

PAY FOR PERFORMANCE PACKAGE

We look at 4 major areas...Miles, Safety, Service and Fuel.

- The total Maximum Score is 1,000 Points
- A score will be given in each area, and all added up to give a total score.
- This total score during each 6 month measurement period will determine which pay scale you will be on for the next 6 months.

There are 4 pay scales for HazMat Company OTR Solo Drivers:

	<u>Haz Mat Required</u>	<u>Performance Score</u>
Level 1	.40 cpm	925-1,000 points
Level 2	.38 cpm	825- 924 points
Level 3	.36 cpm	650- 824 points
Level 4	.34 cpm	0- 649 points

Drivers with 5-10 years service receive an additional 1 cent per mile

Drivers with 10+ years service receive an additional 2 cents per mile

Team Drivers receive an additional 2 cents per mile

1. Miles, Maximum Score 200: Average 2,500 miles per week over a 6 month period.

- Drivers that average 2,500 miles, or more, during the measurement period will receive the full 200 points.
- Drivers that average between 2,000 and 2,500 miles/week will receive a percentage of the 200 points. (For example, if you average right in the middle of the range, or 2,250 miles per week you will receive 100 points, which is half of the 200 maximum.)
- Drivers that average 2,000 miles, or less, during this period will receive 0 points.

The driver should:

- ✓ Be willing to work
- ✓ Doesn't take an excessive amount of personal time
- ✓ Has on-time Deliveries

2. Safety, Maximum Score 300: 3 Categories

- Incidents 50 Points: Incidents are all chargeable claims, equipment damage, injuries, etc. that costs the company less than \$1,000.
- Accidents 200 Points: Accidents are all chargeable claims, equipment damage, injuries, etc. that cost the company more than \$1000.
- Violations 50 Points: If you get placed Out of Service by the DOT, you will receive NO points in the violation category. No incidents, accidents, & violations means 300 points for these particular areas.

3. On Time %, Maximum Score 150: The more chargeable service failures you have the lower the score.

- If you have 0 chargeable service failures during the measurement period you will receive all **150** points.
- A driver that averages 97.5% will receive **113** of the 150 maximum points.
- A driver with 4 chargeable service failures out of 80 loads & is 95% on-time and will receive half, or 75, of the **150** maximum points.
- A driver that is 90% or less will receive **0** points in this category.

4. Fuel MPG, Maximum Score 150 Points: Many Empire Drivers consistently average over **6.5** MPG and we believe everyone that focuses on improving their fuel mileage can attain over 6.5 MPG.

- Drivers that average 6.5 MPG or higher will receive the full **150** points.
- Drivers that average between 5.5 and 6.5 MPG will receive a percentage of the **150** points.
- For example if you average right in the middle of the range or 6.0 MPG your will receive **75** points which is half of the **150** maximum.
- Drivers that average 5.5 MPG or lower will receive **0** points.

5. Fuel Compliance, Maximum 200 Points: We feel that if we all work together to manage fuel compliance everyone should achieve between 90% and 100% compliance.

- We have set a minimum compliance level of **60%**.
- Drivers between 60% and 100% compliance during the measurement period will receive the percentage of compliant gallons multiplied by **200** (the number of available points).
- For example; if you are 60% compliant you will receive **120** points which is 60% of the **200** maximum points.
- If you are 90% compliant you will receive **180** points which is 90% of the **200** maximum points.
- 100% compliance means you receive all **200** points for this category.
- A driver below 60% compliance will receive **0** points

All drivers receive an individual scorecard each month. It shows each driver total score and score for each category for the prior month and period to date.

A sample scorecard is attached. This attached scorecard provides the average and top score for Empire OTR drivers during the most recent six month measurement period.