# **COMPANY DRIVER PERFORMANCE BONUS**

**EFFECTIVE 10.31.2022** 

# **MONTHLY MINIMUM REQUIREMENTS**

Complete a minimum of 6,000 miles\*

No preventable crashes within the month

Complete 1 assigned Swift University course

In bonus paying position on the last day of the month

Must be an active employee on the date the bonus is paid

Eligible the first full calendar month after your first solo/team dispatch

#### MONTHLY PERFORMANCE REQUIREMENTS

You will bonus in each category independently. Bonus Payout per mile





SOLO 8,250
MENTOR 8,250
TEAM 16,000
If in more than one driving state

If in more than one driving statu bonus will be evaluated daily Off metrics



Dispatched MPG

SOLO 9,250

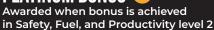
MENTOR 9,250

TEAM 18,000

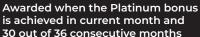
If in more than one driving status, bonus will be evaluated daily



## **PLATINUM BONUS**



## **DIAMOND DRIVER**



**EVALUATION PERIOD: MONTHLY** 

**BONUS PAY OUT: 2ND PAYDAY OF THE NEXT MONTH** 

Swift reserves the right to modify or cancel the Mentor Performance Bonus with appropriate notice under applicable law. The Mentor Bonus Program applies only to Swift Driving Associates; Owner Operators and not eligible.

\* "Miles" for purposes of the Mentor Performance Bonus include "dispatched loaded miles" and "dispatched empty miles". "Dispatched loaded miles" for calculation purposes under the Driver Performance Program shall be based on the distance set forth in Swift's most current version of the Rand McNally Household Goods Carriers Bureau Mileage Guide "(Bureau Miles") from the point at which the shipment originates, via any intermediate points where required pickups or deliveries are made, to the point at which the shipment is delivered even if the actual miles traveled over the route by the driver are less or more than the dispatched loaded miles. "Dispatched empty miles" for calculation purposes under the Driver Performance Program shall be based on the Bureau Miles between the points at which the driver begins and ends an empty trip authorized and approved by Swift even if the actual miles traveled over the route by the driver are less or more than the dispatched empty miles. Swift shall make available particular point to point mileage calculations during normal business hours, upon request submitted to Swift's Driver Payroll Department in Phoenix.

