



Date: September 13, 2021
To: All Drivers
From: Tom Schmitt, Chairman, President and Chief Executive Officer
Re: **Thank you for moving America Forward!**

For the second year in a row you all had to do what you do best under the toughest of circumstances.

You are weathering a once in a lifetime health challenge, crazy February winter storms - and just last month Hurricane Ida.

When truck stops, bathrooms and stores were closed you kept going.

Forward Tough.

Many of us on your support team - including me - had the opportunity to do some of our work from home.

You never had that choice.

You showed up every day.

You kept our nation running.

Making lives and livelihoods possible.

For that I thank you!

When Covid started early last year, we all cheered health care workers every day from our balconies and the streets.

I always included you, our truck drivers.

You are our true heroes.

And to all of us on your Forward Air support team, every day is Driver Appreciation Day!

Many of you participated in the recent survey.

You have my commitment - we are listening to you.

And we will do everything possible to make Forward Air the best professional home for you to run your business.

From shorter dispatch wait times to predictable home times.

You deserve our best.

No less.

You are my heroes - and on behalf of all our Forward teammates, I thank you!

Gratefully on your support team,

Tom

