

LOAD ONE GOLD REWARDS



The Load One Gold Rewards Program is designed to recognize and reward you for great performance, safe driving practices, loyalty, following proper DOT procedures and company training. We've designed this program for our drivers who are the driving force behind our company. We want to maintain a strong focus on retention versus recruiting.

This entire program is managed online, through your personalized, Load One Gold Rewards Program webpage. The website provides everything you need - including reward points you've earned. When you are ready to redeem your reward points, you will use this site to order your selected prizes. There's even a WISH LIST feature that tracks your progress toward your desired reward.

This exciting program is fully sponsored by Load One to recognize great performance. We believe our new program will inspire as well as reward you by providing exciting options of how you redeem your reward points.

Your personal welcome page will summarize your points earned; along with any rewards you may have redeemed to-date. You may also find additional detailed points information on the MY ACCOUNT page.

Accessing the Load One Gold Rewards Program website is easy. You can visit the MY ACCOUNT Page to view your program progress any time, just click on the TABS at the top of the site to view program criteria, or browse the online rewards catalog at anytime.

Please log into your account at: www.driveforgold.com

You may also find a log in shortcut on the load1.com web page under the drivers tab. As well it can be found on the favorites list on your Qualcomm unit.

Login: first initial and last name (Example: Joe Smith is jsmith)

Because of duplicate names, some driver's logins will have a "1" added to the end but those drivers have been notified of this.

Password: rewards (you will have to change this the first time you log in)

Once logged in you will have 7 Tabs across the top of the page.

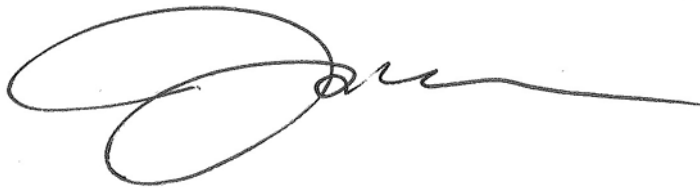
- **Welcome** – this will show you your total reward points available along with special news from your company and special offers available. View this page often to keep up with current events.
- **Rewards** – this is where you can shop for merchandise. It has over 4,500 items from top brands such as: Bissell, Sony, Weber, Samsung, Apple, etc.
- **My Account** – this is where you see a detailed list of all reward points you have earned. You can view orders you have placed, edit your contact info, manage email subscriptions and change your password.
- **Opportunities** – this is where you have the chance to earn additional points by completing company quizzes and surveys. Topics can include Safety, New Customers, Company History and more. Check here often to take advantage of all the point earning possibilities.
- **Rules** – this has all the program rules and describes the reward categories. Categories shown below.
- **FAQ** – this has answers to the most Frequently Asked Questions.
- **Contact Us** – here is where you can email the website support staff any questions you may have regarding the website, an order you placed or a reward points discrepancy. There is also a toll free number to call that is supported Mon-Fri from 0800-1800 CST.

Along with this Rewards Program, we will be sending everyone a link to an Online Survey that we want all drivers to take. In an effort to increase our understanding of our drivers and their unique work environment we have developed this survey with our partners at Stay Metrics. This survey is being done by Stay Metrics and will be anonymous from a response standpoint. You will not be asked to put your name on it and we ask for complete honesty when answering. The information will help us to evaluate Load One from the perspective of the driver. Please complete it as soon as you can.

We hope that you find this new program to be rewarding. We look forward to growing the program and to using your feedback to enhance both the program and our company.

Steve Briggs who runs our Qualcomm program will be the point person should you have any question or need any assistance.

Thank you,

A handwritten signature in black ink, appearing to read 'John K Elliott II', with a long horizontal line extending to the right.

John K Elliott II
President & CEO
Load One, LLC



Reward Items	Schedule	Points
Accurate and Timely Log Books for the Month*	Monthly	2,000
No Accidents or Incidents for the Quarter**	Quarterly	5,000
Company Training Quizzes of 90% or higher	Monthly	2,000
Survey Completion	Annually	2,000
Years of Service every 6 Months	Semi Annually	10,000

* Accurate Log Books is determined by the following as reported by the Safety Dept each Month.

No hours-of-service violations or falsifications.

No violations of the 11, 14 or 70 hour rules.

Submitted on time (weekly by the following Monday).

** No Accidents or Incidents as reported by the Safety Dept for the Quarter.

No chargeable accidents, equipment damages or cargo losses.

No roadside inspections with violations.

No traffic citations issued to the Driver.