

October 30, 2013

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Dear Fellow Employee -

I hope you take the time to read this letter in its entirety.

Thanks to the shared sacrifice and continued hard work of employees at YRC Freight, New Penn, Holland and Reddaway, 32,000 families depend on YRC Worldwide for their livelihoods. We've demonstrated real progress, and you should all take pride in our collective efforts.

Unfortunately, while things have improved, we still have significant work to do, and I want to make you aware of a specific challenge we are now facing.

The numerous missteps made prior to 2011 by YRC Worldwide's previous management team left us with an enormous amount of debt - almost \$1.4 billion - resulting in huge interest payments each and every month. As a result, after we pay wages, benefits and our regular operating expenses, these interest payments consume all of our remaining cash and then some, and do not leave us money to reinvest back into our business. To add to the challenge, these debts will begin coming due in early 2014, and we have limited options and a tight timeframe for addressing them.

In the past, some companies in our position have simply declared bankruptcy. We have all worked too hard and sacrificed too much to go that route and lose some of the industry's best jobs. The better path is to refinance the debt before the due dates are upon us. In doing so, we should be able to improve our cash flow and be in a far better position to invest in the company and compete in an industry that is now dominated by non-union LTL companies.

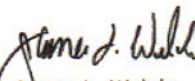
Any potential refinancing of our debt will require the help of our employees. In particular, our lenders have made it clear the combined company needs to be performing better than it is today, and that we need a labor agreement with our Teamster employees that extends beyond our current expiration and any new debt maturities, and increases our competitiveness, before any refinancing can be completed.

I believe this is the path we should take because your job is worth saving. Management has asked the IBT to work with us to support our refinancing efforts as an important next step in our turnaround. The time is now. The closer we get to our debt payment due dates, the less control we will have over our own destiny.

We'll be talking about these issues a lot in the days ahead, and you have my commitment to keep you informed. Wherever you work in the YRC Worldwide family, it's important you fully understand the challenges we face and make informed choices.

Let's work together to continue our progress and ensure a bright future for our Company, our 32,000 employees, and their families.

Thank you and I look forward to speaking with you soon.


James L. Welch
CEO
YRC Worldwide

