

Casual Drivers,

We are excited to announce a 3% quarterly safety & performance bonus! We are including casual drivers in this 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 1st.

Please note:

- The bonus will total up to 3% of your gross driving pay for the quarter. This is for driving wages only, if you work in other Carter departments during the period, the non-driving wages will not be included in the calculation for the 3% bonus.
- 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.
- Casual drivers are not included in the \$300 four-quarter violation free bonus, in order to be eligible for this additional \$1200 of bonuses, you will need to transition to a full-time driver.

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 Casual Drivers

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

Attendance	
Call Off of Scheduled Load (within 48 hours of departure):	1 st offense-50%, 2 nd offense-100%
Call Off of Scheduled Load (within 4 hours of departure):	1 st offense-100%
Failure to Depart On Time:	1 st offense-25%, 2 nd offense-50%, 3 rd offense-100%
Safety	
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 listed 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%
Camera	
Camera Obstruction:	1st offense-Warning, 2nd offense-100%
Hand Held Device:	1st offense-100%
Truck Cleanliness:	
Documented Offense:	1 st offense-25%, 2 nd offense-50%, 3 rd offense-100% + all offenses incur \$75 cleaning fee
Unauthorized Use of Company Equipment:	
Documented Offense:	1 st offense-25%, 2 nd offense-50%, 3 rd offense-100%
Miscellaneous Performance Issues/Write-Ups:	
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 actively employed 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.