

Dear YRC & New Penn Members and Your Families;

It has been a very difficult eighteen months for you and your family. It is never easy to give back a part of what you have worked your whole life to attain, even under the most difficult conditions. I can honestly say that the economic downturn we have experienced is unprecedented and it is far from over.

When the concession package was originally proposed eighteen months ago, we still had many unanswered questions and what ifs. Today, we have a clear and transparent look inside your Company because I.B.T. people and consultants have been monitoring every single dollar being spent and the losses are not a made-up fantasy. *They are real!*

Make no mistake about it. This is our only chance to fix this. This restructuring plan is long term and sustainable and there are many things that must go right for it to work including a major contribution from the banks and investors that own your Company, but we will never get to Part 2 if we fail in our effort to secure your future.

Make no mistake, every officer in our Union that represents freight across the country knows that the sacrifice you have made is a noble effort and this plan is the only one on the table and it is the last chance we have to salvage this Company and insure you and your family a future. Believe me, there are no jobs waiting out there in this economy. The CEO, Zoellers is gone but we cannot right the mistakes that were made, we can only attempt to ensure a future with the Company.

You will receive a breakdown of the new term sheet. Please review it carefully and call us with any questions. We also understand how confusing this is to the New Penn employees but you are all part of the same Company and that is not going to change.

Our goal is to get your years of service back up so your pensions can move forward. Your health care is protected and that is extremely important because if you had obtain your own insurance, the cost in the future would be prohibitive. We encourage you to talk with your family and **MAKE YOUR OWN DECISION**. This is your livelihood at stake so do not let someone else decide for you!

Good Luck and please call if you have any questions.

Fraternally,

Bill Hamilton
President