



Motor Carrier Attachment:

Waypoint Performance/Safety Bonus-OTR Drivers Information Sheet

HWY23FH013

(2 pages)

PERFORMANCE/SAFETY BONUS – OTR DRIVERS

Earn as you go! Professional OTR Drivers will qualify for a Performance/Safety Bonus by safely executing their duties and following D.O.T., CSA and internal Waypoint procedures **ERROR FREE**. A baseline for the incentive is listed below. Bonuses will be paid quarterly.

OTR Drivers who voluntarily or involuntarily terminate employment with Waypoint, whether or not for cause, will not be eligible for performance/safety bonus payments.

The requirements and maximum amounts for each bonus category are as follows. Each bonus is evaluated independently of the others, and a driver must meet all requirements of a bonus in order to earn that bonus (that is, it's all or nothing, subject to proration):

1. **To earn a \$800 (max – subject to proration) quarterly bonus, an OTR driver must have NO - Driver Fault Accidents, – Equipment Damage, – Property Damage, in a quarter where there is a financial penalty to the company.**
2. **To earn a \$300 (max – subject to proration) quarterly bonus, an OTR driver must have NO - D.O.T. Log and/or CSA violations.**
3. **To earn a \$150 (max – subject to proration) quarterly bonus, an OTR driver must have NO - Paperwork and/or Border Crossing Violations, including failure to follow stop sign & terms/collection terms. Examples include, but are not limited to:**
 - Driver Pay Report not completed
 - Return Log for product/products & parts not completed
 - Failure to complete trip reports
 - Failure to complete product/parts overage/shortage & damage log
 - Failure to complete post trip reports (write-ups on trailers)
 - Failure to bring back RGA's for parts/caps/products
 - Failure to get invoices signed/dated
 - Failure to turn in border crossing paperwork
 - Failure to follow stop sign & terms/collection terms
 - Failure to turn in border crossing paperwork (second + offense)
 - Delivery of product to wrong customer or failure to deliver product
 - Load Damage (including returns)

D.O.T. & TAG Disciplinary Policy

Waypoint management will strongly operate in compliance with and administer all D.O.T. rules and regulations including those rules and regulations outlined in Waypoint's employee and driver handbooks. Please see your Transportation & HR Manager for a copy of these handbooks.

Overpayment / Recovery

Overpayments may result from processing errors, clerical error, etc. and are recoverable against any and all OTR driver compensation – including all performance/safety bonus earnings. That is, up to 100% of any earned performance/safety bonus payments can be applied toward repayment of an overpayment until such overpayment has been repaid in full. If there are not enough earned performance/safety bonus dollars to fully repay an overpayment in the current quarter, a liability is created. This liability will be carried forward into subsequent quarters, and Waypoint will continue to deduct the maximum allowable amount from each paycheck until the overpayment balance is zero. If a liability exists at the time of an OTR driver's termination of employment (whether voluntary or involuntary), any performance/safety bonus or other compensation due and owing the OTR driver for that quarter will be applied to the liability balance prior to final payment, when applicable under the law.