

DRIVER REWARD PROGRAM

In conjunction with our progressive wages and benefits offered to our drivers, Venezia provides a rewards program designed to recognize those who demonstrate superior performance and dedication.

Rewards: The incentive is calculated at 4% of gross monthly wages with a maximum of \$100 per month.

Program Year: The incentive program year encompasses an entire twelve-month period, December thru November. Each fiscal month is calculated and reviewed individually. A monthly letter will be sent outlining the findings along with the year-to-date incentive total. Any discrepancy or question about the calculation must be addressed within 15 days from the date on the letter, using the appeal form included on the reverse side of the monthly letter. Disputes presented after said date will not be considered. At the conclusion of the program year, all accumulated rewards will be distributed in a lump sum pay on the Friday before Christmas.

Eligibility

Drivers are eligible to participate in the program beginning with the first full fiscal month following his or her one-year anniversary of employment.

Drivers must participate in the bonus program for a full bonus year (December to November) to be eligible for the Emerald Club (see details on page 2).

Qualification

Drivers must be full-time Venezia employees at the time of award distribution.

I. INCENTIVE PROGRAM

The program criteria have been established to measure and recognize those drivers who go above and beyond the established guidelines for their job.

1. **Work Days:** Drivers must work or be available for work a minimum number of days per fiscal month. This calculation is based on 5 days a week. Five-week months (1st month in each quarter) have 25 working days while four-week months have 20 working days. Recognized holidays that fall on a workday within a given month will be deducted from the month's total.
2. **Safety Requirements:** Drivers cannot have any preventable or chargeable accidents, spills, contaminations, load shifts, cargo claims, mechanical abuse incidents, driving violations, or DOT out-of-service incidents. Drivers cannot have 3 or more critical log violations within a month. (A critical log violation is defined as 11, 14 or 70-hour rule violations, missing logs, log speeding or log falsification.) Violations of any of the above will result in the loss of the incentive pay for that specific month. **In addition:**

****Chargeable accidents/incidents with combined damages of less than \$1000 for the incentive program year will be deducted from the total incentive program payout.**

****Chargeable accidents/incidents with combined damages of more than \$1000 for the incentive program year will result in the disqualification from participation for the entire program year.**

3. **Service Performance:** The first service failure for the program year will be exempt and not penalized. Any subsequent service failure(s) will result in the loss of the incentive pay for the month in which the failure occurred.

II. EMERALD CLUB

The Emerald Club is designed to have three levels of awards and is given to those who have performed above and beyond the rest.

- Any chargeable accident/incident of any dollar amount will disqualify a driver from participation in the Emerald Club for that program year (Dec thru Nov).

GOLD LEVEL

This level recognizes and rewards those who meet all the qualifications and requirements of the program for all twelve (12) months of the program year. These are the best of the best! Five (5) personal days valued at \$150 each will be given, to be used during the following calendar year. They may not be “cashed-in” nor upon termination will any unused days be paid out. In addition, the driver will be awarded an engraved gold ring with green emerald stone. For subsequent years following the awarding of the initial ring, drivers who meet the qualifications will receive a diamond to be mounted in their ring to mark the successful completion of a “second”, “third”, etc. year.

SILVER LEVEL

This level recognizes and rewards those who meet all of the qualifications and requirements of the program for eleven (11) months of the 12-month program year. Three (3) personal days valued at \$150 each will be given, to be used during the following calendar year. They may not be “cashed-in” nor upon termination will any unused days be paid out. In addition, the driver will be awarded an engraved gold ring with green emerald stone. For subsequent years following the awarding of the initial ring, drivers who meet the qualifications will receive a diamond to be mounted in their ring to mark the successful completion of a “second”, “third”, etc. year.

BRONZE LEVEL

This level recognizes and rewards the drivers who meet all of the qualifications and requirements of the program for ten (10) months of the 12-month program year. One (1) personal day valued at \$150 will be given, to be used during the following calendar year. It may not be “cashed-in” nor upon termination will it be paid out. In addition, the driver will be awarded an engraved gold ring with green emerald stone. For subsequent years following the awarding of the initial ring, drivers who meet the qualifications will be awarded a diamond to be mounted in their ring to mark the successful completion of a “second”, “third”, etc. year.

Please note: Days off must be approved by driver managers in advance and are subject to availability depending on the current business condition. Every attempt will be made to grant requested time off.

THIS PROGRAM OUTLINE SUPERSEDES ALL OTHER OUTLINES TO DATE.

Revised Dec 2013