

January 7, 2008

To: All Boyd Employees and Owner Operators

From: Gail Cooper
Richard Bailey

Now that 2007 is over and we are starting 2008 we would like to thank all of you for your contribution and efforts.

Although 2007 was a challenging year because of a slowing economy, Boyd Bros. achieved some milestones that we would like to share with you:

1. Our sales department added over 150 new accounts.
2. Awarded 4th place by the American Trucking Association in the Industrial Safety Award category.
3. Record sales in Boyd Logistics.
4. Boyd had the lowest accident frequency rate in our history.
5. The By-pass system was rolled out during 2007.
6. Lowest driver turnover in our history (substantially lower than our industry).
7. Kevin Spivey was named Fleet Manager of the Year by the Alabama Trucking Association.
8. Dave Baker was named Maintenance Professional of the Year by the Alabama Trucking Association.
9. Placed 4th, Nationally in the American Trucking Association Truck Safety Contest (50-100 million miles).
10. We began service in and out of Mexico.
11. Added the 126th million mile driver during 2007.
12. And finally, Nathaniel Blue was named Driver of the Year by the Alabama Trucking Association, and outstanding recognition.

We believe freight conditions will continue to be difficult over the next few months of 2008. In order to keep freight on the trucks we will continue with the following:

1. Continue to diversify our customer base.
2. Continue to add new accounts.
3. Leverage our Logistics company to provide Boyd with freight
4. Boyd and WTI will continue helping each other find freight.
5. Restructure rates when necessary.

We would like to ask each and every one of you to assist us in providing the "Absolute Best Service". As we've said before, as long as our service level is the Best in the industry we can command the best rates, pay the best wages and guarantee good freight levels during slow times.

And finally, with fuel prices continuing to rise we are asking our drivers for their best efforts in conserving fuel.

Thanks again for making Boyd Bros. the best.