

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

1^{1c}
SAFETY **20** OR LESS
Smart Drive Score

1^{1c}
FUEL **6.9*** OR HIGHER
Dispatched MPG
*May adjust with seasonal and/or Lobs

1^{1c}
PRODUCTIVITY **1** LEVEL
SOLO 8,250
MENTOR 8,250
TEAM 16,000
If in more than one driving status, bonus will be evaluated daily Off metrics

2^{2c}
2 LEVEL
SOLO 9,250
MENTOR 9,250
TEAM 18,000
If in more than one driving status, bonus will be evaluated daily off metrics



PLATINUM BONUS **2^{2c}**
Awarded when bonus is achieved in Safety, Fuel, and Productivity level 2

DIAMOND DRIVER **2^{2c}**
Awarded when the Platinum bonus is achieved in current month and 30 out of 36 consecutive months

** May be adjusted by LOB

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.

