

UNIGROUP SAFETY PERFORMANCE INCENTIVE PROGRAM – Effective 1- 1- 2014

Building on the success of the “Clean Means Green” program, UniGroup’s new Safety Performance Incentive Program provides van operators with an opportunity each calendar quarter to earn a cash reward for perfect safety performance.

Program Eligibility (within each quarter)

- 10,000 minimum log miles • No Hours of Service violations
- No missing logs • No preventable accidents
- No CSA points

Program Time Frame

- Performance is measured each quarter • Incentives are based per calendar year (Jan. 1-Dec. 31).

Program Reward

- Qualifying van operators will receive a \$100 incentive for the first quarter they qualify.
- The quarterly incentive will increase by \$100 over the amount received in the previous qualifying quarter.

Examples:

Quarter	Qualifies 4/4	Qualifies 3/4	Qualifies 2/4	Qualifies 1/4
1	\$100	\$100	DNQ*	DNQ*
2	\$200	DNQ*	\$100	DNQ*
3	\$300	\$200	DNQ*	DNQ*
4	\$400	\$300	\$200	\$100

*DNQ = Does Not Qualify

Safety incentive payments will be mailed directly to the van operator’s home address. Van operators earning \$600 or more from UniGroup’s various incentive programs in the same calendar year will receive a 1099. Van operators who qualify for the Safety Performance Incentive in all four quarters within the same calendar year will receive a certificate and vehicle decals.

The first eligibility period is Jan. 1, 2014, through March 31, 2014. The first incentive payments will be made in April 2014.

