

Delivery Professional Performance Bonus

This Program is intended to provide a performance bonus to eligible, full-time employees who work a standard delivery route provided they meet the eligibility criteria set forth herein, AND the full-time employee is an active employee on the Company's payroll at the time that the performance bonus is paid. **Former employees whose employment is separated for any reason as of the date that the performance bonus is paid are not eligible for the performance bonus.** Nothing in this policy creates a contract of employment or otherwise alters the employee's employment at will relationship with the company.

The Delivery Professional Bonus is a weekly bonus earned if an employee meets the following conditions.

The employee must be scheduled to work a minimum of 4 days a week, and a minimum of 8 hours per day. For example, an employee scheduled to work a 4 day, 10 hour shift will be eligible;

- i) The employee must be employed by the Company for at least 60 days from the date of their 1st route;
- ii) The employee must report timely for work each day that they are scheduled to work in the workweek. If an employee misses a day of work, or arrives late to work, he or she will be ineligible for this bonus that week;
- iii) The employee must accurately record their starting time and ending time for each shift and the beginning time and ending time of all meal breaks;
- iv) The employee must be available and agree to do a rescue, take additional routes, or perform any other duties if requested after they finish their route;
- v) Drivers must have a Great or Fantastic rating on the scorecard for the 6 week rolling average and the week being evaluated;
- vi) The employee cannot have any Tier 2 infractions during the week;
- vii) Employees cannot receive a 1 Start Rating from a customer during the week or have any controllable scheduled delivery misses;
- viii) The employee may not have any disciplinary actions (verbal or written) during the week period;
- ix) The employee cannot have left a truck in poor condition upon return to station by failing to complete required checklist items that week;
- x) The employee may not have accidents, vehicle damage, safety incident, or customer property damage in the prior 30 days;

If an employee meets all of the eligibility criteria set forth above, the driver will be paid a bonus for the workweek calculated as set forth below.

An additional \$1/per actual hour clocked and worked during the week. (Bonus Hours are Not Included)

In addition when the company achieves an overall Fantastic Plus on the Scorecard for the week all employees that meet the above criteria will receive \$0.50/per actual hour clocked and worked during the week or \$0.25/per actual hour clocked and worked for an overall Fantastic Rating.

These incentives will be paid out 2 weeks in arrears in order to have the needed data. (i.e the incentive for Week 10 will be paid out on the Friday of Week 12)

Nothing in this policy alters the timekeeping processes and procedures in place. Eligible employees must still accurately record their starting time and ending time for each shift and the beginning time and ending time of all meal breaks. Nothing in this policy alters the at-will employment relationship. This bonus may be eliminated at the discretion of management at any time.

Any employee who has questions or concerns regarding this policy should discuss it with the Owner.