



KIVI OTR COMPENSATION PLAN

“SUCCESS IS THE SUM OF SMALL EFFORTS REPEATED DAY-IN AND DAY-OUT.”

~Robert Collier

At Kivi Bros Trucking, we believe in our drivers, and we believe in rewarding hard work. We want to help each, and every one of you reach your goals. We want you to grow with us and know that you are our most valuable asset. Our success as a company starts with you, and we want to give back to those who are willing to put in the work! Check out the details below!

If you have any questions, please contact your DM or Management!

Gold drivers (12,000 + miles in a month for individuals or teams 21,000 +)

-12,000 + miles = 1.00% pay increase for qualifying month (**GOLD INDIVIDUAL**)

-21,000 + miles = 1.00% pay increase for qualifying month (**GOLD TEAM**) split between the 2 drivers (0.5% each)

-Quarterly drawing for a cash prize of \$2000 or 7 days of unpenalized home-time. Meaning, drivers will get credit for average daily miles the month before home-time is taken.

-If a driver/team maintains the Gold status for an entire 12 month period, they will receive a custom Kivi Jacket with their name, Kivi Gold Driver, and the year embroidered on the sleeve or patch.

-Quarterly/Monthly recognition in a newsletter and on our social media.

-Decal for their truck with their status.



Silver drivers (11,000 - 11,999 miles in a month for individuals or teams 19,000 - 20,999)

-11,000 + miles = .75% pay increase for qualifying month (**SILVER INDIVIDUAL**)

-19,000 + miles = .75% pay increase for qualifying month (**SILVER TEAM**) split between the 2 drivers (0.375% each)

-Quarterly drawing to win a cash prize of \$500 - or - an item from a list of prizes of equal value. Could be a GoPro, Smart Watch, FitBit, TV, etc.

-Quarterly/Monthly recognition in a newsletter and on our social media.

Bronze drivers (10,000 - 10,999 miles in a month for individuals or teams 17,000 - 18,999)

-10,000 + miles = .50% pay increase for qualifying month (**BRONZE INDIVIDUAL**)

-17,000 + miles = .50% pay increase for qualifying month (**BRONZE TEAM**) split between the 2 drivers (0.25% each)

-Quarterly drawing for a cash prize of \$100 - or - a custom Kivi store order up to \$100.

-Quarterly/Monthly recognition in a newsletter and on our social media.

Mileage Kicker Bonus

Payout: Individual Drivers and Teams will receive their pay percentage increase in a lump sum on the 2nd payroll following the qualifying month.

The mileage breaks required to qualify as a Bronze, Silver or Gold driver, and the percentage increase in your pay are shown above. In addition to the increase in pay, you will receive a participation entry into a quarterly drawing for any month you qualify. (This is explained further under Quarterly Drawings)

Quarterly Drawing

Payout: Driver/Teams will earn an entry into a quarterly drawing based on their monthly Bronze, Silver or Gold performance standings. One entry per month depending on standing for that month.

Bronze, Silver and Gold drivers must maintain Safety requirements for each month to participate.

Safety Bonus

Payout: This safety incentive is based off a CALENDAR 6 months. Raises are applied on Jan 1st and July 1st for those who have been here for the duration of the 6 month window.

Increased base-pay of 0.25% if the following requirements are met. (Caps out at 30%)

-No work comp injuries requiring lost time or modified duty.

MPG Bonus

Payout: Driver/Teams will receive this bonus the 1st payroll after the qualifying month. \$200.00/month if the following requirements are met.

Driver runs over 8,000 miles in qualifying month	Driver runs over 10,000 miles in qualifying month
- 6.7 MPG	- 6.5 MPG
- 65 Gallons or Less of Idled Fuel (Trucks with APUs have to stay at 12 or under for idle gallons)	- 65 Gallons or Less of Idled Fuel (Trucks with APUs have to stay at 12 or under for idle gallons)
- No Violations or Damage to Equipment	- No Violations or Damage to Equipment
- Must be employed at payout date	- Must be employed at payout date

Minimums

Under 8,000 miles for individual and 14,000 miles for teams.

-If after 2 months of failing to meet the 8000 mile requirement, further actions will be discussed between the driver, DM and upper management.

-Zero turned down loads.

-No access to MPG bonus

-No access to mileage-based incentive bonus

** Local, Regional, and Heavy Haul drivers will qualify for mileage bonuses as well if they have the miles but will not be penalized if the 8,000-mile minimum is not met.