



Triple Play Pay Program

Effective: June 17, 2018

Updated: April 08, 2019

\$1,000 Guaranteed Pay Guidelines

Risinger recognizes the shift to E-Logs, adapting to our freight network, and maintenance breakdowns can have a negative impact on earning capabilities. To make the transition easier, Risinger has created a temporary program that will guarantee to all Lease Purchase Contractors in a 2014 or newer truck a minimum settlement of **\$1,000/week** if a contractor is available/running Monday through Saturday subject to the terms below.

This program is also intended to illustrate the importance of being available to work on Monday each week and working all week in order to be successful here at Risinger.

This is an optional program which will require you to enroll by sending Qualcomm message #46 stating you understand the guidelines listed below:

- Available and ready to run by 8:00 am (CT) on Monday (or no later than the end of your 34 hour reset) and remain available/running through Saturday at noon.
 - Qualcomm message 44 must be sent so Risinger's Operation staff can set up a freight plan to maximize your available driving hours.
 - You are considered available if your truck is in the shop for maintenance as long as you begin running as soon as the repairs have been completed. If you are down due to your truck being in the shop for maintenance (scheduled or unscheduled), then the minimum support is \$800/week instead of \$1,000/week.
 - If maintenance is completed and contractor is notified before noon, contractor must return to the truck the same day to receive minimum pay support.
 - If maintenance is completed and contractor is notified after noon, contractor must return to the truck no later than the following morning to receive minimum pay support.
 - PM's should be completed during scheduled home time when possible. If the contractor refuses to have the PM performed while on home time, he/she will not be eligible for minimum pay support for the week.
 - Support will not be paid if a loaner truck is offered and turned down by the contractor. Support will also not be paid if other work (such as truck recovery) is declined by the contractor.
- Utilize at least 75% of your driving hours
 - Contractors who continually take extended breaks will be disqualified from support.
 - We recommend our Contractors take resets over the weekend because the majority of our customer freight is designed to pick up and deliver Monday thru Saturday.
- Accept your dispatch as planned.

Disclaimer: This program is not a contractual obligation and is offered to all eligible contractors for the specified time frame above. Risinger reserves the right to disqualify any contractor at any time for any reason at its sole discretion. Additionally Risinger reserves the right to modify or discontinue the program at any time at its sole discretion.

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- A contractor will be disqualified for the week if he/she turns down freight due to directionality or other criteria not subject to Hours of Service (HOS) or preplanned home time.
- Meet scheduled pickup and delivery appointments
- For Weeks when a driver has a load that completes on a Sunday/Monday (and falls below the \$1,000 weekly minimum), it will be evaluated on an individual basis to determine if a 40% pay advance will be issued or if Support will be approved. Risinger's intent is to pay for miles in the weeks they are completed and to not penalize a driver who is not able to deliver the load prior to the Settlement cutoff date. The Settlement team will communicate with the drivers who have Sunday/Monday deliveries, so they understand what is being done.
- If you are disqualified for not meeting the requirements in any single week, you will not be guaranteed income for that week only.

Support amount is calculated on the contractor's net settlement before deducting for cash advances, accident deductibles, child support, and wage garnishments.

- Example #1 – Settlement check amount is \$850 and a \$200 advance was taken. Contractor would not be eligible for additional support, since the gross settlement would have been \$1,050 had the advance not been taken.
- Example #2 – Settlement check amount is \$925, which includes a \$100 deduction for child support. The contractor would not be eligible for additional support since his/her gross settlement would have been \$1,025 without the child support deduction

When no Operational or Maintenance related issues occur that limits a contractor's earning potential for a given week, the guarantee may be based on a 2 week average (using the current week and the previous week's net pay before deducting for cash advances, loans, accident deductibles, child support, or wage garnishments). There may be some instances with significant differences in miles and fuel purchases from week to week due to when the contractor chooses to deliver the load, when he/she purchases fuel, and how much fuel is purchased (high miles with relatively low fuel purchases in week 1 and low miles with high fuel purchases in week 2).

- Example – For the current week, your settlement is \$850, but your previous week's settlement was \$1,400. You would not be eligible for support for the current week, since the average of the 2 weeks is \$1,125.

Lease Purchase Sign-on Bonus Programs

- \$1,000 Sign On Bonus
 - If you arrive to Orientation on a Monday - You will receive the first \$500 of the sign-on bonus the Friday immediately after orientation (along with your \$250 orientation pay). The following Friday, you will receive the remaining \$500.
 - If you arrive to Orientation on a Wednesday - You will receive the first \$500 of the sign-on bonus the Friday following the completion of orientation (along with your \$250 orientation pay). The remaining \$500, would be paid out the next week.
 - Payments will be made via direct deposit or Comdata card load depending on your preference.

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- The contractor must successfully complete orientation, complete the delivery of their first load, and be actively running to receive the bonus on the payout dates.
- Up to 50% of any sign-on bonus will be applied toward any debt owed to Risinger.
- Rehires
 - If contractor has been gone for over 1 year, he/she is eligible for the above terms.
 - If contractor has been gone for less than 1 year, but more than 3 months he/she will receive the orientation pay plus \$250.
- Effective with contract start date of April 8, 2019 or after.

\$1,000 Quarterly High Roller Bonus Program

Earn up to \$5,000 in bonuses simply by driving safely and meeting mileage requirements! Each quarter a driver is rewarded based on the tired scheduled below with bonuses ranging from \$250 to \$1,000 per quarter. When a contractor completes 4 quarters of over 33,000 miles, he or she will receive an additional \$1,000. The 4 quarters of over 33,000 do not have to be consecutive.

The program is intended to reward hardworking, safe drivers while raising awareness for CSA regulations.

For Single Drivers:

Low Miles	High Miles	Payout
26,000	28,000	\$250
28,001	30,000	\$500
30,001	33,000	\$750
33,001	and up	\$1,000

For Team Drivers:

Low Miles	High Miles	Payout
52,000	56,000	\$250
56,001	60,000	\$500
60,001	66,000	\$750
66,001	and up	\$1,000
Payout amounts are Per Driver for Teams		

High Roller Bonus Eligibility

- The Contractor must complete any required training materials
- The Contractor must be qualified and actively driving for Risinger on the day the bonus is paid. If a contractor is disqualified or terminated prior to the payout of the bonus, he or she does not accrue any bonus for the period.
- Up to half (50%) of the total bonus payout can and will be applied to any existing debt owed to Risinger.

High Roller Bonus Safety Disqualifications

- Any points received in the FITNESS Category
- Contractor will receive 50% of the earned bonus for the quarter if:
 - He/she receives 1 to 15 points in Hours of Service, Unsafe, or combination of the two – contractor will receive 50% of the earned bonus for that quarter.
- Contractor will not be eligible for the bonus for the quarter if:

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- He/she receives over 15 points in Hours of Service, Unsafe, or combination of the two
- He/she receives over 45 points in any combination of the CSA Categories
- He/she has 4 or more log violations (fuel/scale, QC falsifications, etc) in 2 out of the 3 months during the quarter
- He/she has E-log falsifications or egregious violations.

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