



Chapter 4



Pay & Benefits

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MUTUAL EXPECTATIONS

Steps for Timely and Accurate Pay

1. **Verify your load on P/U & delivery**
2. **Request number written on bills**
3. **Submit a signed Bill of Lading immediately after delivery**
4. **Expenses - get proper authorization**
5. **Mail your “Driver Logs with each load” in a Trip Pak envelope**

TIMELY AND ACCURATE PAY

Schneider is committed to providing you with accurate and timely pay, but we can't do it alone. There are certain things that you must do before your pay can be generated. We depend on you, your Driver Business Leader (DBL), and Customer Service to do the following:

RESPONSIBILITIES: DRIVER ASSOCIATE

VERIFY YOUR LOAD ON PICK UP AND DELIVERY

- Verification creates your load information in the Payroll system. Late verification can delay your pay. From the Pick Up Billing and Service Verification Macro you receive, use the reply button and complete the required information from the bill of lading.
- From the delivery information macro, use the reply function both when you arrive and when you depart. You cannot enter both arrive and depart information on the same macro.
- If the customer asks you to perform an extra service such as redelivery, reconsignment, hand unloading, etc., contact your Driver Business Leader for authorization. You must include the information when verifying the bill-of-lading and should write the service provided on the bill-of-lading, but only the Driver Business Leader authorization assures you will be paid for it.

**WRITE THE LOAD NUMBER ON THE BILL-OF-LADING.
SUBMIT YOUR SIGNED BILL-OF-LADING IMMEDIATELY AFTER DELIVERY**

- This is critical for both pay and billing to our customers

GET THE PROPER AUTHORIZATION.

- Have your Driver Business Leader approve pay or reimbursements requiring authorizations and include receipts with the load paperwork in your Trip Pak envelope.

SUBMIT YOUR “DRIVER LOGS WITH EACH LOAD”.

- Complete a log for every day as required by Regulatory (Logs are also required on your days off.) Fill them out properly and send the originals with your paperwork. Failure to submit logs accurately and timely will affect driver pay.

PAPERWORK POLICY

This section is a tool to support you in completing the items listed above. Following these steps consistently will help Payroll process your pay on an accurate and timely basis. If you have any questions on what to do, please talk to your Driver Business Leader.

You must submit a signed Bill-of-Lading to be paid.

- The bill-of-lading for a load relayed en-route must be passed on to the delivering driver. **It is the responsibility of the delivering driver to submit the bill-of-lading. The pick up driver holds responsibility for verification.**
- A load dropped by you for delivery by an outside carrier is considered a “delivered” load and must have a bill-of-lading turned in. Carrier signature required.
- Never leave a bill-of-lading with trailers dropped at a consignee location. Get a signature from someone, even a guard or a yardman. If no one is available, write “Dropped Trailer” on the bill-of-lading and send it in.
- If additional copies of a bill-of-lading are needed and an extra copy or photo copier is not available, make out a company bill-of-lading. The following information must be recorded: shipper and consignee, commodity, shipper bill-of-lading number, terms (collect, prepaid, and third party billing address, if applicable), weight/pallet information, bill-of-lading date, request number, name, power number, driver number, trailer number.
- Original receipts are required for reimbursement.
- Call your Driver Business Leader immediately if you lose any of the required paperwork.

TRIP-PAK PAPERWORK PROCESS

ONE LOAD – ONE ENVELOPE!

- Print your power number, name, driver number, request number and trailer number on the following: bill-of-lading, logs, expense reports, receipts. Print the authorization number on any expense receipt requiring DBL approval.
- Submit the signed bill-of-lading immediately after delivery for each load.
- Trip-Pak envelopes are supplied at no cost to you. Additional supplies are located at each Operating Center. Complete each envelope with you power, load and driver numbers.

There are two ways to submit paperwork:

1. **Drop Boxes-** Trip-Pak drop boxes are located at popular fuel sites, Bulk Tank washes and at Operating Centers. Place your paperwork in a prepaid envelope with all sections complete and place in the yellow Trip-Pak drop box for delivery to Green Bay the next day.

Remember: One load, One envelope.

2. **Overnight Mail Service** – You may use overnight mail service to submit paperwork at your expense. “Collect” express mail will be refused. If you do use express mail, be sure you complete the entire label including your return name and address and send it directly to this address.

Schneider National, Inc.
3101 South Packerland Drive
Green Bay, WI 54306
Attn: Pay Services

NOTE: All paperwork must be received in the Green Bay Corporate Business Center by end of business on Monday to be included in that Friday’s payroll.

COMPANY DRIVER EXPENSE GUIDELINES

Approval Required: Expenses requiring Driver Business Leader authorization must be discussed prior to purchase. The DBL will provide the driver with an authorization number. Record the authorization number on the receipt along with your driver number, power number, and load/request number. The items below and any items not on the discretionary list need approval.

Tolls*	Repairs (Major)
Trailer Washes	Tires
Car Mileage	Tractor Washes
Steaming Equipment	Telephone
Cash Fuel	Towing
Fines	Motels
Transportation	Tunnels
Unloading Fees	
Lumper (*Cash lumper receipts Require signature of the lumper for reimbursement).	

The unauthorized use of Pre Pass Plus on any toll road requiring authorization will result in the toll expense being charged back to the driver.

*Tolls

Tolls - authorizations are required on the following tollways/bridges prior to reimbursement if the individual receipt exceeds \$5.00. All Florida expressways, parkways and turnpikes (except from I-75 to I4, Gate 75 at Orlando), Indiana Turnpike, Atlantic City Expressway and Garden State Parkway, Ohio Turnpike (except Gates 218, 232 & 234), Virginia Beach-Norfolk Expressway. All other tollways/bridges necessary to complete the work assignment are at driver discretion and will be reimbursed without authorization.

Receipts: All expenses must be submitted within thirty (30) days. All receipts that are submitted after 30 days will need to be reauthorized by your leader. **Only original receipts are accepted.** Onionskin copies of personal credit cards, copied receipts, or altered receipts are unsatisfactory.

- Write your name, associate number, tractor number, load number and authorization number (if applicable) on all receipts.
- Fuel purchases and motel charges on your Schneider fuel card do not require receipts. **Please do not submit with your paperwork.**
- Unauthorized or incomplete receipts will not be reimbursed.
- Receipts over 30 days may be subject to non payment.

TEMPORARY PERMIT REIMBURSEMENT

Temporary Permits: Temporary permits do not require authorization. Reimbursement requires the submission of the permit. Receipts are not valid for reimbursement, except as noted below.

<u>State</u>	Required Documentation for Tractor Permit Reimbursement	Required Documentation for Trailer Permit Reimbursement
Wyoming	Yellow copy must stay in tractor. Must submit photocopy or cash receipt.	N/A
Oregon	Cash Register Receipt	Cash Register Receipt – 53’ trailer
Washington	Cash Register Receipt for Bingo Stamp	Cash Register Receipt – 53’ trailer
Idaho	N/A	Copy of Actual Oversize
Utah	N/A	Trailer permit for over length 96 hrs, 1 year (Los Angeles, Des Moines, Wisconsin OC’s only) No cash receipts given Must submit photocopy

Remember Payroll will reimburse on receipts only.

PAYROLL CUT-OFF

Paperwork is received and processed in Green Bay daily. Weekly paperwork receipt cut-off is end of business Monday. There are times during the year when the cut-off or pay date must be changed because of holidays. You will be notified in advance of any cut-off or pay date changes.

Pay statements are mailed weekly from Green Bay. It may take up to one week for your pay statement to reach you. Pay statements may also be accessed on “Crossroads”. Access them at www.crossroads.schneider.com.

PAYROLL STATEMENT

Below you will find a step by step explanation and definition of items within the payroll statement.

PAYROLL STATEMENT PAGE 1

1. General Associate Information: Driver number, board number, last 4 digits of your social security number, name, address, and message area.
2. Date: This is the actual date that you are paid. If you take advantage of direct deposit, this is the date that your net pay is deposited in your bank account. If you do not use direct deposit, this is the date of your paycheck.
3. Earnings: Current and year-to-date summary of taxable earnings.
4. Expenses: Current and year-to-date summary of non-taxable reimbursements
5. Taxes and Deductions: Detailed listing of current and year-to-date taxes and deductions. (MS = Marital Status, DP = Number of Exemptions or Dependents declared as submitted on your W-4 form.)
6. Net Check: The gross amount of your check less taxes and deductions. This amount is what will actually be deposited in your personal bank account or on your check. Information regarding your direct deposit will be displayed below the net amount.
7. Vacation Available: The number of weeks of vacation currently available.

PAYROLL STATEMENT PAGE 2

8. Earnings: Pay for items such as hand unloading, holidays, bonus, vacation, etc. is listed here. Mileage pay is detailed later.
9. Expenses: This section will list all items being reimbursed to you from your expenses. All reimbursements are non-taxable.
10. Deductions: This part of the statement gives you a detailed listing of items which are deducted from your pay. It will include such things as advances, insurance, company, store purchases, Express Cash funding etc.
11. Mileage Pay Detail: This section will list the loads you are being paid for on the check. It contains the pick-up date of the load, load number, team partner (if applicable), origin of load, destination of load, paid miles, rate of pay per mile, and total mileage earnings for the load. Relays are designated by an 'r' and you will be paid for the portion of the miles you moved.
 - The load number should be noted on all paperwork associated with the load. (Some accessorial pay, such as hand loading / unloading, stop offs, etc. will also show the load number)

- Your paid miles are determined using point-to-point mileage based on the Household Moves Guide (HHMG).
- If you are a member of a team, you will be paid for one-half of the miles associated with your team. Your statement will show all the movements made by you and your partner. The miles listed for each team movement are on-half of the HHMG miles on the movement.

12. Paperwork Required: This portion of the pay statement lists the load that you have hauled, but have not been paid for yet. Typically, this means that your paperwork was not received in time to be included on the check.

DIRECT DEPOSIT

Associates are encouraged to participate in the Direct Deposit program which deposits your pay check directly into a personal checking/savings account or the Express Cash feature of your SNI Comdata Fuel Card. The Direct Deposit program provides many advantages to you:

- You receive your money sooner.
- The chance of your check being lost is eliminated.
- Weekly trips to the bank to deposit your check are not necessary.
- Your family will have access to the money while you are away.
- Checks do not sit in your mailbox unattended while you are away.

Direct Deposit Process

First, determine how much will be deposited to Express Cash and how much will be deposited to your personal bank account.

Second, you must identify a financial institution which offers this service for personal bank accounts. Then complete the Direct Deposit Authorization Form (available from your Driver Business Leader) and submit it to Payroll with your paperwork. We do the rest!

Payroll will deposit your net check amount to Express Cash and/or your financial institution. Your money will be available to you sometime on Friday depending on your bank's posting schedule. Pay statements explaining your earnings are mailed directly to your home. If you choose Express Cash, a monthly statement of your Express Cash activity will be sent to your home.

Accessing Express Cash

Use your card to get Express Cash money from your Fuel Card at any of the 300,000 Cirrus ATM locations across the country. Access your Express Cash funds as follows:

1. Swipe your fuel card through the ATM and enter your PIN.
2. Select "Withdrawal"
3. Select Primary Checking
4. Enter the dollar amount you are requesting

Pay Services Express

This system allows you to access your current net and gross pay amount as well as your direct deposit amount by calling:

1-800-558-8001

If you are using a **touch tone** phone with a pulse/tone switch, be sure it is switched to 'tone'. The system utilizes the number keys and '#' key. You will be able to interrupt the prompts by pressing the key for your choice. You may also utilize the voice recognition feature.

The voice recognition system understands single digits 0 through 9, as well as the words 'yes' and 'no'. Please listen carefully to each prompt in its entirety before responding. You will not be able to interrupt the prompts.

Pay Services Express is available to you at the following times:

Monday – Friday	6 a.m. – 3 a.m.(CST)
Saturday	6 a.m. – 7 p.m.(CST)
Sunday	7 a.m. – 3 a.m.(CST)

Making Your Call:

To access Pay Service Express, complete the following steps:

1. Using any phone, call **1-800-558-8001**.
2. If using a touch tone phone, press **1**
3. Enter your **associate ID*** number. Press # key.
Press **1** to verify entry or **2** to re-enter.
4. Enter your four digit **PIN** (valued number 0 through 9).
5. Press **1** for payroll information. Press **2** to change PIN.

Your PIN:

Each time you call Pay Service Express, you will be asked for your PIN (Personal Identification Number). *The first time you call, use the last four digits of your Social Security number (or Canadian Social Insurance number) as your PIN.* After you have entered this PIN, you will be asked to enter a new four digit PIN (valid numbers 0 through 9) of your choice to ensure confidentiality of your pay information. You may elect to change your PIN each time you call by pressing 2 after entering your PIN at the beginning of the call.

You will be given three attempts to properly input your PIN. After two attempts, you have the option to have the system generate a new PIN for you. If you elect to have the system generate your PIN, a letter will be sent to your mailing address stating your new PIN. Your access to Pay Services Express will be denied until you use the new PIN.

If you exceed three attempts, your access will be revoked. In order to have system access reinstated, you must contact your Driver Business Leader or Manager.

Trouble Shooting for the Caller:

The caller should follow the instructions according to the message they receive from the system.

- The caller is using a rotary phone and cannot be understood
- Speak clearly when asked to respond
- The caller is using a touch tone phone, Is the touch tone set on ‘tone’?
An option available to the caller is to follow the rotary prompts. Do not press any keys.

The caller should try calling back at a later time if one of the following happen.

- The lines are busy
- There is no answer
- They receive a message “Your inquiry cannot be completed at this time, please try again later.”
- The caller is placing the call before or after available hours.

The caller should contact the Driver Business Leader or Manager if access to the system is denied.

- The caller is denied access to the system.
 - Is the caller using a valid **associate ID***?
 - Is the caller using a valid four digit PIN (valid number 0 through 9)?
 - Is the associate currently employed?

Associate ID for Drivers = Driver Number

Company Store Purchases:

Company store purchases can be deducted directly from payroll checks.

ADVANCES

This section provides detail on how to obtain advances and SNI policies to follow. If you need an advance, use your Comdata Fuel Card. Comchecks will only be issued for emergency purposes.

You may use your Comdata Fuel Card at our Fuel Stops or ATM locations with the Cirrus or EFS logo’s (Truck Stops), so careful planning can save you time and money.

ADVANCE POLICIES

- Advances received are deducted from the Driver's paycheck.
- There will be a service charge assessed for each advance issued:

Advance Type	Fee
Fuel Card advance issued through ATM	\$2.00 + owner fee
ATM Advance balance inquiry	\$2.00
ATM Advance decline	\$2.00
Fuel Card advance issued at Fuel Desk or through telephone request	\$10.00
Comcheck advance issued by DBL for personal use	\$10.00
Comcheck advance issued by DBL for Company Expenses	None

PROCEDURES TO GET AN ADVANCE

Fuel Card Advance

You will receive a Schneider National Fuel Card. You may obtain \$200.00 cash per week on the card provided you have a completed authorization form on file (filled out upon hire with the company).

The fee is based on the fee table located above and is a per transaction fee. The cycle runs Sunday through Saturday with your balance replenishing every Saturday at midnight. If you lose your fuel card, call your DBL immediately. You are responsible for all cash advances issued on your fuel card.

Fuel Card advances are issued as follows:

- Present your Fuel Card to a truckstop fuel desk attendant
- Call the Comdata number 1-800-741-6060 to authorize a Comcheck draft.

Comcheck Advance

Comchecks are designed for emergency purposes only and should be issued by the primary Driver Business Leader. In order to receive a Comcheck advance, the driver must do the following:

1. **Call your DBL during normal business hours.**
2. Provide your driver number, your name, DBL full name, your date of birth, the load number you are under, and a call back phone number.
3. Complete Comcheck draft with the following information given to you by your DBL.
 1. Date of cash transaction.
 2. Pay to the order of – your name or 3rd party name if advance needs to be payable to a business.
 3. The sum of – amount requested in words.
 4. \$ -- the amount requested in numbers.
 5. Company name – Schneider National.
 6. Transaction number of ID number – seventeen digit alphanumeric express number which is given to you by your DBL.
 7. Authorization number – three digit number to be filled out by the attendance that is chasing the check.
4. Present the completed check to the attendant. You will need your license and birth date to cash the check. You must also endorse the back of the check.

NOTE: Do not repeat the transaction number back to the person that issued it to you on the phone. Someone may overhear and cash the check before you get a chance to do so. Your DBL will repeat the number twice to verify it to you.

ATM Advance

Use your card to get advance money from your Fuel Card at any of the 300,000 Cirrus ATM locations across the country. Access your ATM advances as follows:

1. Swipe your fuel card through the ATM and enter your PIN.
2. Select “Withdrawal”
3. Select “Primary Savings”
4. Enter the dollar amount you are requesting.

(Note: To avoid balance inquiry and decline fees, first call 1-800-741-6060 to determine the balance. Do not withdraw more than your balance less any ATM fees.)

NOTES:

- Comcheck draft books are available at Operating Centers and fuel stops
- Comcheck Advances must be taken in a single cashing
- All advances issued (but not cashed) will be cancelled immediately when the driver is placed into any long-term unavailable status.
- Unused advances will be cancelled 30 days after issue.

EMERGENCY MAINTENANCE ADVANCES

Advances may be issued if you are required to have repairs done on company equipment at a shop which does not accept Schneider National purchase orders and insists on cash. Call Schneider Emergency Maintenance (SEM) for a purchase order or an advance transaction number. These advances will be company expensed for company drivers.

ADVANCE DEDUCTION

Advances are automatically deducted from your pay check in the next pay cycle after the advance has been cashed or withdrawn. If you have taken an advance for reimbursable expense make sure you submit your expense report promptly.

Example of an advance deduction schedule:

<u>Driver</u>	<u>Advance Issued</u>	<u>Pay Check Deducted</u>
A	Monday, 8 th	Friday, 19 th
B	Saturday, 13 th	Friday, 19 th
C	Wednesday, 17 th	Friday, 26 th

SUN	MON	TUES	WED	THURS	FRI	SAT
	1	2	3	4	5	6
7	8 "A" Cashed	9	10	11	12	13 "B" Cashed
14	15	16	17 "C" Cashed	18	19 "A& B" Deducted	20

21	22	23	24	25	26 “C” Deducted	27
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SCHNEIDER NATIONAL CARRIERS U.S. DRIVER PAY AND PROGRESSION

(Van One - Way System, non-engineered work)

(Note: Pay is periodically reviewed and may be adjusted. Please ask your DBL for any updates)

INEXPERIENCED DRIVER

<u>WEEK NUMBER</u>	<u>PAY DESCRIPTION</u>	<u>TRAINING</u>
1-2 *OTR with a training engineer	\$300 wages per week	
3-4 *Trainee	\$300 wages per week	

Note:

Experienced drivers hired with greater than 30,000 miles are eligible to receive a minimum salary of \$300/week for up to two weeks.

- Sunday through Saturday pay period.
- Partial weeks are prorated – an adjustment based on a seven day pay period is made for time unavailable (sick, personal time off, etc.) Pro-ration occurs when a driver is off for a full 24 hour period – midnight – midnight.

PAY AND PROGRESSION

NOTE: There are many different work opportunities that drivers can choose from such as one way system, dedicated, Intermodal, regional, teams, local etc. Due to the number of pay packages that are reflective of the work performed, it is recommended that drivers consult their DBL for their appropriate pay package detail. Drivers will receive increases to their pay through promotions. Promotions are recognition of driver's years of service.

Pay Philosophy/Pay Principles

Schneider reviews pay at least on an annual basis. The intent is to review pay and make sure that we remain competitive which in turn allows us to attract and retain the best drivers.

In order to be consistent in our administration of pay across the enterprise, a representative from various parts of the organization were brought together to form the pay team. The pay team has members from the following departments; line of business operations (every line of business is represented), business services, pay services, finance, driver relations, I.T., and human resources/driver recruiting. This team meets weekly to provide direction as it relates to pay issues, drive pay consistency across our lines of business and to make sure we remain competitive within the industry. This team follows pay principles which help guide the group in its decision making process.

These principles are as follows:

- 1.) Every job has a value based on work characteristics by business segment.
- 2.) Attracts and retains quality drivers able to provide the service requirements of our customers.
- 3.) Total compensation package that is competitive within the industry that reflects our desired driver demographics and the corresponding cost of labor.
- 4.) Considers the impact on company profitability.
- 5.) Rewards excellent performance and promotes desired behavior.
- 6.) Pay equity for work performed.
- 7.) Easy to understand, administer (timely and accurately) and explain.

1.) Every job has a value

With the realization that all work is not the same, the pay team, with input from field operations, worked toward understanding the characteristics of the work. One-way system work, being the most challenging and most random, established the base line for other work.

Six common characteristics were used to evaluate the work; time at home, weekly utilization, number of loads per week, predictability of work, hand unloads and stop offs. The seventh characteristic considers factors unique to that operation such as location (NYC-etc), wait time, physical demand of the work, length of day, time of day/week, and specialized equipment needed to perform the work. These categories would provide a good understanding of the “value of the work” and establish a level of equity for the work performed.

2.) Attract and retain quality drivers

Pay needs to be competitive and appropriate for the work performed. If not, the ability to attract or retain drivers would be at risk. The pay team considers the impact to the customer and makes sure that Schneider provides the value the customer is willing to pay for.

3.) Industry competitive total compensation package reflects driver demographics and the cost of labor.

We need to compete against regional based carriers who pay their drivers according to the cost of labor in that region. Many large truckload carriers have established a regional pay concept to be competitive. Based on supply and demand, some regions of the country require a higher cost of labor. It is important to recognize those differences, which impact the ability to recruit new drivers.

Understanding Competitive W-2 earnings

It is important when dealing with pay to understand wages as full year W-2 wages vs. just the rate per mile. Rate per mile can be misleading. Ex. 1500 miles x \$.39 cents per mile = \$585.00. 2500 miles x \$.27 cents per mile=\$ 675.00.

4.) Considers impact on company profitability

One of the driver's primary concerns is job security and the only way to protect job security is through company profitability and a satisfied customer. How Schneider pays for work performed must reflect the business needs and service to the customer. System work will be paid differently than dedicated work because of the activities necessary to service the customer. System work is unpredictable, irregular and lacks consistency due to the nature of that work, but it also provides the opportunity to earn a higher wage. Dedicated work provides predictability, consistency and competitive pay. It is very attractive to our driver force, but dedicated work is also sought after by other carriers because of the characteristics of the work.

There is a trade off that drivers need to make when choosing between working in the system or choosing a dedicated opportunity.

5.) Rewards excellent performance and helps promote desired behavior

Bonus

Bonus pay was established to reward **exceptional, outstanding performance**. Achievement of key factors positively impacts the variable cost of the business and positively impacts the W-2 earnings of the driver.

Longevity Pay

We value our experienced drivers and want to recognize their **consecutive** years of service with the organization. There is also the expectation with that level of experience, that a driver will provide a higher level of performance.

6.) Pay Equity for work performed

Schneider does not intend to pay a rate that is not equitable for the work performed or the cost of labor in a region. The cost of labor for a region, what a customer is willing to pay, and the impact of the economy will all come into play in the rate of pay.

7.) Easy to understand, administer (timely and accurately) and explain

There is really no simple way to administer pay. Pay is complex due to the unique characteristics of work, the demands of a customer, and the competition in the marketplace. It is our responsibility to make sure that drivers are paid timely and accurately.

SCHNEIDER NATIONAL CARRIERS PROMOTION TABLE

CRITERIA FOR INEXPERIENCED DRIVERS

Phase 1, Level 1. Promotion effective after completion of week 4

Phase 1, Level 2. Promotion after 6 months from Date of Hire

Phase 2, Level 1. Promotion after 12 months from Date of Hire

Phase 2, Level 2. Promotion after 24 months after Date of Hire

Phase 2, Level 3. Promotion after 36 months after Date of Hire

Phase 3, Level 1. Promotion after 48 months after Date of Hire

Phase 3, Level 2. Promotion after 60 months after Date of Hire

Phase 3, Level 3. Promotion after 72 months after Date of Hire

Phase 3, Level 4. Promotion after 84 months after Date of Hire

CRITERIA FOR EXPERIENCED DRIVERS

Promotion after 6 months from Date of Hire for drivers hired with 6-12 months of experience

Hired with greater than 12 months of experience, promotions will occur in 12 month increments from Date of Hire.

- All promotions occur on the first of the month following qualification starting with 6 months SNI experience.

ACCESSORIAL COMPENSATION SUMMARY

U.S. Van One Way Drivers

(eligibility for accessorial compensation begins at Phase 1 Level 1)

Note: Drivers on non system operations such as dedicated, engineered, regional, Intermodal, etc. may receive different accessorial amounts based on the pay package for that operation.

Accessorial	Definition						
Full Hand Loading and Unloading*	Driver must hand load/unload at least 90% of the product on the trailer. Hand Loading and Unloading is defined as handling (i.e. fingerprinting) each piece of freight and does not include items such as: 1) moving freight with the use mechanical devices (pallet jacks, slip sheet machines, etc); 2) removing shrink wrap; 3) pallet placements; 4) normal stacking down; or 5) any similar type of activity that does not involve fingerprinting the individual pieces of freight.						
	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Solo Rate:</td> <td style="width: 50%;">Team Rate:</td> </tr> <tr> <td>48' Trailer \$ 100</td> <td>48' Trailer \$ 50/driver</td> </tr> <tr> <td>53' Trailer \$ 100</td> <td>53' Trailer \$ 50/driver</td> </tr> </table>	Solo Rate:	Team Rate:	48' Trailer \$ 100	48' Trailer \$ 50/driver	53' Trailer \$ 100	53' Trailer \$ 50/driver
Solo Rate:	Team Rate:						
48' Trailer \$ 100	48' Trailer \$ 50/driver						
53' Trailer \$ 100	53' Trailer \$ 50/driver						
Partial Hand Loading/ Unloading*	Driver must hand load/unload between 25% and 89% of the product on the trailer.						
	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Solo Rate:</td> <td style="width: 50%;">Team Rate:</td> </tr> <tr> <td>48' Trailer \$ 50</td> <td>48' Trailer \$ 25/driver</td> </tr> <tr> <td>53' Trailer \$ 50</td> <td>53' Trailer \$ 25/driver</td> </tr> </table>	Solo Rate:	Team Rate:	48' Trailer \$ 50	48' Trailer \$ 25/driver	53' Trailer \$ 50	53' Trailer \$ 25/driver
Solo Rate:	Team Rate:						
48' Trailer \$ 50	48' Trailer \$ 25/driver						
53' Trailer \$ 50	53' Trailer \$ 25/driver						
Pallet Jack*	Driver must use a pallet jack to load/unload at least 90% of the product on a full trailer.						
	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Solo rate:</td> <td style="width: 50%;">Team Rate:</td> </tr> <tr> <td>48' trailer \$25</td> <td>48' trailer \$12.50/driver</td> </tr> <tr> <td>53' trailer \$25</td> <td>53' trailer \$12.50/driver</td> </tr> </table>	Solo rate:	Team Rate:	48' trailer \$25	48' trailer \$12.50/driver	53' trailer \$25	53' trailer \$12.50/driver
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48' trailer \$25	48' trailer \$12.50/driver						
53' trailer \$25	53' trailer \$12.50/driver						

* **Note:** A driver who is required to physically perform the loading or unloading of the freight shall be compensated for only one of the following: Full hand load/unload, Partial hand load/unload, or Pallet Jack load/unload, whichever is applicable.

Detention Pay & US/Canada Border Crossing Delay Pay	Drivers will be paid for the actual time they are delayed by a customer. Compensation will vary by the length of the delay. Drivers delayed at the US/Canada border for more than 2 hours will receive delay pay at the listed rates										
	<table border="0"> <tr> <td>2-3 Hours (120-180 min)</td> <td>\$15</td> </tr> <tr> <td>3-6 Hours (181-360 min)</td> <td>\$30</td> </tr> <tr> <td>6-9 Hours (361-540 min)</td> <td>\$45</td> </tr> <tr> <td>9-12 Hours (541-720 min)</td> <td>\$60</td> </tr> <tr> <td>12-24 Hours (721-1,440 min)</td> <td>\$75</td> </tr> </table>	2-3 Hours (120-180 min)	\$15	3-6 Hours (181-360 min)	\$30	6-9 Hours (361-540 min)	\$45	9-12 Hours (541-720 min)	\$60	12-24 Hours (721-1,440 min)	\$75
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**Shorthaul
Pay**

Payment is made when driver completes a load that is 25 miles or less (plus mileage, if applicable). If the originating driver picks up his/her relay load, he/she is not eligible for this payment.

Solo rate: \$25 Team rate: \$15/Driver

**Shorthaul
Delivery
Premium**

Drivers who complete delivery of a load to the consignee of a movement of 200 miles or less will receive the following mileage compensation in addition to their normal mileage pay.

Solo and Team Rate:

26-50 miles \$1.00/Mile

51-100 miles \$.50/Mile

101-200 miles \$.15/Mile

Teams also receive a \$.02/Mile premium on loads with a length of haul of 301-700 miles

**New York
City Premium**

Drivers will be paid when delivering a load or picking up a load in New York City and the surrounding boroughs of Long Island, Manhattan, Bronx, Queens, and Brooklyn.

This is a one-time payment that covers both entering and exiting the identified area.

Solo rate: \$50 Team rate: \$25/driver

Layover

Company directs a driver to layover in excess of 24

consecutive hours at a location other than the driver's home, park location, assigned operating center or designated maintenance facility, and the driver does, in fact, layover.

The driver must receive **prior** authorization from the DBL to be compensated. Under normal circumstances this authorization will occur in a discussion between the DBL

and the driver prior to incurring the layover. (Voluntary layover is not compensable including voluntary 34 hour Hours of Service re-set)

Solo and Team Rate:

Phase 1 \$ 80

Phase 2 \$ 90

Phase 3 \$100

Breakdown

Breakdown pay is intended for situations where the driver is at

a location other than his/her home, park location, assigned OC or designated maintenance point and is required by the company to wait in excess of 24 hours because the tractor

or trailer repairs have not been made and alternate equipment is not available.

The driver must call the DBL and/or emergency services in a timely manner to inform them of the situation.

Solo and Team rate:

Phase 1 \$ 80

Phase 2 \$ 90

Phase 3 \$100

Motels

If the company requires a driver to layover for more than 24 consecutive hours or in case of a breakdown exceeding 8 hours, motels will be reimbursed.

Solo Rate: Up to \$40 per 24 hr period

Team Rate: Up to \$45 per 24hr period

Reconsignment

Drivers who deliver loads that are reconsigned to a different consignee after arriving at the original destination shall receive compensation for such reconsignment.

Solo rate: \$15/stop Team rate: \$10/driver/stop

Stop –Offs:	Extra pick-ups or deliveries after the first customer location are eligible for stop-off pay. Solo rate: \$15/stop Team rate: \$10/driver/stop												
Trailer Search	If you are instructed to go to a location other than your consignee in a major metropolitan area to pick up a trailer and none are available, you will receive additional compensation for the second and subsequent trailer searches at a different location (different location code) within that metropolitan area Solo rate: \$30/search Team rate: \$15/driver/search												
Trailer Shuttle	If you are instructed to move a trailer (other than the assigned trailer for your load) between two different locations (different location code) in a major metropolitan area, you will receive additional compensation for the second and subsequent trailer movements within that metropolitan area. Solo rate: \$15/shuttle Team rate: \$10/driver/shuttle												
Company Business	Used to compensate a driver when directed by the company to do work that involved driving or serving a customer in unusual situations for the day and the driver is not available for normal mileage dispatch during this time period. The work would be on a temporary basis and for a sufficient amount of time that the work is not covered by any of the normal pay provisions. Payment is made in ½ day (4-6 hrs) or full day (over 6 hrs) increments. (Delays are not considered company business) <table border="0" data-bbox="404 997 1055 1119"> <tr> <td data-bbox="404 997 617 1031">Solo & Team rate:</td> <td data-bbox="690 997 803 1031">Full Day</td> <td data-bbox="941 997 1055 1031">Half Day</td> </tr> <tr> <td data-bbox="404 1031 495 1064">Phase 1</td> <td data-bbox="690 1031 738 1064">\$80</td> <td data-bbox="941 1031 990 1064">\$40</td> </tr> <tr> <td data-bbox="404 1064 495 1098">Phase 2</td> <td data-bbox="690 1064 738 1098">\$90</td> <td data-bbox="941 1064 990 1098">\$45</td> </tr> <tr> <td data-bbox="404 1098 495 1131">Phase 3</td> <td data-bbox="690 1098 755 1131">\$100</td> <td data-bbox="941 1098 990 1131">\$50</td> </tr> </table>	Solo & Team rate:	Full Day	Half Day	Phase 1	\$80	\$40	Phase 2	\$90	\$45	Phase 3	\$100	\$50
Solo & Team rate:	Full Day	Half Day											
Phase 1	\$80	\$40											
Phase 2	\$90	\$45											
Phase 3	\$100	\$50											
Random drug/ alcohol test	Driver will be paid for the 2 nd and subsequent random drug and/or alcohol test during a calendar year. Solo rate: \$10 Team rate: \$10/driver												
Mileage Pay	Compensable miles are calculated by computer programs based on the most current edition of the Household Carriers Mover’s Guide (HHMG). Mileage is calculated from Point A to Point B using the latest Guide and circuitous or out-of-route miles are not compensable miles.												
Team Mileage	Each member is compensated for one half the total paid miles.												
Out of Service	Drivers going out of service for time at home or any other driver related reason are not paid empty or bobtail miles when released with equipment to their home (park location) without a load. Drivers who go home (park location) under a load are paid from shipper to consignee, not via home (park location). Drivers available for work with equipment from their home (park location) will be paid for miles as assigned from their home (park location).												
General	To collect accessorial compensation, the driver must work as instructed and receive authorization when required to do so. Except for the accessorial compensation in this summary, all other delay time and non-driving including meetings work are considered to be covered by and included in the mileage/salary or ABP pay.												

Per Diem Pay

Per diem pay is a method of pay maximizing a driver's weekly take home pay. This is achieved through a combination of a lower taxable mileage rate combined with a non-taxable per diem rate. The total take home pay is higher due to reduced withholding and payment of non-taxable pay.

Bonus

Bonus is meant to recognize drivers for outstanding sustained performance. The following situations will make a driver ineligible for the quarterly bonus; driver does not have data, run out of fuel, modifications to equipment, improper load security and driver related service exceptions.

Quarterly Bonus

Accidents No preventable accident > \$ 250

Injury No Lost Time > 24 hours

Speed Solo-63mph cruise, >70 mph excessive, 5% combined
Team-65 mph cruise, > 70 mph excessive, 5% excessive

Service 100% service accuracy (no driver related)

Some examples of driver related service exceptions are:

- failure to make on-time pick-up, delivery, drop, or relay of a load
- fines and overweightes greater than \$100
- being unavailable for work as committed (includes lost time for being sick)
- dropping a dirty, TBO (trailer bad order), or overweight trailer
- misconduct with a customer
- not following the work assignment and/or special instructions of a load
- refusing a load
- cargo claim (driver related)

Idle Based on work configuration-contact DBL for details

Exceptions:

1. Maintenance Directed
2. Freezable Loads
3. Temp less than -10 degrees F
4. Temp less than 10 degrees & no plug in available

Out of Route Phase 3, Level 4 drivers are eligible to earn additional quarterly bonus dollars by achieving the out or route (OOR) standard. Drivers should discuss this with their DBL. The driver must be eligible for the quarterly performance bonus to be eligible for the OOR standard.

Note: Teams will receive additional compensation for quarterly paid miles greater than 60,000 per team/ 30,000 per driver who have current hazardous materials endorsement

on their CDL.

BONUS PAYMENT INFORMATION

- If insufficient data is extracted in the categories of speed and/or idle for the quarter, the driver will not be eligible for the quarterly bonus payout.
- A bonus period is equal to a calendar quarter.
- Bonus payout occurs the Friday following the third Monday of the month following the end of the period.
- The bonus is calculated on miles paid for the quarter.
- Bonus for teams is based on individual performance. Each team member earns a full bonus payout based on his own paid miles.
- You **must** be employed for the entire quarter **and** on the day the bonus is paid.
- The bonus pay will be included in your weekly paycheck and taxed as supplemental earnings according to federal taxing regulations.
- Bonuses for individuals on operations such as Dedicated, Engineered, Regional, TruckRail, etc. will be paid according to the package for that account/operation.

Longevity Pay

Longevity pay recognizes the tenure of drivers. Drivers will receive an increase in their mileage rate /salary or ABP base at the milestone of over 8 years and every other year through 30 years. The applicable amount will be effective at the start of the calendar month following the anniversaries listed. Longevity pay is based on **consecutive** years of driving service with Schneider.

Anniversary	Mileage Pay	Salary ABP Pay
	Increase	Increase
8 years	\$.005	\$ 10.00

(Additional increase at the same rate every other year, with a maximum of 30 years)

BENEFITS SUMMARY

(US Driver Associates)

Benefit	Provider(s) & Contact Information
<p>401(k) Savings Plan One of the best plans in the industry, with a pre-tax company match worth \$2,500 per year for the experienced driver.</p>	<p>Wells Fargo Phone: 1-800-258-2715 Website: www.wellsfargo.com/retirementplan</p>
<p>Employee Assistance Plan (EAP) Free and absolutely confidential counseling for you and your family from the Associate Support Program.</p>	<p>LifeEra/United Behavioral Health Phone: 1-800-955-7956 Website: www.liveandworkwell.com</p>
<p>College Funding Helps you apply for college scholarships or grants and offers low-interest loans for students or parents.</p>	<p>Sallie Mae Phone: 1-800-239-4148 Website: www.Schneider.collegeanswer.com</p>
<p>Credit Union Special banking services and competitive loan rates to save you money</p>	<p>Schneider Community Credit Union Phone: 1-800-236-0747 Website: www.schneiderccu.com</p>
<p>Debt Management Service Helps reduce your debts with a budget that can lower interest charges and penalties</p>	<p>National Foundation for Credit Counseling Phone: 1-800-388-2227 Website: www.debtadvice.org</p>
<p>Dental Plan Offers discounts when you use network dentists</p>	<p>Delta Dental Phone: 1-800-236-3712 Website: www.deltadentalwi.com</p>
<p>Accident Insurance/Disability Program Excellent coverage at low rates not available to the general public</p>	<p>AFLAC Phone: 1-800-422-1644 Website: http://aflwi.com/Schneider_benefits/</p>
<p>Financial Services Free financial planning customized to help you meet your future needs</p>	<p>Ameriprise Financial Phone: 1-800-437-3500 Website: www.ameriprise.com</p> <p>AXA Advisors, LLC Phone: 1-800-536-3243 ext. 2825 Website: www.axaonline.com</p>
<p>Flexible Spending Accounts – Health Care and Dependent Care An easy pre-tax way you can save money on medical bills or child care expenses</p>	<p>Mangrove Employer Services Phone: 1-888-862-6272 Option 3 Website: www.miwebflex.com (PIN Required)</p>
<p>Home and Auto Insurance Deep discounts on your personal home and auto insurance rates</p>	<p>Metropolitan Life Phone: 1-800-438-6381 Website: www.metlife.com</p>

Home Computer Discounts Opportunity to purchase home computer equipment at special rates.	Dell Phone: 1-866-535-3578 Website: www.dell.com/schneider Member ID <i>GS13384937</i>
Legal Plan Major savings on legal services from a pre-paid national network of attorneys	Hyatt Phone: 1-800-821-6400 Website: www.legalplans.com Password <i>3580010</i>
Benefit	Provider(s) & Contact Information
Medical Plan Choose from three medical plan options; Includes prescription drug coverage.	Definity Health Phone: 1-866-333-4648 Website: www.definityhealth.com
Preferred Banking & Credit Card Services Special rates available to you on banking and credit card services	Associated Bank Phone: 1-800-236-8866 Website: www.schneiderpreferredbanking.com
Banking Specializing in money market, high yield savings and CD's.	MetLife Bank Phone: 1-800-438-6388 Website: www.metlife.com/mybenefits
Preferred Mortgage Program Special mortgage rates for qualified applicants with one easy phone call.	Wells Fargo Phone: 1-800-644-8083 Website: www.employeemortgage.com/schneider2282
Real Estate Referral Service Cash rebates on buying or selling a home. Call first before listing with an agent.	Simple Move Phone: 1-866-849-5615 Website: www.simplemove.com
Vision Eye exam covered in full after \$5.00 co-pay and deep discounts on eyewear.	EyeMed Vision Phone: 1-800-799-0259 Website: www.eyemedvisioncare.com
Hearing Special Discounts on hearing aids.	Tru-Hearing Phone: 1-800-866-4327
Lasik Vision	TLC Phone: 1-877-PLAN-TLC Website: www.tlcvision.com

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