

XPRESSTIMES



Matt Herndon



Cameron Ramsdell

A MESSAGE FROM OUR PRESIDENTS

2020 hasn't been an easy year to be a truck driver. Unlike many of us, you haven't had the option of staying home and distancing to help protect yourself and others. Instead, you've been on the frontlines of this pandemic, keeping the supply chain going and getting supplies to everyone in the country.

We're grateful for each of you in the best of times, but at times like these, you have really shown how strong, relentless, and vital you are to both U.S. Xpress and the country.

Though we won't be able to gather this year for our usual Driver Appreciation Week events, we still want to use this opportunity to celebrate you, your accomplishments, and your hard work.

To do so, from September 13-19, we're hosting some virtual events just for our drivers, various giveaways, and even drawings for grand prizes of \$1,500 cash. You can find all the details on your Xpress Mobile App News.

Again, thank you for everything you do for U.S. Xpress and for the country. We hope you all have a fantastic Driver Appreciation Week.

A stylized, handwritten signature in black ink.

Matt Herndon
President of Dedicated
U.S. Xpress

A stylized, handwritten signature in black ink.

Cameron Ramsdell
President of OTR
U.S. Xpress & Variant

THIS TECHNOLOGY IS JUST FOR YOU

You've seen a lot of new tech features being implemented over the past few months. They are there to help make your life on the road easier and safer than ever – and based on your feedback, it seems to be working. If you haven't already been using these features, let us catch you up:



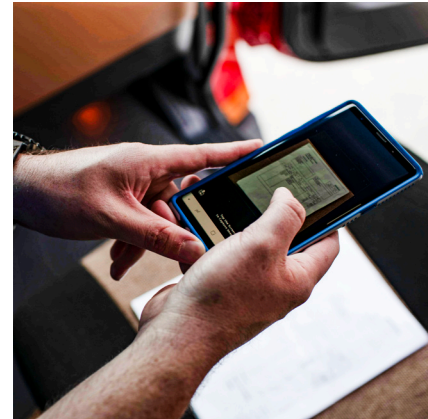
GROCERY AMENITY STOP OPTION

With a lot of restaurants shut down due to COVID-19, it's important that you can find grocery stores while you're out on the road. Our solution? The "Food" amenity stop option on your DriverTech now includes over 36,000+ grocery stores.



PERSONAL CONVEYANCE

Recently, we've been hard at work on a solution to help you safely reap the benefits of Personal Conveyance. Now your DriverTech unit will automatically detect when you're eligible to use Personal Conveyance. The feature is designed to give you some flexibility when you're off-duty. Just remember, it can never be used to advance a load.



SCANNING PAPERWORK

To help keep you as socially distant as possible, and to make your paperwork process easier on you, we added a scanning feature to your Xpress Mobile App. No more waiting in line for scanners. You can scan and view your paperwork from anywhere, so you don't have to miss a minute on the road.



**"FROM REDUCING DWELL BETWEEN
LOADS AND IN-TRANSIT, TO IMPROVING
SAFETY AND CONVENIENCE, APPLYING
TECH TO IMPROVE YOUR EXPERIENCE
IS A PRIORITY."**

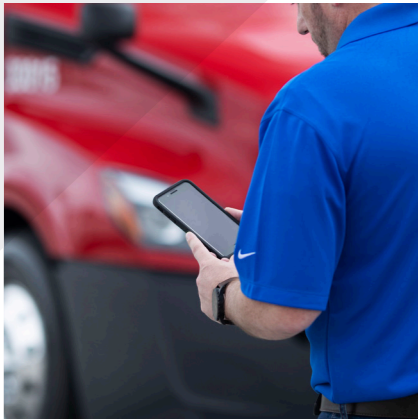
Bob Pischke
Chief Information Officer



PARKING

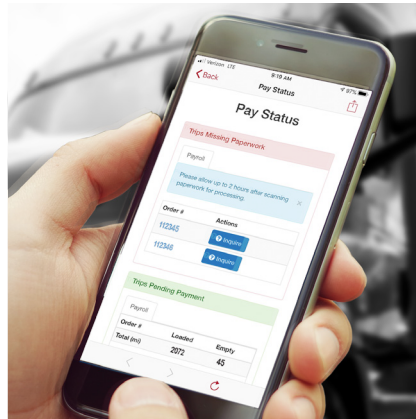
Parking used to be one of the biggest pain points for drivers. Not anymore. With over 40,000 locations in our system, you can now easily find a safe parking location on your route right from your DriverTech unit.

But to help us provide you with the best possible parking suggestions, we need your feedback. When you use the feature, you can rate the parking location based on safety, cleanliness, lighting, ease of accessibility, and lot fullness. Your ratings are used to create average driver ratings for each location. That way, every location will have a rating to help you select which one is best for you.



E-LOGS ON MOBILE

Instead of using your DriverTech unit, you can now access your HOS logs right from your mobile device, making it easier than ever to show it to a DOT officer during a roadside inspection. Then just like that – you're back on the road!



PAY STATUS

Now it's quick easy to check your pay status with your Xpress Mobile App. Just select "Payroll" in the app's menu, then "Pay Status" to view all your payroll information, including upcoming payments.



YARD MOVE

You can utilize the feature at any facility where access is restricted to the general public. When you enter the facility, you'll be prompted to select whether you want to use the feature. If you choose to use it, once you exit the private facility or reach a speed of 20 MPH or greater, you'll automatically be placed back into driving status.



WANT SOME EXTRA CASH IN YOUR POCKET?

RIGHT NOW, WE HAVE TWO WAYS YOU CAN EARN MORE:

For a limited time only, our Referral Bonus can earn you \$2,000 for every experienced Solo Driver and \$4,000 for every experienced Team. You'll receive your bonus once your new hire delivers their first load as a U.S. Xpress driver. Though the Driver Referral Bonus is open to U.S. Xpress company drivers only, there's no limit to how many referrals you can make. Just visit USXpress.com/driver-referral to get started.

Thinking of teaming up yourself? There's a bonus in it for U.S. Xpress drivers. Just find a partner (or we're happy to do the work for you), and

you'll each earn a \$1,500 Team Up Bonus. On top of that, as a team, you'll get more miles, more money, and you'll be eligible for our Utilization Bonus each month. Not to mention, our OTR Team CPM is one of the best in the country! Interested? Just reach out to Team Program Manager Blake Lee at blee@usxpress.com.

Want the best of both worlds? If there's an experienced driver outside the company who you'd like to team up with, bring them on as a U.S. Xpress driver, and you'll get the \$1,500 Team Up Bonus AND the \$2,000 Driver Referral Bonus.



"ASK ROAD TEAM CAPTAINS QUESTIONS. FEEL FREE TO CHAT WITH US ANY TIME. WE LOVE TO HELP OUT OUR FELLOW DRIVERS HOWEVER WE CAN!"

Damon Thibodeaux
U.S. Xpress Road Team Captain

ROAD TEAM TIP

Damon Thibodeaux, one of our Road Team Captains, started at U.S. Xpress as a student in 2014. It didn't take us long to realize he was a quick study and a huge asset to our company. In 2016, Damon became a trainer and driver mentor. Three years later, we added him to our Road Team Captain program for being a model driver and fantastic mentor. He loves helping newer drivers be successful. So whenever you see him, ask him anything!

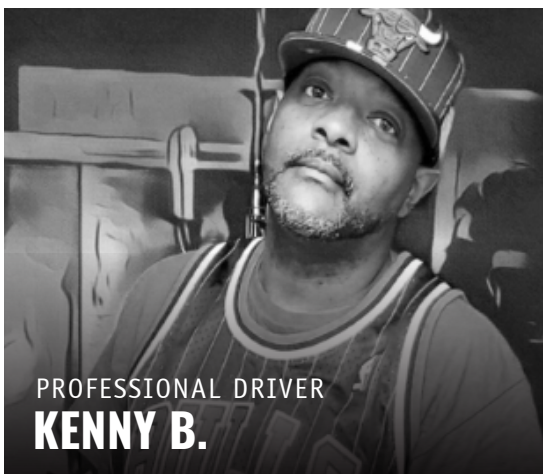
THERE ARE NO DRIVERS LIKE U.S. XPRESS DRIVERS

The way we see it, we have the best professional truck drivers in the country. Unfortunately, there's not enough space to feature all of you, so we've picked a few stand-outs. Here's to these and all the rest of you that work so hard and do so much every day.



"Misty was given an appreciation pin for being one of the best. You're awesome Misty, as always!"

**ACCOUNT SUPERVISOR
MIKE DELEON**



"To receive high praise from a customer is, without question, impressive. I would like to thank Kenny for his continued excellence!"

**CUSTOMER EXPERIENCE DIRECTOR
ANDY PORTER**



"What a pleasure to have someone so willing and eager to work and save service with a smile! Keep being relentless, Ricky!"

**FLEET SUPPORT MANAGER
KELLYE COBB**

PHOTOS FROM THE ROAD



Professional Driver
Mikime J.



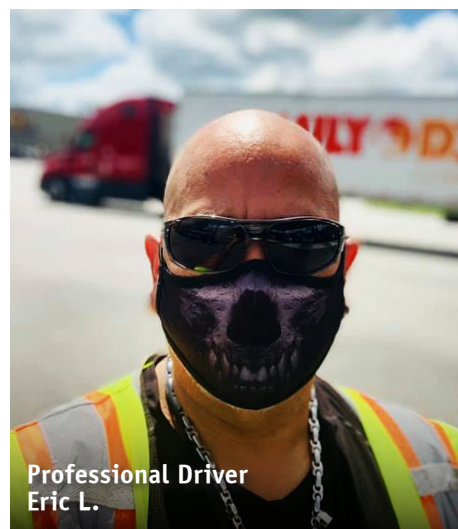
Professional Driver
Sheryl M.



Timothy P.'s
Furry Friend



Professional Driver
Chris K.



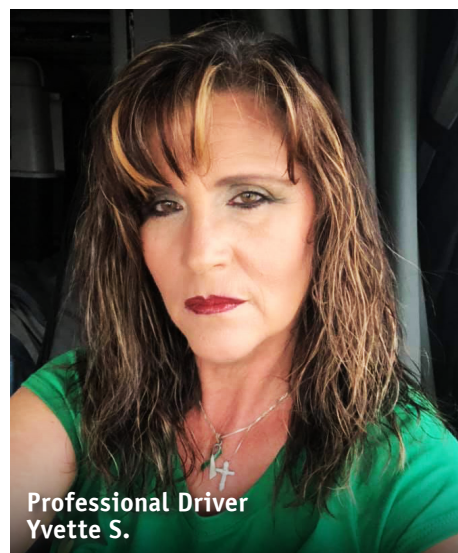
Professional Driver
Eric L.



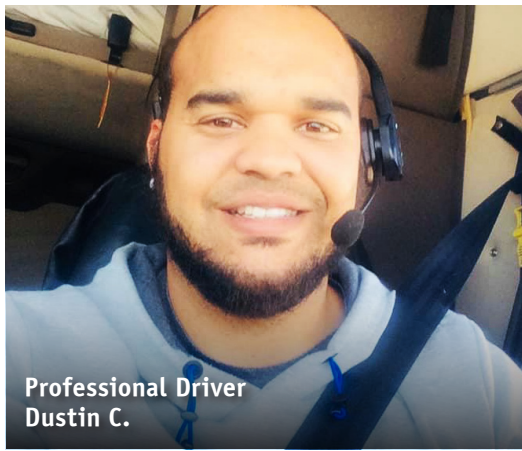
Professional Driver
Christal S.



Sean G.'s
Furry Friend



Professional Driver
Yvette S.



Professional Driver
Dustin C.



Truckie Photo by
Ismael T.

SODOKU

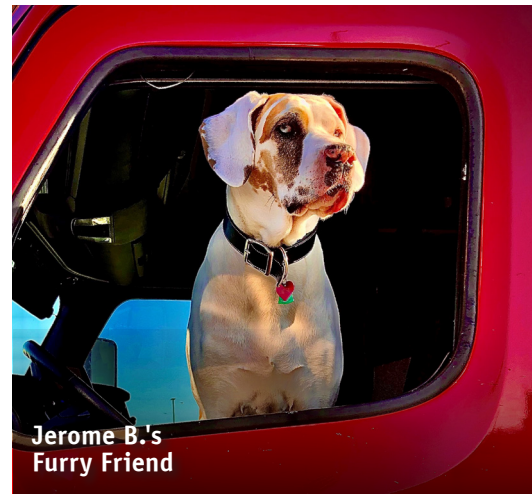
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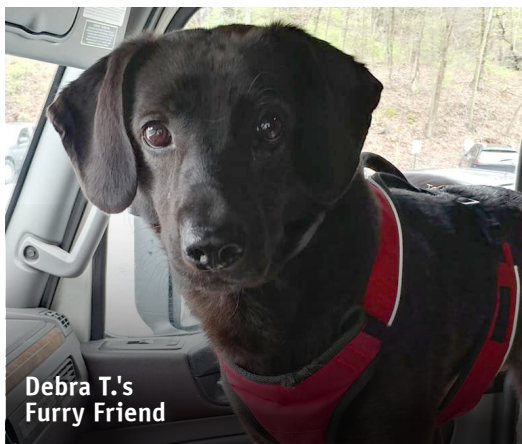
Professional Driver
Sean O.



Professional Driver
Richard B.



Jerome B.'s
Furry Friend



Debra T.'s
Furry Friend



Professional Driver
Stan D.



Truckie Photo by
Timothy W.



SAY HELLO TO VARIANT



Variant was born about 18 months ago when we had an idea – we wanted to see what would happen when we built an asset-based solo OTR trucking organization using advanced technology to improve efficiencies and the experience for professional truck drivers.

We hired a small team of developers, product managers, analysts, operators and drivers. We began experimenting with a technology platform that efficiently and effectively plans drivers like you to help you navigate your jobs more easily, all while creating another career option for experienced solo OTR drivers.

And now? We're recruiting more experienced solo OTR drivers to Variant with the help of a new website: DriveVariant.com.

If you're currently a solo OTR driver with U.S. Xpress, you should have gotten information about when you'll be eligible to transfer to the Variant fleet. Students or drivers from other companies are required to have 2 years of experience to run with Variant. But solo OTR drivers who are already part of the U.S. Xpress family are eligible with just 1 year of experience, provided there are no service or safety issues.

Right off the bat you can make \$0.45 per mile (or \$0.43 per mile if you're on per diem) with an average of 2,500 miles per week.

WANT TO KNOW MORE ABOUT VARIANT?

Check your Xpress Mobile App News
or talk with your manager.