



## Triple Play Pay Program

Effective April 3<sup>rd</sup>, 2022

### **(1) \$12,000 Sign-on Bonus**

- The \$12,000 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 \$200 orientation pay).
    - If you arrive to Orientation on a Wednesday - You will receive \$500 the Friday following the completion of orientation (along with your \$200 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).
  - \$5,000 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 miles.
  - An additional \$5,000 bonus will be paid out in one lump sum after your 1 year anniversary.
  - 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 \$5,000 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
    - 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

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.

Updated: 04/14/2022

- **Maintenance Support Minimum Pay**
  - 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 miles (or 52,000 or more miles for teams)
  - Receive zero CSA points related to Unsafe Driving and receive less than 30 combined points in all CSA categories.
  - No at fault accidents with total damage costs exceeding \$5,000.

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- **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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