

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SEAN M. O'BRIEN

General President

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FRED ZUCKERMAN

General Secretary-Treasurer

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MEMORANDUM

To: ABF Freight Local Unions

From: John A. Murphy, National Freight Director

Date: February 2, 2025

Re: **Profit Sharing Bonus**

On Friday, ABF announced that it achieved a 91.2% operating ratio for 2024. As a result, the profit-sharing provisions of the 2023-28 ABF NMFA have triggered. Specifically, qualified members (generally those employees who were on the seniority list from January 1, 2024 to December 31, 2024) will receive a bonus of 1% of their 2024 earnings. The Company's success is due to the hard work and dedication of ABF's Teamsters who worked through the challenges of 2024. The profit-sharing bonuses will be paid on or about February 19.