

Drivers,

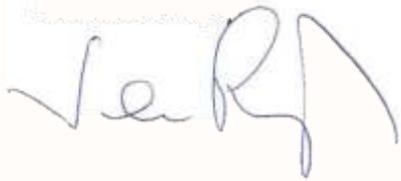
We are excited to announce a 3% quarterly safety & performance bonus! This bonus is in addition to the base pay you are receiving now, and is a 3% increase in gross pay. This bonus is very similar to the bonus program that we rolled into the base pay in July of 2017. The bonus program will start in the second quarter, beginning on April 1<sup>st</sup>.

Please note:

- If your mileage pay is currently being deducted for some type of safety or operations violation, the deduction will stop on April 1<sup>st</sup> and you will become eligible for the bonus.
- The bonus will total up to 3% of your gross pay for the quarter.
- The four-quarter \$300 bonus will continue as it is currently structured. You are eligible for an additional \$300 per quarter if you achieve 100% of your bonus for four quarters in a row, and you will continue to receive it if you already qualify (as long as you remain violation free moving forward).
- The criteria for achieving the bonus is the same as it was in 2017 except that all moving violations, other than speeding & using a handheld device, will result in a 50% bonus deduction for the first offense and 100% on the second offense. All speeding (6mph & up) and hand held device violations will result in a 100% deduction of your quarterly bonus.
- It is important to understand that the first payout for the new bonus will be in August for the second quarter (April – June) bonus period.

We want every driver to receive the bonus so we have structured the criteria so that it is easily achievable. If you have any questions about the bonus or the criteria please contact Safety, Driver Payroll or Driver Relations and they will be glad to help. As always, our doors are open.

Be Safe Always,



John Paugh  
President & CEO

\*Please review the detailed bonus criteria on the back of this letter.



## Carter Express Bonus Criteria for Company Drivers

Potential Bonus Pays 3% of Gross Wages on a Quarterly Basis

<b>Attendance</b>	
Excused Absence (>48 hours notice):	First 2 days given, 3 <sup>rd</sup> day-50%, 4 <sup>th</sup> day-100%
Unexcused Absence (within 48 hours):	1 <sup>st</sup> offense-25%, 2 <sup>nd</sup> offense-50%, 3 <sup>rd</sup> offense-100%
Call Off (within 4 hours of departure):	1 <sup>st</sup> offense-100%
Failure to Depart On Time:	1 <sup>st</sup> offense-25%, 2 <sup>nd</sup> offense-50%, 3 <sup>rd</sup> offense-100%
Refusal to Run with Hours:	1 <sup>st</sup> offense-25%, 2 <sup>nd</sup> offense-50%, 3 <sup>rd</sup> offense-100%
<b>Safety</b>	
Failure to Attend Qtrly Safety Meeting:	25%
Preventable Accident:	Under \$1000 of damage-50%, Over \$1000 of damage-100%
DOT Violations:	1st offense-25%, 2nd offense-50%, 3rd offense-100%
HOS Violations:	1st offense-50%, 2nd offense-100%
Moving Violations:	(Other than those outlined below) 1st offense-50%, 2nd offense-100%
Unsafe Violations:	
- Speeding 6mph+:	1st offense-100%
- Speeding in Construction:	1st offense-100%
- Hand Held Device:	1st offense-100%
Failure to Turn in Tickets/Violations:	1st offense-50%, 2nd offense-100%
Failure to Turn in DRIR/Logs/Paperwork:	1st offense-25%, 2nd offense-50%, 3rd offense-100%
<b>Camera</b>	
Camera Obstruction:	1st offense-Warning, 2nd offense-100%
Hand Held Device:	1st offense-100%
<b>Truck Cleanliness:</b>	
Documented Offense:	1 <sup>st</sup> offense-25%, 2 <sup>nd</sup> offense-50%, 3 <sup>rd</sup> offense-100% + all offenses incur \$75 cleaning fee
<b>Unauthorized Use of Company Equipment:</b>	
Documented Offense:	1 <sup>st</sup> offense-25%, 2 <sup>nd</sup> offense-50%, 3 <sup>rd</sup> offense-100%
<b>Miscellaneous Performance Issues/Write-Ups:</b>	
The company reserves the right to determine bonus deductions for performance and behavioral issues unforeseen and not outlined by this document if the offense is documented, discussed with and signed by the employee.	

Notes:

- Bonuses are active from date of first run (excluding trainees)
- Drivers must be full-time and actively employees at the time bonuses are disbursed.  
Drivers who resign, are terminated or are not actively employed for any reason, prior to the disbursement will not receive the bonus, regardless of when it was earned.