



COMPANY DRIVER PERFORMANCE PROGRAM

EFFECTIVE 01.01.2021

MONTHLY MINIMUM REQUIREMENTS:

- COMPLETE A MINIMUM OF 6,000 MILES*
- NO PREVENTABLE CRASHES WITHIN THE MONTH
- COMPLETE 1 ELIGIBLE SWIFT UNIVERSITY COURSE
- IN BONUS PAYING POSITION AT 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

ALL REQUIREMENTS MUST BE MET IN ORDER
TO BE ELIGIBLE FOR THE MONTHLY BONUS

MONTHLY PERFORMANCE CATEGORIES

YOU WILL BONUS IN EACH CATEGORY INDEPENDENTLY. BONUS PAYOUT PER MILE*.

SAFETY

SMART DRIVE SCORE
20* OR LOWER

*SCORE WILL BE UPDATED ON THE LAST SATURDAY OF THE MONTH.

1¢

FUEL

DISPATCHED MPG
6.9* OR HIGHER

*MAY BE ADJUSTED SEASONALLY AND/OR BY LOB.

1¢

PRODUCTIVITY

DISPATCHED LOADED/EMPTY MILES*

SOLO MILEAGE:

LEVEL 1

8,250

LEVEL 2

9,250

MENTOR MILEAGE:

12,250

13,250

TEAM MILEAGE:

16,000

18,000

MILEAGE BONUS SPLIT
BETWEEN TEAM DRIVERS

IF IN MORE THAN ONE DRIVING STATUS (SOLO,
MENTOR, TEAM) DURING THE MONTH, BONUS WILL
BE EVALUATED DAILY OFF METRICS.

*MAY BE ADJUSTED BY LOB.

1¢

+

1¢

PLATINUM BONUS

2¢

Awarded when bonus is
achieved in Safety, Fuel,
and Productivity Level 2

DIAMOND DRIVER



2¢

Awarded when
Platinum bonus is
achieved in current
month and 30 out of
the previous 36
consecutive months

EVALUATION PERIOD: MONTHLY BONUS PAY OUT: 2ND PAYDAY OF THE FOLLOWING MONTH

Swift reserves the right to modify or cancel the Driver Performance Program with appropriate notice under applicable law.

* "Miles" for purposes of the Driver Performance Program 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.



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MONTHLY PERFORMANCE CATEGORIES

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FUEL

1¢

SAFETY

1¢

PRODUCTIVITY

UP TO

2¢

2¢

**PLATINUM
BONUS**

2¢



EARN UP TO

8¢

PER MILE*

**MONTHLY
BONUS
POTENTIAL**

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