

For ContainerPort Group ICs

4th & Goal Referral Playbook

How it Works:

Put your fantasy trucking skills to the test! Let's see how many "free agents" - or trades (think: friends of yours that are ICs for other carriers) - you can get over the goal line and contract with our team before the end of the year. The more you refer, the more you can earn!

What's in it for you?

First, our sales teams at CPG do an excellent job finding customers who need us to move their freight.

We have more freight than trucks to move it! We need your help in bringing in good ICs. The more customers we can service now will result in building stable relationships for the future - meaning they will come to us to move their freight in the years to come because they know we will always have a truck for them. **This means your truck will stay busy for the long haul.**

For a limited time only, we are proud to announce additional incentive payments OVER AND ABOVE our current referral bonuses. THE MORE YOU REFER - THE MORE YOU EARN. Please see below for how the bonus will pay out with each subsequent referred driver who contracts with us. We have NEVER in the history of our 50 years in business given our IC's the opportunity to make this big of a bonus for referring drivers to us! Take advantage of this!

Scouting Report

Your Coach (*Your Terminal Manager*) and our Driver Experience team are resources ready to help answer your questions and provide what you need to get out there and get referrals so you can get paid. Please reach out if you have questions on the rules or if you need referral cards.

- 4th and Goal Policy & Playbook
- Physical Referral Cards for you to pass out to your Referred Drivers

You will also receive an email on October 5th with links to download the above listed resources should you misplace or need a digital reference point.

Game Time:

This promotion runs the 4th Quarter of 2021. You know what they say about the 4th Quarter - It's crunchtime, baby! Start date is October 1, 2021 and runs through the end of the year, concluding Dec. 31, 2021.

ContainerPort Group Driver Referral Bonus Policy for Fourth & Goal Referral Promo

ContainerPort Group is proud to announce additional incentive payments to active CPG independent contractors to encourage referrals of non-CPG drivers to contract with ContainerPort Group (the "Driver Referral Bonus") in the 4th quarter of 2021. Driver Referral Bonuses for this contest will be paid according to the schedule listed below.

<u>Pay-out</u>	<u>Referral 1</u>	<u>Referral 2</u>	<u>Referral 3</u>	<u>Referral 4</u>	<u>Referral 5</u>	
First Settlement	\$ 500.00	\$ 625.00	\$ 750.00	\$ 1,000.00	\$ 1,250.00	
45 days	\$ 500.00	\$ 625.00	\$ 750.00	\$ 1,000.00	\$ 1,250.00	
90 days	\$ 500.00	\$ 625.00	\$ 750.00	\$ 1,000.00	\$ 1,250.00	
180 days	\$ 500.00	\$ 625.00	\$ 750.00	\$ 1,000.00	\$ 1,250.00	
Total	\$ 2,000.00	\$ 2,500.00	\$ 3,000.00	\$ 4,000.00	\$ 5,000.00	\$ 16,500.00

The contest is subject to the following criteria:

- The independent contractor submitted a referral (“Referring Driver”) must be actively contracted with ContainerPort Group at the time the Referred Driver starts their contract. If the Referring Driver is terminated for any reason, any further bonus will be null and void.
- All referrals must be received and properly documented by CPG’s Driver Experience department prior to the referred driver’s contract start date.
- Referrals that are not timely received and properly documented in CPG’s systems will not be reviewed or considered for eligibility by the Driver Experience Team. Any dispute will be referred to operations management.
- Referrals of drivers who have previously contracted with CPG may be eligible for the driver referral bonus as long as the referred driver has not contracted with CPG as a driver at any time during the 60 days preceding the date of re-contracting.
- Referring Drivers may be eligible to be paid a Driver Referral Bonus for drivers they have previously referred (and received a Driver Referral Bonus) as long as the Referred Driver has not been contracted with CPG as a driver at any time during the 12 months preceding the Referred Driver’s latest contract date.
- In the event more than one Referring Driver submits a properly documented referral for the same Referred Driver, only the first Referring Driver who meets all the requirements herein will receive the Q4 2021 Driver Referral Bonus.
- Submission of referrals in no way impacts the contractor relationship between ContainerPort Group and the Referring Driver.
- This policy may change at any time in ContainerPort Group’s sole discretion.
- The Driver Experience team will perform regular confirmation calls and audits to ensure all claimed Driver Referral Bonuses are obtained appropriately and pursuant to the provisions of this policy. If a Driver Referral Bonus is obtained through fraudulent means, CPG will prosecute the recipient of the Bonus to the fullest extent permitted by law.

Policy last updated: October 1, 2021