

# PRIDE FUEL BONUS

## ELIGIBILITY & GOALS

To be eligible for the quarterly Fuel Bonus, drivers must:

- Be employed at the time of payout
- Have met 90% of the average fleet miles
- Be in the top 75% of the fleet according to the PRIDE Performance Scorecard

Our PRIDE Performance Scorecard is based off of driver performance in the areas of Safety, Shop, MPG, and Operations. Please see below for a summary of the points possible.

The payout is based on dispatched miles driven in the previous months and your most current rolling 3 month MPG.

We want to set Fuel Bonus goals that are achievable, but we want you to work hard to hit those numbers. Our bonus is intended to pay the top 20% of drivers that achieve top fuel conservation performance in considering all truck types.

Fuel is the #1 cost to Melton and we want you to have the opportunity to put more money in your pocket! With this bonus program, you will have the opportunity to earn up to \$1,500 extra per quarter.

## FUEL BONUS

### EPU CRITERIA

Payout	MPG Goals
\$0.05	8.15 & higher
\$0.04	7.95 - 8.14
\$0.03	7.65 - 7.94
\$0.01	7.25 - 7.64

### NON-EPU CRITERIA

Payout	MPG Goals
\$0.05	8.00 & higher
\$0.04	7.65 - 7.99
\$0.03	7.30 - 7.64
\$0.01	6.95 - 7.29

## SCORECARD

### SAFETY CRITERIA

MAC points (PP, HM, TK, TWIC)	30	120
Safe Driving	30	30
Moving Violations	90	90
Non-moving Violations	30	30
Accident Violations	90	90
Safety Training Points	30	75
Misc. Points (President's Club)	15	
TOTAL SAFETY POINTS	300	450

### SHOP CRITERIA

Service A	225	225
Service B	225	225
TOTAL POINTS PER SHOP	450	450

### OPERATIONS CRITERIA

Customer Service Events	150	150
90 Day Productivity	150	300
TOTAL POINTS PER OPS	300	450

### MPG CRITERIA

90 Day MPG	150	225
Expert Fuel Compliance 80%	150	225
TOTAL POINTS PER FUEL	300	450