

October 15, 2024

Dear TRS Employees,

We are rounding the last turn of the race, heading for the finish line! 2023 is leading by three lengths, but 2024 is quickly gaining ground. With just three months left, the race is far from over. We believe that 2024 can overtake 2023 – but it will take that extra effort to get this done. Let's rally together and make sure 2024 crosses the finish line in first place!

Medical insurance has been a challenge not just for TRS, but for many companies. Year after year, premiums seem to rise without clear reason. When we relied on outside providers, the response was often, "because we can," even when our loss ratios were within tolerance. This is why we made the decision to self-insure. While we are again facing increases in our excess re-insurance, we remain committed to keeping our premiums steady for our employees. Our previous insurance plan was one of the best we've seen, but we understand that it was complicated for both the providers and our employees. That's why we're simplifying the new plan while maintaining the same premiums, to better serve you. TRS is dedicated to providing the best benefits possible because we understand how important it is for you and your families. The HR Department will be visiting each location soon to explain the new plan in detail.

Mississippi River levels have been fluctuating recently, which has made navigation easier at times. However, with no rain in the forecast, it looks like water levels will drop again. We are shifting back to low water mode, but I'm confident we'll continue shipping as close to normal as possible. I'm proud of how everyone has worked together to move tonnage efficiently during these challenging times. Your teamwork has been incredible, and I thank each of you for your hard work.

I strongly encourage everyone to vote in November. No matter who your preferred candidates are, participating in the election is a fundamental part of democracy. Make sure your voice is heard by casting your ballot.

Lastly, safety is our top priority at TRS, and I'm pleased to see our safety record improving in 2024. Please continue to keep safety at the forefront of everything you do.

Thank you for your dedication and everything you do to make TRS a success!

Best regards,

Tom Gattle  
President and CEO  
Terral RiverService, Inc

