



## Triple Play Pay Program

Effective April 29<sup>th</sup>, 2022

### **(1) \$20,000 Sign-on Bonus (Lease Purchase Only)**

- The \$20,000 will be paid as follows:
  - 1<sup>st</sup> Payment:
    - If you arrive to Orientation on a Monday - You will receive the payment of \$500 the Friday immediately after orientation (along with your \$150 orientation pay).
    - If you arrive to Orientation on a Wednesday - You will receive \$500 the Friday following the completion of orientation (along with your \$150 orientation pay).
  - 2<sup>nd</sup> through 4<sup>th</sup> \$500 Payments – Paid on each weekly Friday settlement (based on completion of first load).
  - \$6,000 bonus will be paid out in one lump sum after your 6 month anniversary with Risinger provided you have also run the minimum required 52,000 manifest miles.
  - An additional \$6,000 bonus will be paid out in one lump sum after your 1 year anniversary and completion of 104,000 manifest miles.
  - An additional \$6,000 bonus will be paid out in one lump sum after your 18 month anniversary and completion of another 156,000 manifest miles.
  - Payments will be made via direct deposit or Comdata card load depending on your weekly settlement preference.
  - 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.

### **(2) Minimum Weekly Pay Guarantee (Lease Purchase Only)**

- **Settlement Plus**
  - \$.45/Mile on all miles if you achieve >2,250 miles.
    - Example on \$.45/Mile: 2,800 miles would pay \$1,260 OR the higher of mileage pay. (Less any non-standard deductions such as advances, wage garnishments, advances, child support, etc.)
  - \$.40/Mile on all miles if you achieve <2,250 miles.
    - Example on \$.40/Mile: 2,100 miles would pay \$840 OR the higher of mileage pay. (Less any non-standard deductions such as advances, wage garnishments, advances, child support, etc.)
  - Support will only be approved for contractors who run our full network, unless the contractor is assigned to a dedicated lane.
  - Time Frame - 26 Week Program intended to bridge the gap to your \$6,000 sign on bonus!
  - Maintenance Breakdowns
    - \$200/day Maintenance Breakdown Allowance for full day breakdowns. Allowances will not be given for partial day breakdowns.
    - Must be available for loaner or recovery work to stay eligible for support.
  - Fuel Analysis

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Updated: 04/29/2022

- It is suggested that you maintain a fuel percent of less than 44% compared to your weekly revenue. Risinger can adjust support amount if weeks are not in balance with mileage/revenue. An inability to maintain this percentage could result in removal from the program
- **Maintenance Assurance Program (MAP)**
  - Risinger recognizes that maintenance breakdowns can have a negative impact on earning capabilities. To ease the negative impact, Risinger has created a program that will guarantee all Lease Purchase Contractors who experience maintenance issues, and are no longer eligible for the Settlement Plus Program, are guaranteed a minimum settlement of ***\$1,000/week!***
  - Below are the guidelines to be eligible for maintenance support:
    - No longer eligible for Settlement Plus (been with Risinger over 26 weeks)
    - 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.
    - 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 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 by 10 AM to receive minimum pay support.
    - Support will not be paid if a loaner truck or recovery work is offered and turned down by the contractor.
  - 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.

### ***(3) Road Warrior Program***

- **Goal** – Creation of Driver Benefits Package that incorporates all Risinger Programs and Benefits. This program will recognize the drivers that focus on miles driven and safe driving.
- **Eligibility** – All drivers operating under Risinger's authority will be automatically enrolled the first Sunday of the start of each calendar quarter.
- **Road Warrior Driving Status Qualifications** (all criteria must be met for the quarter to qualify for Road Warrior status and Quarterly Bonus)
  - Drive 26,000 or more manifest miles (or 52,000 or more manifest miles for teams)
  - Receive zero CSA points related to Unsafe Driving and receive less than 30 combined points in

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all CSA categories.

- No at fault accidents with total damage costs exceeding \$5,000.

- **Levels of Recognition –**

- Gold Status – Drivers meeting all above requirements for the last calendar quarter
- Diamond Status – Drivers who met Gold status for 4 out of 6 consecutive quarters

### **Gold Status Recognition and Reward**

- Welcome Rewards for 1<sup>st</sup> time Gold Status qualification – Carhartt Jacket, T-Shirt, and Camo Risinger Beanie/Hat.
- Dash Cam with an SD Card included
- Repeat Gold Extra Prize – Selected by Risinger staff
- Quarterly Rewards Raffle – including a Grand Prize raffle for a GARMIN DEZL OTR800 GPS
- Quarterly Bonus

### **Diamond Status Recognition and Reward**

- Welcome Reward for 1<sup>st</sup> time Diamond Status qualification - \$150 “You Pick It Prize”
- Repeat Diamond Extra Prize – Risinger Apparel
- Accident deductible will be waived during the quarter.
- Quarterly Rewards Raffle - including a Grand Prize raffle for a GARMIN DEZL OTR800 GPS
- Eligible for Tier 3 of the Quarterly Bonus

### **Quarterly Bonus:**

- Tier 1: Contractors that have been with Risinger less than one year will receive \$.02/mile for all miles driven.
- Tier 2: Contractors that have been with Risinger 1-5 years will receive \$.07/mile for all miles driven.
- Tier 3: Contractors that have been with Risinger 5 or more years or have achieved Diamond status will receive \$.08/mile for all miles driven.
- Your tier level and status will be re-evaluated at the end of each quarter to determine if you qualify for a better Tier the following quarter.
  - For example, if you reach 5 years of service or become a Diamond driver, you will be eligible to go to Tier 3 for the following quarter. You will receive an increase of \$.03/mile for all miles driven weekly and your Quarterly Bonus will be paid out at \$.08/mile to elevate you up to the tier 3 compensation level. Once you are in a higher tier you cannot go backwards to a lower tier.
- With all Risinger Bonus programs you must be actively running on the day of the payout to receive the bonus or wait until the next settlement date after your return.

### **Pay Rate Increase by Tier:**

- Your tier level and status will be re-evaluated at the end of each quarter to determine if you qualify for a better tier the following quarter.
- Tier 2: Once you achieve Tier 2, Contractors will receive \$.02/mile increase.
- Tier 3: Once you achieve Tier 3, Contractors will receive \$.03/mile increase.

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