

Incentive Compensation Program

The purpose of the Incentive Compensation Program is to motivate and reward key drivers for accomplishing individual performance and safety goals established in accordance with the business targets of the Company.

Incentive Compensation Guidelines

- Driver managers nominate key individuals who are crucial for the success of the organization to participate in the Incentive Compensation Program. Nominations will be made after the probationary period.
- The program participant must be employed by the company at the time of the Incentive Program payout to receive the incentives.
- The President must approve each nomination and the incentive award target prior to payment, based upon the nominees' potential and expected contribution to achieve growth of the Company.
- Participants will be disqualified from the Incentive Compensation Program for the corresponding pay period, if the following conditions are not fully achieved:
 - Accepting all loads
 - No preventable accidents
 - Timely completion of all assigned safety programs
 - No dropped dollies
 - No DOT Infractions or citations
 - No service failures
 - No late dispatches
 - No FXG complaints
 - Six-day availability
 - No missed days without written approval
 - Tractor cleanliness based on DOT & employer standards

Incentives Offered

- Base Pay + Safety (\$0.05/mile)
- Base Pay + Weekend Help (\$0.02/mile)

I, _____ accept the terms and conditions of this Incentive Compensation Program.

Driver Signature: _____

Manager Signature: _____

Date: _____

A copy will be provided for your records.