



**Motor Carrier Attachment –**

**Driver Bonus Program**

**Houston, Texas**

**RRD22LR002**

(2 pages)



## GEMINI MOTOR TRANSPORT DRIVER BONUS PROGRAM

Effective 12/2/14, Gemini drivers are eligible for the below quarterly and annual performance bonuses throughout the year. Bonuses will not be pro-rated and must meet all criteria to be eligible. All bonuses will be subject to standard State and Federal payroll and income tax withholdings and drivers must be employed at the time of the bonus payout to be eligible.

Gemini Motor Transport Quarters	
First Quarter	December 1 <sup>st</sup>
Second Quarter	March 1 <sup>st</sup>
Third Quarter	June 1 <sup>st</sup>
Fourth Quarter	September 1 <sup>st</sup>

- Quarterly Performance Bonus of \$600 per quarter  
Driver must be employed by Gemini for 1 full quarter to be eligible for the next quarter. Bonuses are paid approximately 3 to 6 weeks after the end of the quarter. In order to earn a quarterly bonus, a driver must:
  - Not have a chargeable safety incident upon review of the IRC
  - Not have failed a surveillance or action ride
  - Not have any negative weekly CADEC reports.
  - Not have any disciplinary actions or failed DOT inspections (driver responsible items)
  
- Above and Beyond Bonus  
This bonus replaces the “Company Safety Team Bonus” and has a potential payout of \$600 per individual. Effective December 2, 2014, drivers must meet the following criteria during the performance year to be eligible:
  - Must qualify for all four quarterly and annual performance bonuses
  - Must not have failed DOT inspection
  - Must have satisfactory CADEC reports at year end.
  - Must not have failed a surveillance or action ride
  - Must not have received any form of written disciplinary action

**\*If a driver meets all performance expectations from December 1<sup>st</sup> through November 30<sup>th</sup> and meets the above and beyond—drivers have the potential for \$3,000 in bonus money every year.**

- Gemini Loves Rewarding Safe Drivers  
This program rewards safety, performance and longevity by awarding “Safe Driver Credits.” Beginning in 2011, drivers can earn one (1) Safe Driver Credit per calendar year. To earn a Safe Driver Credit, drivers must be employed for an entire calendar year without a chargeable incident or violation, and must qualify for all four quarterly and annual performance bonuses for that year. Loss of a Safe Driver Credit for any calendar year does not impact previous Safe Driver Credit’s earned.
  - Five Safe Driver Credits will receive a one-time award equal to four times the average monthly salary (average based on the previous 12 months)
  - Ten Safe Driver Credits will receive a one-time award equal to six times the average monthly salary (average based on the previous 12 months)
  - Awards will only be paid after five credits and ten credits have been accumulated