



RISINGER SHIELD

Effective: April 27th 2026

(1) MAP PROGRAM (MAP) (Solo Lease Purchase Drivers 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 who refuses Northeast freight 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.

(2) ROAD WARRIOR PROGRAM

Eligibility – All drivers that have been with Risinger for 1 year and are operating under Risinger's authority will be automatically enrolled beginning the first full quarter following that 1 year period along with minimum mileage requirement for solos (104,000 miles) and teams (208,000 miles).

Rehire Eligibility – All rehires are eligible after entering their first full calendar quarter after three months with Risinger.

Road Warrior Qualifications

- Drive more than 30,000 manifest miles or 60,000 for teams in the quarter
- No at fault CSA points
- No citations
- No more than 1 at fault ULINE Service Failure
- No suspensions for CSA related reasons
- No at fault accidents, this includes unreported damage to truck or trailer
- AS WITH ALL BONUSES, UP TO 50% WILL BE APPLIED TO ANY DEBT OWED TO RISINGER

Bonus Qualifications

- Must have completed 30,000 or more manifest miles on the quarter
- Drivers meeting the requirements will receive \$.04 p/mile for all manifest miles driven for the quarter

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: 04/29/26

(3) \$5,000 SIGN ON BONUS (New Hire Solo Lease Purchase Only)

- The \$5,000 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).
 - \$500 Fuel Credit
 - \$1,000 Payment:
 - 3-month anniversary (Must have completed 26,000 dispatched miles)
 - \$1,000 Payment:
 - 6-month anniversary (Must have completed 52,000 dispatched miles)
 - \$2,250 Payment:
 - 1-year anniversary (Must have completed 104,000 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.

- ***Team Sign on & Rehire Sign on Bonus: Contact Risinger Recruiting Team***

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