

THE SCHNEIDER RECOGNITION PROGRAM

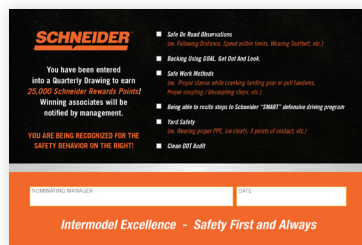
General Information:

Schneider is one of the largest truckload carriers in North America, hauling 16,275 loads per day, with 11,300 company drivers, 9,600 company trucks, and 31,000 trailers on the road. The company conducts business worldwide with 168 facilities, including a presence in the United States, Canada, Mexico, and China. Schneider's customers include more than two-thirds of the FORTUNE 500 companies.



For many years, Schneider had managed reward, recognition and performance improvement programs that were separate from each other. As Schneider looked at ways to further engage their drivers and employees, they felt that by connecting these programs into one overall system they could increase awareness and participation in this driver/employee benefit.

Through an extensive RFP process managed by Schneider, Incentive Services was chosen to integrate all reward, recognition, and performance improvement programs into one overall program.



In 2015, the Incentive Services technology platform was launched company-wide and now houses all programs. The system uses points, similar to frequent flyer miles, where drivers can earn and bank points as they achieve pre-determined goals and milestones. These points can then be redeemed for a variety of non-cash rewards.

Following is an overview of some of the Reward, Recognition and Performance Improvement Programs included in the Schneider Rewards Platform.

Consecutive Safe Driver & Million Mile Programs:

- The Consecutive Safe Driving Award Program recognizes drivers who have gone 10 consecutive years without a preventable accident or a lost time injury, and for every additional 5 years there-after.
- The Million Mile Award is a way for Schneider to recognize drivers who achieve 1, 2, 3, or 4 million Safe Lifetime Miles.

Driver Trainer Program:

The driver trainer program recognizes trainers for going the extra mile and achieving excellent outcomes from their training. Points are awarded for:

- Post Training Preventable Crashes and Lost Time Injury Success
- Post Training Regulatory Compliance Success
- Experience Hire/IC Classroom Instructor
- OSR Metrics
- STA Road & Instructors Metrics

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Intermodal Recognition Program:

In this program, Intermodal Drivers are able to accumulate points for being infraction-free in the areas of Safety, Hours of Service, Over Speed, Idle Goal, Service Failures, and Performance.

Schneider Longevity Years of Service Award:

This program recognizes all Schneider employees at 5, 10, 15, 20, 25, 30, 35, 40, 45 and 50 Years. Presentation Packages are sent to recipients homes during the month of their anniversary, and Leader notification emails are sent to managers 15 days prior to an employee's anniversary date.

Dedicated Driver Recognition Program:

This program recognizes drivers throughout their first year of employment, creating several meaningful touchpoints in the first year. The progression begins at 30-days, and then recognizes again at 90, 180, 270, and 360 days of service.

Driver Recruiter Program:

The Driver Recruiter Program rewards Driver Field recruiters for meeting or exceeding monthly enterprise hiring forecasts for drivers.

INTERMODAL PACE SETTER
SCHNEIDER REWARDS PROGRAM

Enjoy summer and use your Schneider Rewards points to redeem great outdoor awards!

Schneider Intermodal Driving Associates are rewarded points for going the extra mile and achieving excellent results! Use your points to choose from thousands of merchandise items and gift cards featured in the online catalog - including many great outdoor award options!

Check out some of the excellent outdoor awards that associates have ordered using points!

- A16-10018: Bicycle
- A16-10021: Watch
- 015-10333: Grill
- A16-10021: Chair
- A16-10031: Headphones
- A16-10033: Heater
- A16-10032: TV
- A16-10035: Lawnmower

Browse hundreds of retail, travel, and entertainment gift cards in today's top brands!

PROGRAM WEBSITE
<http://schneider.isrewards.com>

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