



# Settlement Plus Program

Effective: January 31, 2021

Risinger recognizes the need for consistent pay for new Lease Purchase drivers as they become acclimated to our freight network. To help ease the transition, Risinger has created the *Settlement Plus Program* centered on what we consider the biggest factor affecting earnings – **Daily Utilization of Available Drive Hours**.

## Program Details and Guidelines

The contractor will receive a minimum of \$200 per day for each day he/she averages over 10 drive hours during the pay period. Using OmniTracs eLog data, minimum pay levels will be determined based on the Weekly Drive Time hours according to the below chart.

- Risinger will add up to 10 hours per day to the OmniTracs Drive Time Hours for each day a contractor is in the shop, broke down, or experiences a layover.

Weekly Drive Time Hours	Weekly Guarantee Minimum*
0 to 9.59 hours	No Support
10 to 19.59 hours	\$200
20 to 29.59 hours	\$400
30 to 39.59 hours	\$600
40 to 49.59 hours	\$800
50 or more hours	\$1,000

\*Minimum pay amount is calculated on the contractor's net settlement before deducting for cash advances, accident deductibles, and wage garnishments.

The *Settlement Plus Program* is intended to illustrate the importance of maximizing drive time on a daily basis in order to give the contractor the best opportunity for quality miles during the week. While the program's only true criteria is Drive Time Hours, Risinger will review and monitor each contractor's week for other factors that affect earnings. Some examples are timing of fuel purchases, extended breaks and excessive home time.

This is a voluntary program new contractors can enroll in for up to 12 weeks. He/she can opt out at any time. However, if a contractor opts out prior to the end of 12 weeks, he/she will not be allowed to re-enroll.

## Examples\*

- Example 1 – Driver A ran a total of 54 hours for the week: Contractor will be paid the higher of mileage pay or \$1,000.
- Example 2 – Driver B ran a total of 28 hours for the week: Contractor will be paid the higher of mileage pay or \$400 \*Examples A and B would be subject to deductions due to advances, accident deductibles, and wage garnishments.

If the Contractor enrolls in the Settlement Plus Program, he/she would still be eligible for other Risinger bonus programs.

**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.