

Driver Productivity Mileage Bonus

- Effective 9/24/2020 for Independent Contractors and 9/28/2020 for Company Drivers.
- OTR Solo Drivers who average at least 2,200 miles per week will receive an additional .05 cents for every paid mile driven in the previous month.
 - For example: if a Solo Driver runs at least 8,800 paid miles in a 4-week month, or 11,000 paid miles in a 5-week month, they will be paid an additional .05 cents for every paid mile driven in that month.
 - *Formula:*
 - $2,200 \text{ miles divided by } 7 \text{ days a week} = 315 \text{ miles per day average}$
 - $315 \text{ miles per day} \times 28 \text{ days (4-week month)} = 8,800 \text{ miles} / 4 \text{ weeks} = 2,200 \text{ miles}$
 - $315 \text{ miles per day} \times 35 \text{ days (5-week month)} = 11,000 \text{ miles} / 5 \text{ weeks} = 2,200 \text{ miles}$
- OTR Permanent Team Drivers that average at least 4,000 paid miles per week will receive an additional .05 cents for every paid mile driven in the previous month.
 - For example: if a Team runs at least 16,000 paid miles in a 4-week month, or 20,000 in a 5-week month, they will be paid an additional .05 cents for every paid mile driven in that month.
 - *Formula:*
 - $4,000 \text{ miles divided by } 7 \text{ days a week} = 571 \text{ miles per day average}$
 - $571 \text{ miles per day} \times 28 \text{ days (4-week month)} = 16,000 \text{ miles} / 4 \text{ weeks} = 4,000 \text{ miles}$
 - $571 \text{ miles per day} \times 35 \text{ days (5-week month)} = 20,000 \text{ miles} / 5 \text{ weeks} = 4,000 \text{ miles}$
- Regional Drivers who average at least 2,000 paid miles per week will receive an additional .05 cents for every paid mile driven in the previous month.
 - For example: if a Regional Driver runs 8,000 paid miles in a 4-week month or 10,000 paid miles in a 5-week month, they will be paid an additional .05 cents for every paid mile driven in that month.
 - *Formula:*
 - $2,000 \text{ miles divided by } 7 \text{ days a week} = 286 \text{ miles per day average}$
 - $300 \text{ miles per day} \times 28 \text{ days (4-week month)} = 8,000 \text{ miles} / 4 \text{ weeks} = 2,000 \text{ miles}$
 - $300 \text{ miles per day} \times 35 \text{ days (5-week month)} = 10,000 \text{ miles} / 5 \text{ weeks} = 2,000 \text{ miles}$
- Five (5) week months increase the number of overall paid miles that have to be driven to meet eligibility requirements.
- Productivity bonuses run from pay period to pay period and are paid once a month, on the 1st pay day after the previous month closes.
 - For example: In October 2020, the bonus eligibility period was 09/24/2020 to 10/28/2020, and the October bonus would be paid on the following week.
- Trainers are not eligible for the Productivity Bonus. However, 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.

Million Mile Safe Driver Program Recognition

Company Drivers

- Recognition for Presidential & Chairman's Fleets includes:
 - ✓ Annual banquet for inductees and guest
 - ✓ All-expense paid transportation and accommodations for inductee and guest
 - ✓ Specially designed ring or watch
 - ✓ \$2,000 online shopping spree from exclusive apparel catalog

- Million Mile Truck
 - ✓ Unique color and graphics
 - ✓ Specially designed decals
 - ✓ Larger engine/ more horsepower
 - ✓ Heavy duty transmission
 - ✓ Upgraded interior with leather seats and woodgrain trim
 - ✓ Complimentary satellite TV antenna with subscription included
 - ✓ Microwave, refrigerator & inverter included

- Compensation
 - ✓ Beginning June 4th, 2019, mileage-based Drivers will receive a .02 cent per mile increase, and salary-based Drivers will receive an extra \$40.00 per week
 - ✓ Eligible for Driver Productivity or Trainer Bonus

- Complimentary monthly truck wash

- Complimentary, upgraded hotel accommodations while truck in Shop at KLLM Maintenance facilities

Independent Contractors

- Recognition for Presidential & Chairman's Fleets includes:
 - ✓ Annual banquet for inductees and guest
 - ✓ All-expense paid transportation and accommodations for inductee and guest
 - ✓ Specially designed ring or watch
 - ✓ \$2,000 online shopping spree from exclusive apparel catalog
 - ✓ Specially designed decals

- Compensation
 - ✓ Beginning June 6th, 2019, mileage-based Drivers will receive a .02 cent per mile increase, and salary-based Drivers will receive an extra \$40.00 per week
 - ✓ Eligible for Driver Productivity or Trainer Bonus