Who We Are

- Privately Held – Family Owned, Professionally Managed
- Diversified Asset-Based Logistics Company
- Assets Stationed in 15 States
- 1,100 Employees (830 Drivers)
What We Do

- **Site & Private Fleet Services (Assets)**
  - Dedicated Contract Carrier
    - Predominantly Haz Mat
  - Integrated Site Services
    - Spotting Services
    - Inspection Management
    - Loading/Unloading Management
    - Inventory Management
    - Data Management
  - Site Manager
What We Do

➤ **Strategic Capacity Services (Non-Asset)**

- Transportation Management
  - Predominantly Haz Mat
- Truck Brokerage
- Reverse Logistics
- Crisis Situations
  - Deep Water Horizon, Hurricanes, Supply Chain Disruptions
What We Do

➤ Energy Distribution Services (Assets)

• Gasoline Delivery to Retail Outlets
• Inventory Management
• Biofuels Logistics
What We Do

➢ Asset Businesses

• Length of Haul
  ✓ 123 Miles

• Slip Seat Operation
  ✓ 1.96 Drivers Per Truck

• 24/7/365
What We Stand For

Values

• Safe Operation
  ✓ Safe operating practices; the only way!

• Service
  ✓ Superior performance for our customers.

• Financial Performance
  ✓ Profits are required to benefit our customers, our team members and our company.

• Our Team Members
  ✓ Our greatest treasure! We invest in and reward loyalty, knowledge, performance, and a desire for growth.

• Relationships
  ✓ Long Term – with shared stakes for our customers, our team members, and our company.

• Continuous Improvement
  ✓ Creative thinking and shared knowledge are employed to perform better today than yesterday.
Where We’re Headed

Vision

Dupre' Logistics, LLC is a diversified transportation and logistics company that will be:

The **SAFEST** transportation and logistics company in North America.

A **CUSTOMER FOCUSED** company that develops solutions and delivers flawless service while continuously improving safety, service, and total logistics costs.

A **GROWING AND PROFITABLE** company as defined by our Strategic Plans. Double Revenue and Profit Margins over next three years.
Main Limiting Factor

- Ability to Develop Contract Business Relationship with Clients who Value:
  - Safety
  - Quality
  - Productivity
  - Continuous Improvement
  - Collaboration
  - Scalability

- Ability to Attract, Train, Retain People Who Create Value
  - Specific Shortage of Qualified Professional Drivers
How to Overcome Shortage of Professional Drivers?

First Some Information – Why the Shortage?

- Demographics Impact
  - Aging of America
  - More Drivers Retiring than Entering Market

- Regulatory Impact
  - HOS
  - CSA
  - HazMat
  - Tougher Drug Tests
How to Overcome Shortage of Professional Drivers?

- Shortage Going Forward – Economic Cycle + Regulatory Drag

![Graph showing Total Shortage with cyclical drag and regulatory drag](image-url)

Sources: FTR Associates, Transport Fundamentals
How to Overcome Shortage of Professional Drivers?

➢ Wage Gap – What does this reflect?

![Truck Driver Wages and Employment Chart](image)

- Consumer Price Index
- Wages & Salaries: Private Industry Workers
- Wages & Salaries: Truckload Wage Index

Source: National Survey of Driver Wages and Morgan Stanley Research
How to Overcome Shortage of Professional Drivers?

Negative Characteristics of Job

- Job Desirability
- Independent but No Stroke
  - Drivers are low man on totem pole.
  - They absorb inefficiencies of marketplace.
- Away from Home
- Nights & Weekends & Holidays
- Method of Pay
  - Most Common “Dollars Per Mile” or “Percentage of Revenue”
- Disconnected
How to Overcome Shortage?

Dupre’s Strategy: Make Dupre’ “The Ideal Place To Work”

➢ What are criteria for “Best Companies to Work For”?
  ▪ Opportunities Exist to Grow
  ▪ Pride in Position and Company
    ✓ “I’m important and what I do is important.”
  ▪ Openness/Fairness/Friendly Workplace
  ▪ Job Safety and Security
  ▪ Pay/Benefits
Implementing Dupre’s Strategy

1) Pay/Benefits
   • Pay - Top 10%
   • Pay “by the Hour” and Pay for “Overtime.”
   • Benefits – Top 20%

2) Safety & Security
   • “Your Safety is our Greatest Responsibility.”
   • Schedules / Time Off
   • Equipment
   • Technology

3) Openness/Fairness/Friendly Workplace
   • President addresses every Orientation.
   • CEO/President attend Safety Meetings.
   • Servant Leadership
   • Driver Feedback Survey (Address at least One Issue).

4) Pride
   • You’re Important
     o Medallion Awards
     o Out-of-Box Awards
     o Greatest Treasure Reward
   • We’re Important
     o Communicate Value of What We Do

5) Opportunities
   • Career Paths
   • Manage First Year
   • Promote from Within / Train for Promotions
   • Grow the Company Creating Opportunity