



Triple Play Program

Effective February 4th, 2024

(1) \$2,500 Sign-on Bonus (Lease Purchase Only)

- The \$2,500 will be paid as follows:
 - \$250 Payment:
 - If you arrive to Orientation on Tuesday - You will receive the payment of \$250 the Friday immediately after orientation (along with your \$150 orientation pay).
 - \$250 Fuel Credit
 - \$2,000 Payment:
 - 6 month anniversary (Must have completed 52,000 dispatched 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) MAP PROGRAM (MAP) (Lease Purchase Only)

- All breakdown pay will be administered through the MAP program. Drivers must be enrolled in the MAP program and meet the established qualifications to receive breakdown pay. To qualify for the MAP program, drivers must be available and willing to run our entire network. Support amount is calculated on the contractor's net settlement before deducting any non-standard deductions. The MAP program is not a contractual agreement, but a voluntary program that Risinger provides to assist our contractors when breakdowns occur.
- **MAP Qualifications**
 - Willing to run our entire freight network and service all assigned loads.
 - Drivers who refuse freight because of geographical locations will be disqualified.
 - For example, a driver refuses Northeast freight will not qualify to be enrolled in MAP. A driver who refuses to go to Graphic Packaging Queen City will not qualify to be enrolled in MAP.
 - 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.

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. As with all bonuses you must be actively running on the day of the payout or your bonus will be paid on the first available settlement date after you return to running with Risinger. Up to 50% of any bonus will be applied to any debt owed to Risinger. Additionally Risinger reserves the right to modify or discontinue the program at any time at its sole discretion.

Updated: 2/4/2024

(3) Road Warrior Program

- **Eligibility** – All drivers operating under Risinger’s authority will be automatically enrolled.
- **Road Warrior Disqualifications**
 - Drive less than 26,000 manifest miles or 52,000 for teams in the quarter
 - Receive any UNSAFE CSA points
 - Receive a Speeding Ticket
 - Receive an Out of Service violation in Hours of Service
 - Receive 30 or more points in a single inspection
 - Have an At Fault Accident exceeding \$2,500
 - AS WITH ALL BONUSES, UP TO 50% WILL BE APPLIED TO ANY DEBT OWED TO RISINGER

Silver Status Recognition and Reward (First Year Drivers Only)

- Must have completed 26,000 or more manifest miles on the quarter
- Welcome rewards for first time Silver status qualification – Carhartt Coat, T-shirts, and hat
- Qualifying in any quarter after the first time will result in a “you pick it prize”

Gold Status Recognition and Reward

- Must have completed one year of service with Risinger as of the beginning of the quarter
- Must have completed 26,000 or more manifest miles on the quarter
- Will receive Road Warrior bonus; \$.02 p/mile for all manifest miles driven

Diamond Status Recognition and Reward

- Must have completed one year of service with Risinger as of the beginning of the quarter
- Must have completed 30,000 or more manifest miles on the quarter
- Will receive Road Warrior bonus; \$.03 p/mile for all manifest miles driven

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