

Driver Productivity Bonus

- OTR Solo Drivers who average at least 2,300 miles per week will receive an additional .03 cents for every mile driven in the previous month.
 - For example: if a Solo Driver runs at least 9,200 miles in a 4-week month, or 11,500 miles in a 5-week month, they will be paid an additional .03 cents for every mile driven in that month.
 - *Formula:*
 - *2,300 miles divided by 7 days a week= 329 miles per day average*
 - *329 miles per day x 28 days (4-week month) = 9,200 miles/ 4 weeks= 2,300 miles*
 - *329 miles per day x 35 days (5-week month) = 11,500 miles/ 5 weeks= 2,300 miles*
- OTR Permanent Team Drivers that average at least 4,000 miles per week will receive an additional .03 cents for every mile driven in the previous month.
 - For example: if a Team runs at least 16,000 miles in a 4-week month, or 20,000 in a 5-week month, they will be paid an additional .03 cents for every mile driven in that month.
 - *Formula:*
 - *4,000 miles divided by 7 days a week= 571 miles per day average*
 - *571 miles per day x 28 days (4-week month) = 16,000 miles/ 4 weeks= 4,000 miles*
 - *571 miles per day x 35 days (5-week month) = 20,000 miles/ 5 weeks= 4,000 miles*
- Regional Drivers who average at least 2,100 miles per month will receive an additional .03 cents for every mile driven in the previous month.
 - For example: if a Regional Driver runs 8,400 miles in a 4-week month or 10,500 miles in a 5-week month, they will be paid an additional .03 cents for every mile driven in that month.
 - *Formula:*
 - *2,100 miles divided by 7 days a week= 300 miles per day average*
 - *300 miles per day x 28 days (4-week month) = 8,400 miles/ 4 weeks= 2,100 miles*
 - *300 miles per day x 35 days (5-week month) = 10,500 miles/ 5 weeks= 2,100 miles*
- The Productivity Bonus program will begin calculating on June 4th for Company drivers and will begin calculating on June 6th for Independent Contractor.
- Activity performed in June will be paid in July. Productivity bonuses will be paid once a month.
- Trainers are not eligible for the Productivity Bonus. However, effective immediately, Trainers who successfully Upgrade a Student will receive up to a \$500.00 bonus. Trainers who did not have a Student for the entire 6-weeks, but still Upgrade, will receive a prorated bonus for each day the Student was on the truck.
 - For example: if a Trainer starts a Student, but the Student gets off the truck after 3 weeks, the Trainer will not receive a bonus. Only the Trainer who completes the Student through Upgrade is eligible for a bonus. A Trainer who starts, but does not complete a Student is not eligible for a bonus.