

USA Truck, Inc.

Stockholder Communications with Directors

March 23, 2021

The Board of Directors (the “Board”) of USA Truck, Inc. (the “Company”) provides a process for stockholders and other interested parties to communicate with the Board. Stockholders desiring to communicate with the Board can do so by:

1. Sending an email to board@usa-truck.com;
2. Attending the Company’s Annual Meeting of Stockholders; or
3. Mailing a letter to the attention of the Board addressed to the Company’s corporate office at 3200 Industrial Park Road, Van Buren, AR 72956.

If you wish to communicate with an individual director, regardless of whether the director is an independent director, or non-management or independent directors, your communication should be addressed to such director’s, or group of directors’, attention. Email and mail received at the above addresses will be documented, filed and maintained on a confidential basis by the General Counsel or Vice President – Legal. Upon review, the General Counsel or Vice President – Legal will determine which communications will be presented to the Board and give such communications to the Secretary of the Company. The Secretary will present the communications to the Board during or prior to the next regular or special meeting, as appropriate, of the Board.

The General Counsel or Vice President – Legal will submit to the Secretary all communications that he or she believes are legitimately related to the Company’s business, operations, corporate governance, communications or similar matters or to a stockholder’s rights and interests as a holder of the Company’s equity securities. The General Counsel or Vice President – Legal will not be expected to submit any communications that do not appear to be legitimately related to such matters or that are obscene, profane, defamatory, intended to harass or otherwise inappropriate. The General Counsel or Vice President – Legal shall use his or her reasonable judgment and shall have no personal liability with respect to any decision to submit or not to submit to the Secretary under this policy any communications received from stockholders. In any case, any correspondence to our Board or an individual director will be subject to clearance through our normal security procedures.

This stockholder communications policy is designed to permit all of our stockholders to communicate with our Board on any legitimate topic related to the Company or to a stockholder’s rights and interests as a holder of our equity securities. Our Nominating and Corporate Governance Committee’s charter contains separate procedures for qualified stockholders to submit recommendations of potential director nominees to that Committee. In addition, our bylaws contain separate procedures that qualified stockholders must follow to nominate someone for election as a director or to submit other proposals for inclusion on the agenda of a meeting of our stockholders. Those procedures set forth certain minimum stockholding and timely notice requirements. See our Nominating and Corporate Governance Committee Charter, which is posted on our website under the caption “Governance” and our bylaws, which are attached as an exhibit to our Form 10-K for the year ended December 31, 2020 for a description of those qualification requirements and procedures.

We also have a “whistleblower” policy under which anyone can report violations by the Company or any of its personnel of our Code of Ethics or any federal or state laws. This policy, entitled Whistleblower Policy, is also posted on our website under the caption “Governance”.