler
Keith Jolly

** Driver Scorecard Bonus **

116 company drivers – qualified for a bonus ■ 22 O/O's - qualified for a bonus
\$32,135.89 was paid out for the November Scorecard Bonus.

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

Company Drivers:

Anthony Vasquez
Thomas Melton
Allen Smith Jr
Steven Alliger
Gary Garrison
Charles Ghan
Todd Ouverson

Brian Robben
Dean Soucek
James Wise
Arthur Clubb
Clinton Lovett
Robert Andreasen
Gary Carnahan
Judith Carnahan

Lydia Dietrich
Cynthia Hopes
Todd Hopes
O/O's:
Demetrius Anthony
Victor Walker
Michael Galligan
Timothy Olden

Jamey Beem
William Burd
Lee Hartvigsen
Jimmie Mahan Jr.
James Stuhlberg
Curtis Carson Sr.

Safety & Compliance

Test Your Knowledge

Questions based on winter weather, Test Your Knowledge. Answers can be found on page 17.

1. What is one of the ways to recognize freezing roadway while driving?
 - a.) Exterior access door to bunk area gets jammed
 - b.) Spray from tires on vehicles in front of you will stop
 - c.) National Weather Service calls for cold front passing by
 - d.) Drivers on CB talk about ice on the road
2. Elevated structures such as bridges and overpasses will freeze before roadway.
 - a.) True
 - b.) False
3. When travelling on I-70 through Kansas in Winter driving conditions, what is the highest speed you can drive?
 - a.) 70 mph
 - b.) Whatever the speed limit sign says
 - c.) Ask the KDOT
 - d.) As fast as the conditions allow
4. What is one of the best methods to avoid a rear end collision in Winter weather conditions?
 - a.) A distance long enough to make a safe, controlled stop within the lane of travel you occupy
 - b.) It's ok, I always have the shoulder, the left lane, or the median for an escape route
 - c.) Leaving yourself an "out" located directly in front of your vehicle
 - d.) Both a and c
5. What is black ice?
 - a.) Thin layer of transparent ice that forms when the temperature is close to freezing
 - b.) Sometimes makes the road look slightly wet
 - c.) Black ice is difficult to spot
 - d.) All of the above



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 November 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%	NA	Speed (4) Handheld Device (1) Lane Restriction (1) Fail to Obey (1) Fail to Dim Headlights when Rqd (1)
HOS Compliance	65%	25%	51%	 11%	
Driver Fitness	80%	32%	26%	 -3%	NA
Controlled Substances/Alcohol	80%	0%	11%	 -2%	NA
Vehicle Maintenance	80%	35%	54%	 1%	Tires (2) Lights (3) Mud Flap (1) Cargo Securement (3) Brakes (5) Periodic Inspection Missing (1) ABS (1)
Hazardous Materials	80%	0%	0.0%	NA	NA
Crash Indicator	65%	20%	50%	 -1%	6 crashes added this period

Improvements: Driver Fitness, Controlled Substance, Crash

No Change: Unsafe Driving, HazMat **Increased Scores:** HOS, Vehicle Maintenance

What Does an Accident Really Cost?

By Rick George, Vice President of Safety



Have you ever stopped to think about what an accident really costs? Sure, there is the cost of repairing the equipment and property that was damaged. There is also the cost of any medical bills if someone was injured and the cost of downtime and other costs associated with the accident. How much revenue do we have to generate to cover those costs? Below is a table that helps demonstrate that relationship.

Revenue required to recover the cost of an accident

Profit Margin	Accident Cost						
	\$1,000	\$5,000	\$10,000	\$25,000	\$50,000	\$100,000	\$250,000
1.00%	\$100,000	\$500,000	\$1,000,000	\$2,500,000	\$5,000,000	\$10,000,000	\$25,000,000
2.00%	\$50,000	\$250,000	\$500,000	\$1,250,000	\$2,500,000	\$5,000,000	\$12,500,000
3.00%	\$33,333	\$166,667	\$333,333	\$833,333	\$1,666,667	\$3,333,333	\$8,333,333
4.00%	\$25,000	\$125,000	\$250,000	\$625,000	\$1,250,000	\$2,500,000	\$6,250,000
5.00%	\$20,000	\$100,000	\$200,000	\$500,000	\$1,000,000	\$2,000,000	\$5,000,000

This table displays the amount of revenue required to recoup the cost of an accident at a given profit margin. For example, if you have an accident that costs \$1,000 and you have a profit margin of 2% (meaning that 2 cents of every dollar of revenue generated is profit) you will need to generate \$50,000 in revenue to recover the \$1,000 that an accident costs.

An old rule of thumb is that soft costs of an accident, those costs such as downtime, administrative costs, higher future insurance costs, taking the equipment to get repaired and picking it back up, etc., are equal to the out of pocket costs of an accident. So, if you have an accident that does \$2,500 damage to your tractor, all the costs associated with that accident will total about \$5,000. If the company you work for has a 2% operating ratio, you will need to generate a quarter of a million dollars in revenue to recoup those costs. Do you know how many accident-free miles you have to drive to generate that much revenue? It's A LOT.

Accidents are expensive – take an extra moment to get out and look when backing, slow down just a little bit on a wet or icy highway, wait until you stop driving to check your phone, give the other guy a brake when he makes a mistake. All of these seemingly little things can avoid a BIG expense.

Don't Forget to Treat Your Fuel

Please use extra caution when driving in poor conditions. Heavy snow in the western states and icy conditions in the Midwest, including southern Iowa and Chicago, is expected.

Please make sure you have treated your fuel to avoid unnecessary delays. Depending on where fuel is purchased can effect when it will start to gel. Fuel purchased in Florida will gel up quicker than fuel purchased in MN at the same time be aware that untreated fuel can start to cloud up and gel at any temperature below freezing (32 degrees).

There are several anti-gel additives available at truck stops.

The additives in the picture should be what is available at Decker shops. Note the Penray product does 250 gallons and the Power service does 100 gallons.



Professional Drivers, you need to read the instructions on whatever product is purchased so as to not undertreat or overtreat. If you have any questions please reach out to Maintenance Support or one of our Decker shops and they will be able to assist.

THANK YOU, STAY SAFE OUT THERE!
ROD SIMON, VICE PRESIDENT OF MAINTENANCE

The Importance of Making Safe Turns

► Do You Know Where Your Trailer Is?

Our customers entrust us with their products knowing that we will move them from origin to destination with the care and concern we would move our own prized possessions. To do so you must always keep in mind the importance of turning safety. It is very important that when you turn a corner you know where your trailer tires are going to be as you execute that turning maneuver. We have had three instances in a very short period of time in which the trailer tires went down into the ditch. In each case, the Driver was experienced enough to know better and unfortunately there was significant trailer damage and a load shift resulting in damage to our customer's product.



► Incident 1:

This Driver did not swing wide enough to make it around the hairpin turn on this road. The cost of this incident will exceed \$25,000, the load was rejected and the trailer will need extensive repairs in addition to having the frame straightened. The tractor will also need to have the frame straightened.



► Incident 2:

This event occurred when the Driver was pulling out of his rural driveway. He was a Driver with 9 years of experience. He lost his focus for just a moment and did not swing wide enough as he left home. The trailer will need to be straightened and the cargo had to be restacked at great cost before delivery. This momentary loss of focus will cost approximately \$8,000.

► Incident 3:

This Driver was turning from pavement to a gravel road just a quarter of a mile from his destination. He didn't swing wide enough when making the turn and pulled the trailer through the ditch and the trailer pulled the tractor over. This tractor will spend the next month in the body shop. The cargo was rejected and the trailer will need to go to the frame shop for straightening. The total cost of this event will be \$47,000.

It can happen in the blink of an eye. Slow down, make your turns wide enough so you know your trailer will make the turn with you. You have to know where your trailer is located.



Shop Holiday Hours

***Second shift staff in Davenport and Fort Dodge will fold into first shift Tuesday 24th and Tuesday 31st ***

2019 Christmas shop hours		
Shop	Close	Opening back up normal hours
Ft Dodge Truck	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Ft Dodge Trailer	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Ft Dodge Inspection bay	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Ft Dodge Wash Bay	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Ft Dodge Prep Shop	3:30 pm Tuesday December 24th	7:00am Thursday December 26th
Ft Dodge Body Shop	3:30 pm Tuesday December 24th	7:00am Thursday December 26th
Ft Dodge Decal shop	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Bessemer	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Davenport	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Hammond	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Mediapolis	4:30 pm Tuesday December 24th	7:00am Thursday December 26th
Missoula	4:30 pm Tuesday December 24th	7:00am Thursday December 26th

2020 New Years shop hours		
Shop	Close	Opening back up normal hours
Ft Dodge Truck	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Ft Dodge Trailer	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Ft Dodge Inspection Bay	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Ft Dodge Wash Bay	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Ft Dodge Prep Shop	3:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Ft Dodge Body Shop	3:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Ft Dodge Decal Shop	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Bessemer	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Davenport	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Hammond	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Mediapolis	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd
Missoula	4:30 pm Tuesday December 31st	7:00am Thursday January 2nd

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



Roger Harris

DTL Fort Dodge
Parts Assistant

Roger joined the Decker family in March of 2002. Among many of his job duties he is kept busy supplying parts to the Fort Dodge Shops and orders equipment parts. Over his 17 years with the company he strives knowing that he is a key part in keeping our Decker tractors and trailers moving efficiently. Roger noted, "I am proud to have a job with a good company."

In his free time Roger enjoys riding motorcycle and spending time with his friends and family. He is married to his loving wife Vicki, together they have two daughters named Jenny and Connie. "My wife and I have four wonderful grandkids!"

In five years Roger hopes to be retired and "living the good life." Advice that he would give to a new employee; work hard and it will pay off.



Chelsea Pieczko

DTL Fort Dodge
Compliance Specialist

Chelsea joined the Decker family in September of 2019. Among many of her job duties she assists our Safety Department in equipment damages, incidents and expirations (CDL & COV). She really enjoys the atmosphere including the coworkers she works alongside. Chelsea is happy to help with Driver questions and/or concerns.

In her free time Chelsea enjoys taekwondo, traveling and spending time with her family. She is happily married to DTL Fleet Manager, Anthony Pieczko, together they have a little girl named Hazel. Her favorite vacation was visiting Hawaii for their honeymoon. Chelsea is also very skilled in taekwondo and has earned her black belt.



Employee Spotlight



Angela Pettway

DTL Bessemer
Fleet Manager

Angela joined the Decker family in October of 2019. She enjoys the overall work environment, her Drivers, Managers and coworkers. Among her job duties some her tasks include tracking Drivers, setting delivery appointments, preplanning alongside the Customer Service Representatives, etc.

In her free time she enjoys shopping, shooting at the gun range and hanging with her friends and family. Angela described her family as “caring, loving and supportive.” She noted the loss of her Grandmother five years ago stating, “each day the family and I strive to make her proud as she lives through us.” Something that may come as a shock to others at DTL about Angela; she studies the Korean culture and language to learn more and more every day, she would like to speak more fluently with her mother (her mother is from South Korea, Seoul).

Advice that she would give to a new employee; be humble, work hard and ask plenty of questions.

** Military Service Decals **

Decker Truck Line would like to recognize all Professional Drivers for their service in the Military. We will provide a Military Decal for your tractor representing your specific branch of service in honor of you and to thank you for serving our country.

Please contact Courtney Bachel at ext. 2382 if you are interested in receiving a Military Decal. You must first provide Courtney with a copy of your DD214 form confirming and indicating which branch of service you were affiliated with.

Your paperwork must also show an honorable discharge.

- Once your papers have been confirmed by Courtney, she will get in touch with Dan Alstott from our Decker Graphics Department for the installation of your decal on your

tractor. Dan will be the one to install these decals.

- If you happen to switch into a new or different tractor at any point in time, you must have Dan move the decal from your old assigned tractor to your newly assigned tractor.





Attention CDL Drivers:

The DOT Drug & Alcohol Clearinghouse arrives January 6, 2020

What is it? An online database providing employers, licensing agencies, and enforcement officers with real-time information about truck and bus drivers who have violated DOT drug or alcohol testing rules. Employers must check the Clearinghouse when hiring each new CDL driver and *every year* for existing CDL drivers like you. **The Clearinghouse will affect you in several ways:**

- 1 You will need to register on the Clearinghouse website (available Fall 2019) in order to comply with item #2 below. Registration is optional unless you switch employers or have a DOT drug or alcohol violation. Registration will give you free access to your own Clearinghouse record.

clearinghouse.fmcsa.dot.gov

- 2 You will need to go to the Clearinghouse to grant electronic consent whenever your employer is required to purchase a full Clearinghouse report on you. You will not be allowed to continue operating a commercial motor vehicle (CMV) or perform other safety-sensitive duties if you refuse to grant this consent (§382.703(c)).

- 3 You will need to sign a separate consent form (annually or one-time) to allow your employer to obtain "limited" Clearinghouse reports that indicate whether there is information about you in the Clearinghouse (if there is, then a full report will be required – see #2 above) (§382.701(b)).

- 4 If you commit any of the following DOT violations or complete any of the following steps after January 6, 2020, it will be reported to the Clearinghouse:

- Any verified positive, adulterated, or substituted drug test
- Any confirmed alcohol test result of 0.04 or higher
- Any refusal to submit to a DOT-required test
- Any verified and documented "actual knowledge" that you violated the drug/alcohol rules:
 - Any on-duty alcohol use, including any citation for DUI/DWI while driving a CMV
 - Any alcohol use within 4 hours before going on duty
 - Any alcohol use within 8 hours of an accident or before a post-accident test is complete (whichever occurs first)
 - Any prohibited drug use while on duty
- Successful completion of the return-to-duty process following treatment*
- Any negative return-to-duty test*
- Successful completion of follow-up testing*

**Only reported if the underlying violation occurred after January 6, 2020.*

- 5 You will be notified whenever information about you in the Clearinghouse is added, removed, or revised. You can specify how you want to be contacted when you register.



Driver Safety

Speed management:

- Reduce speed for:
 - Inclement weather.
 - Road conditions.
 - Traffic density.
- Maintain a proper following distance and safety cushion.
- Plan an escape route for your vehicle.
- Remember that increased speed has an increased fatality rate.

Winter Driving - For Cars as Well as Tractors:

You can help ensure a safer winter driving experience by being prepared, alert and cautious.

Winter Driving Checklist

- Read the [Winter Survival Guide](#).
- Allow extra time to get to your destination.
- Clean off your car. Keep windows, mirrors and lights clear of snow and ice.
- Always buckle up.
- Slow down in poor visibility conditions.
- Maintain a safe distance behind other vehicles.
- Expect ice on bridges and in shady spots.
- Don't pass snowplows or spreaders unless it's absolutely necessary.
- Prepare your vehicle for winter driving at the start of the season.
- Check to be sure all four tires are in good condition.
- Don't wait until the last minute to get [snow tires](#) mounted.
- Keep an [emergency travel kit](#) in your car.



Don't Crowd the Plow!

Winter season in Montana is in full swing, and plows are out on the roadways.

Plow drivers are out there working to make the roads safer for you to drive on, but unfortunately this year there have been several plow-vehicle accidents. Plow-vehicle accidents don't end well for anyone.

Don't be the person who rear-ends a plow - remember these things:

- Plow drivers have limited visibility so don't assume your vehicle is in view.
- Keep a safe distance behind the snow plow and be prepared for the driver to apply sanding materials to the road.
- Be patient - the driver will pull over when it is safe to do so to allow vehicles to pass.
- Plows are large and move slower than highway speeds, making it difficult to judge distance when approaching the plow. Slow down immediately to avoid a collision.
- Do not pass through a white-out.

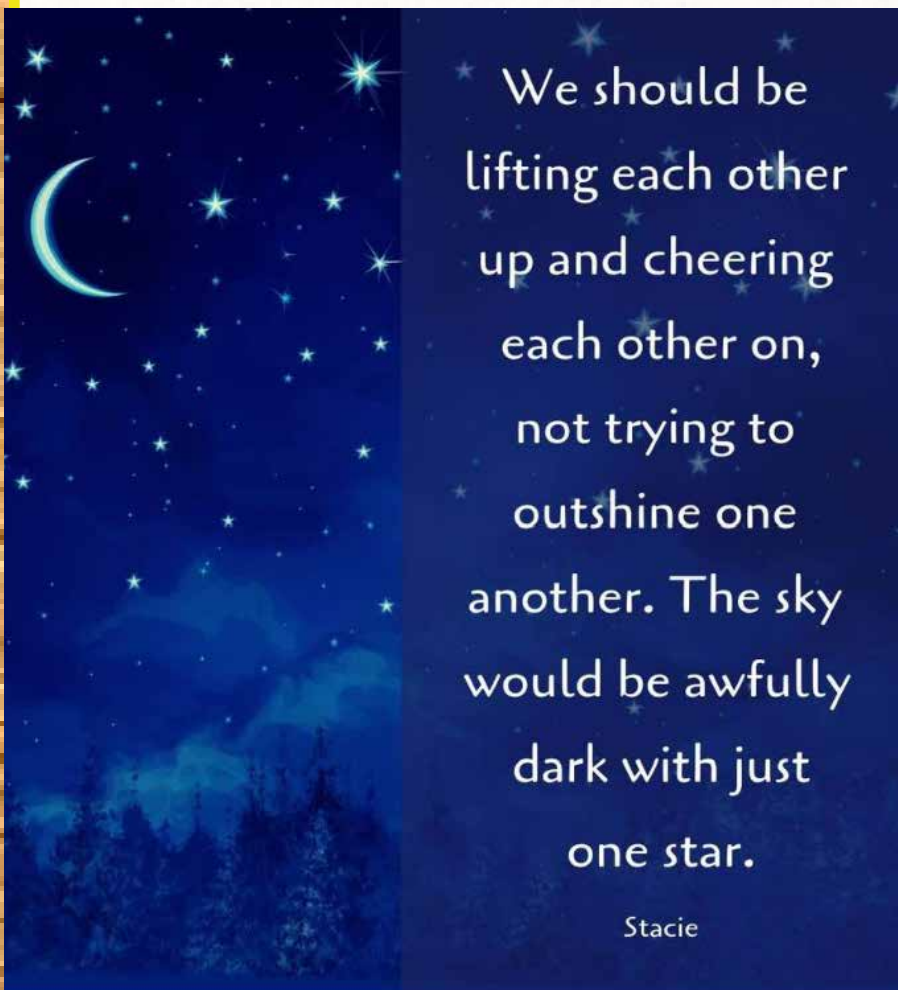
You can help ensure a safer winter driving experience by being prepared, alert, and cautious.



Test Your Knowledge Answers:

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

News & Announcements



Ho, Ho, Ho!!

Decker Truck Line is a proud supporter of the annual "Santa Cops Program" pictured is Tim Burns and Lt. Dennis Mernka/2104.

What is the Santa Cops Program? In support of the Fort Dodge Police Association and the children and families of the community we are happy to donate to a program where various branches of law enforcement come together and take the less fortunate children of Webster County area on a small Christmas shopping spree.



Tis' the season!

Decker Truck Line proudly sponsored a Christmas Family this year through The United Way and Community Foundation of Greater Fort Dodge.

We are humbled to create lasting memories for those in need at such a joyous time of year.

Happy Holidays and Happy New Year!

News & Announcements



First and foremost, congratulations and thank you for your heroic efforts!

We would like to give a BIG shout out to Greg Loehr “Gus” who is part of our TLS crew!! Gus is the TLS Lead at the National Gypsum Plant in Fort Dodge.

Greg was honored at the 2019 Sullivan Brother’s Award of Valor & Governor’s Lifesaving Awards held in Des Moines at the Capitol Building on December 10th.

The Governor’s Lifesaving Awards are a set of awards given to citizens who performed lifesaving acts. The Sullivan Brothers of Valor Awards are given to professionals such as law enforcement and Fire Fighters who risked their own lives to save the lives of another.

Governor Reynolds and Highway Patrol honored Greg Loehr for his bravery last year, Greg stopped for an accident on the road and pulled a man out of a burning car.

On the night of the crash, which occurred at about 5 p.m., Loehr said he was driving to a rifle shooting league with his wife and niece. The crash happened on a curving section of Webster County Road P59 between U.S. Highway 20 and Quail Avenue.

“We came around the corner and saw a car with a fire underneath of it and people standing on the road,” Loehr said. “I walked up and asked if there was anyone in the car and no one was doing anything because they were afraid it was going to blow up. Well, I went out to my truck and grabbed the hitch pin off the back of my truck and started trying to bust the window to try and get the guy out.” Not long after Loehr was on scene, Cripe arrived to help. Together, Loehr and Cripe pulled Paul Ross, who was incapacitated, from the vehicle.

“We did what we had to to get him out,” Loehr said. “He was a pretty big guy. It was something you never really prepare for. You see someone in trouble and you just hope somebody would be there for you.”

We are very proud to support Greg—Congratulations!

News & Announcements



A big thank you to Our Building and Grounds Team and the L@K Committee for helping plan the display!



16th Annual Lights at Kennedy

Decker Truck Line, Inc. participated in the 16th Annual Lights at Kennedy event at Kennedy Park in Fort Dodge. The campground was open for the light display December 6–8, 13–15 and 20–22, 6:00pm–9:00 pm. The cost was \$5 per vehicle, the proceeds went to the Backpack Buddies program. The Backpack Buddies program provides nutritious, kid-friendly food on weekends to elementary students who might otherwise go without.

Thank you for all who voted for the Decker display!

In Memoriam

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

Jesse Tuggle (2969) who passed away on 11/21

Malaki Bulten's (Director of Asset Management) grandfather, Bill John passed away



Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 Gary Garrison Jason Ligon Melissa Evans	2 John Hale Brian Johnson	3 Alvin Johnson Shane Schmidt Courtney Gerdes Nathan Huse	4 Joshua Diggs Damien Gordon	5 Roger McDaniel	6 Nathaniel Bauer Kyle McArthur Peterson Trevor Reynolds	7 David Brown Travis Gatling Taylor Smith Maria Tague
8 Trevor Bohlke David Kennedy William Nettle Eric Johnson	9 Jerry Arthur Shawn Higgins	10	11 Shawn Mcadams Albert Kellogg	12 Blake Dirks Adam Nies Gregory White	13 Benedict Boston Sandra Rodriguez Karen Davis	14
15 Iosep Israel Hayiyah Muhammad Lawson Russell William Edgerton	16 Sean Barlow Lester Malone Douglas Merkelbach Matthew Routsong Spencer Showers David Sorrell Willie Thomas Mattherw Brown	17 Robert Brewer Victor Webster Randall Corell	18 Ken Ahottea Montie Moore Ralph Robinson	19 Curtis Drake Duncan Mugo Lyle Turville Lakeshia Wilder Gary Hamby	20 Steven Jones Leland Ladden Cully Vermeer Daniel Tracy	21 Kyle Cunningham Todd Groat Khalid Mallard
22 Phillip Crawford Russell Steigauf	23 Michael Mcburney Nakia Mcgee Courtney Bachel	24 Alexander Jones Jeffrey Long Christopher Smith	25 Mark Bennett Ty Branchfield	26 Irvin Kilburg Johnny Nunn Doug Bradburn	27	28 Michael Dosch John Hodges Robert Mobley
29 James Mcgee Roy Middlestead	30 Charles Evans James Lewis Kristopher Storms Malaki Bulten	31 Carl Kelly Chase Magers				

December 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.

Linda Ewing	23	Years on the	16th		Raymond Sierra	6	Years on the	4th
Jarrold Hutchinson	19	Years on the	4th		MaryJo Dencklau	5	Years on the	31st
Steven Loehr	16	Years on the	11th		Eric Johnson	5	Years on the	1st
Mark Gleason	15	Years on the	13th		Charles Wobil	5	Year on the	17th
Brandon Feeley	12	Years on the	3rd					
Cully Vermeer	12	Years on the	13th					
John Hodges	12	Years on the	28th					
Glen Brice	11	Years on the	29th					
Garry Howard	9	Years on the	29th					
Rick Nanninga	9	Years on the	15th					
William Perez	9	Years on the	8th					
Benjamin Anderson	8	Years on the	21st					
Roy Middlestead	8	Years on the	7th					
Jennifer Lawler	8	Years on the	19th					
Randall McVey	7	Years on the	27th					
Rafael Guerrero	7	Years on the	19th					
Dale Lebo	7	Years on the	12th					
Steven Bowman	6	Years on the	2nd					

The following employees are celebrating milestone anniversaries this month!

Laura Biberdorf	4	Years on the	2nd		Octavio Lorenzo	2	Years on the	5th
Cristian Presenda Lopez	4	Years on the	10th		Milton Sellers	2	Years on the	26th
Patrick Obrien	4	Years on the	2nd		Jason Hummell	2	Years on the	4th
Berta Barnett	4	Years on the	22nd		Jesse Whiddon	1	Year on the	19th
Allen Smith	3	Years on the	7th		Jeffrey Tramel	1	Year on the	12th
Patrick Browning	3	Years on the	9th		David Beshey	1	Year on the	12th
Cameron Wilkerson	3	Years on the	21st		William Toy	1	Year on the	5th
Matthew Robinson	3	Years on the	29th		Rodney Peek	1	Year on the	5th
Laurie Nelson	3	Years on the	5th		Darron Moore	1	Year on the	5th
Derek Showalter	3	Years on the	5th		Nathan Clark	1	Year on the	5th
Frances Burnett	2	Years on the	6th		Tyler Schneider	1	Year on the	3rd
Marvin Duncan	2	Years on the	6th		Chad Vogelbacher	1	Year on the	26th
Michael Ellithorp	2	Years on the	6th		Devante Shivers	1	Year on the	26th
Dana Beshey	2	Years on the	11th		Joshua Killingsworth	1	Year on the	24th
Agapito Gallardo	2	Years on the	13th		Jamie Payton	1	Year on the	9th
Nelson Moreno Galdamez	2	Years on the	13th					
Austin Moehring	2	Years on the	18th					
Dexter Jones	2	Years on the	19th					