

Letter from the President

“How a well-respected and trusted professional trucking company treats their professional drivers after reporting a work-related injury and while on approved supervised medical leave the seeking appropriate as required is a reflection of the entire trucking industry and its respected members treatment towards all professional drivers’ who earn their living on the road in this demanding environment in their charge.”

Bob Siluch



October 29, 1994

Dear Robert;

On behalf of management...welcome...and congratulations on becoming a permanent staff member of.

Until now, you have been employed as a temporary staff member on a three month probation period. During this time, your supervisors have had the opportunity to evaluate you, your knowledge of the Company's policies and procedures and your job performance. At the same time, you have had the opportunity to evaluate the Company and its' merits where you are concerned, both now, and in the future. We trust that you understand and recognize the reasons for the probation period.

Your successful completion of the probation period is the result of the positive evaluations of each of us and that in itself is most encouraging. It is encouraging because working together as a team has been one of the major reasons for the success of The over the past four decades and for the reputation we have earned within the trucking industry. Our motto: "Since 1947...A Family Affair" is one which we do our utmost to uphold.

You are now in a position to help us further promote our success and reputation with; a responsible attitude, teamwork spirit and the sincerity of your efforts. In return, the Company will provide you with fair monetary returns, an opportunity to participate in our Deferred Profit Sharing Plan and a secure future.

Again, I welcome you and your family to and wish you the best for the future.

Sincerely,

President

