

October • 2020

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# XPRESSTIMES

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## A MESSAGE FROM OUR CHIEF PEOPLE OFFICER

Whether you started driving at U.S. Xpress yesterday or 30 years ago, there are so many options available when it comes to your career path.

As part of our best-in-class Dedicated fleet, you can be home more often than most drivers – in some cases, every night. If you decide to drive as part of a Team, you'll be making industry leading pay. And Solo OTR drivers can join the U.S. Xpress fleet and, after just one year of safe driving, have the opportunity to move to Variant – our newest technology-driven division just for experienced Solo OTR drivers that everyone's raving about.

All of that to say, there's really never been a better time to drive with U.S. Xpress. Every position has something great to offer, so if you're ever considering a change in career path, I hope you'll take advantage of the opportunities we have for you.

Thank you for everything you do as part of this team, no matter the division you're in. We're all so thankful for your hard work, dedication, and service to the company and the country during this crazy year.

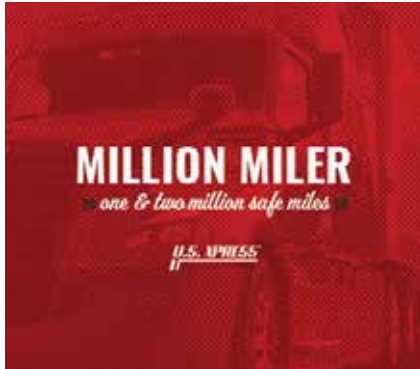
Stay safe!

*Amanda Thompson*

Amanda Thompson  
Chief People Officer

# DRIVER APPRECIATION WEEK WAS A GREAT SUCCESS!

Though we weren't able to gather in person for Driver Appreciation Week this year, we loved celebrating you virtually. In case you missed any of the fun, let us catch you up.



## MILLION MILER EVENT

We celebrated our newest group of One Million and Two Million Milers for their dedication to driving, safety, and U.S. Xpress. We're all looking forward to when we can celebrate them in person and congratulate each and everyone of them.



## TRAVIS DENNING CONCERT

Country music star Travis Denning put on a virtual concert just for U.S. Xpress drivers – he knows how important you are too!



## SOME LOVE FROM OUR CUSTOMERS

We aren't the only ones who are thankful. Our customers also know how much they owe to your hard work. Want to see what they had to say? Check out our Driver Appreciation post at [usxpress.com/blog](http://usxpress.com/blog).

## THANK YOU, SPONSORS.

Driver Appreciation Week wouldn't have been possible without our amazing sponsors. Shout out to all of them for making it so special:



Drivers, everything you do all year round isn't just impressive, it's essential to keeping our country running, now more than ever. We're lucky to have each and every one of you as part of our team and can't say thank you enough.

We hope all of you had a great Driver Appreciation Week!



# MACRO 50 FOR \$50

## STREAMLINED, SIMPLIFIED, AUTOMATED ADVANCES

In the past, when it came to a cash advance, it took a while to get it approved. Not anymore! We automated the process to make it quicker and easier than ever. All you have to do is enter a Macro 50 to immediately receive a \$50 cash advance from your next paycheck.

The pre-approved \$50 advance can be taken once a week (Monday – Sunday). If you ever need more than \$50, just contact your manager directly. They'll review and approve it if possible.

If you submit a subsequent Macro 50 for the additional advance amount within the same week, the request will be automatically declined. In that case, again, just reach out to your manager for assistance.

We hope you find the update helpful!



## IT'S VACATION TIME!

In case you haven't already heard, we made an exciting new update to your benefits. As of October 1, 2020, all Company Drivers who are not already covered under a Dedicated vacation plan will receive vacation time after being with the company for one year! And the longer you're with us, the more vacation you get. Here's the run-down:

- 1 Year Tenure: 1 Week of Vacation
- 3 Years Tenure: 2 Weeks of Vacation
- 7 Years Tenure: 3 Weeks of Vacation
- 15 Years Tenure: 4 Weeks of Vacation

Vacation should be taken one week at a time and will pay out at a rate based on your prior 52-week average pay.

Keep in mind, this vacation package replaced the former Annual Retention Bonus because, this way, you're getting paid more.

If you're a driver currently on a Dedicated vacation plan with less vacation time than the above package, you may have seen changes to your plan. If your current Dedicated plan exceeds the above, your plan didn't change. All Dedicated vacation plans are now also based on your company anniversary date.

Now go enjoy that vacation – you deserve it!



## WHY TEAM UP?

Have you ever thought about driving Team? If not, maybe it's time to consider it, because benefits like these just can't be found anywhere else:

- **CPM:** U.S. Xpress now has industry leading pay. Enough said.
- **Bonus Programs:** We have a few different bonus packages in place just for Team drivers. With Team Driver Straight Pay, the more miles you run, the more you get paid – up to 80 CPM split – with double the money on a double load. And if you're a HAZMAT driver, you get \$150 more per HAZMAT load.
- **Newest Equipment:** Every year, we spend more than most other companies to ensure our Teams are rolling in the newest truck possible. Our fleet averages just 18 months old and is equipped with the latest technology to keep you comfortable and safe.
- **Top Shop Priority:** It's important that we keep our Teams rolling. So, if you run into an issue that puts you in the shop, you'll be bumped to the front of the line and back on the road in no time.
- **Top Freight Priority:** When our customers need something shipped, guess who's first in line to get the load? Teams. So, you'll never be sitting around waiting for a load. You'll be out there racking up miles.
- **Experienced Fleet Staff:** Driving Teams isn't easy, so we've assigned the best of the best fleet staff to our Teams. As the most senior/tenured fleet team members, they have the ability to understand any issues that may arise, get you the best routes, and make sure your life on the road is as smooth as possible.
- **OTR Team Up Bonus:** As a current U.S. Xpress driver, switching over to OTR Team driving definitely has its advantages, 1,500 of them. Yep, if you decide to change your career path to Team driver, you'll get \$1,500.

Want to learn more about teaming up? Visit [usxjobs.com/team-drivers](http://usxjobs.com/team-drivers) or reach out to our recruiting department at 866-576-2979.

# #USXAPPRECIATESME

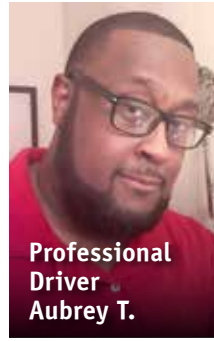
PHOTOS FROM THE ROAD DURING DRIVER APPRECIATION WEEK



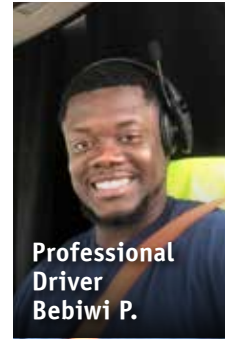
Professional Driver  
Amanda S.



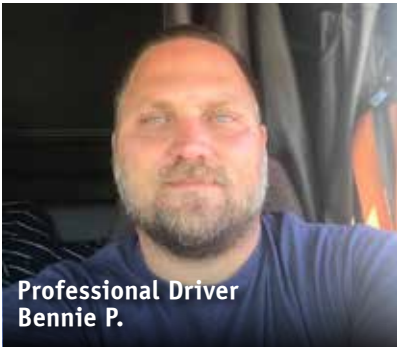
Professional Driver  
Angel V.



Professional  
Driver  
Aubrey T.



Professional  
Driver  
Bebiwi P.



Professional Driver  
Bennie P.



Professional Driver  
Charlie L.



Professional Driver  
Dale S.



Professional Driver  
Dave S.



Professional Driver  
Dave P.



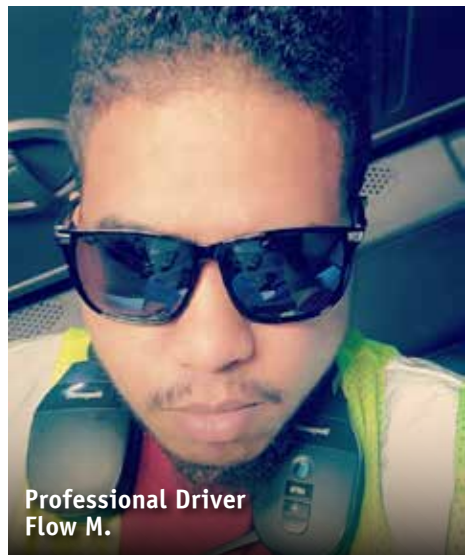
Professional Driver  
Eric L.



Professional Driver  
Michael W.



Professional Driver  
Erin E.



Professional Driver  
Flow M.



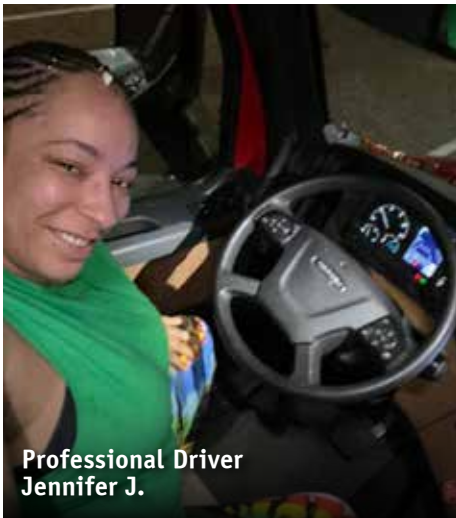
Heather G.'s  
Furry Friends



Professional Driver  
James B.



Professional Driver  
Jay M. & Family



Professional Driver  
Jennifer J.



Professional Driver  
Joel D.



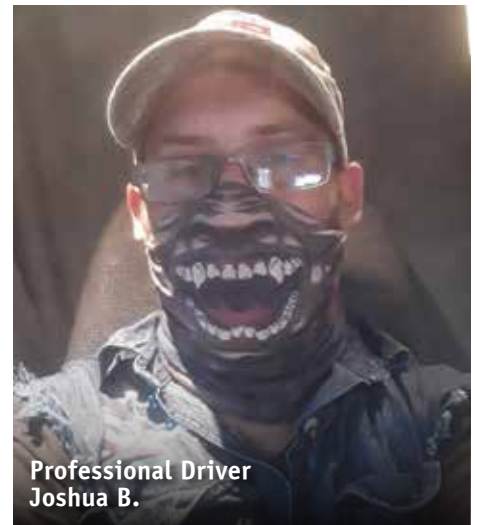
Professional Driver  
Jennifer S.



Professional Driver  
Joanne H.



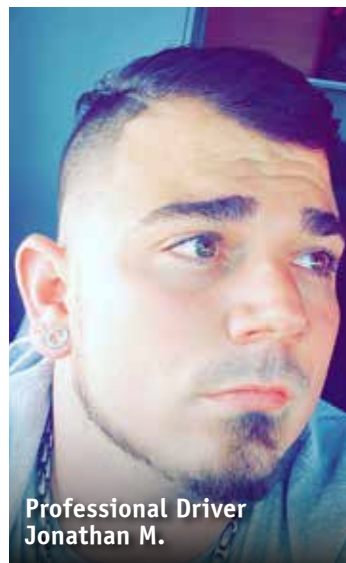
Professional Driver  
Chris K.



Professional Driver  
Joshua B.



Professional Driver  
Michael C. & Wife



Professional Driver  
Jonathan M.



Professional Driver  
Kashif A.



Professional Driver  
Ralieg H.



Professional Driver  
Leonardo C.



Professional Driver  
Maria T.



Professional Driver  
Mike J.



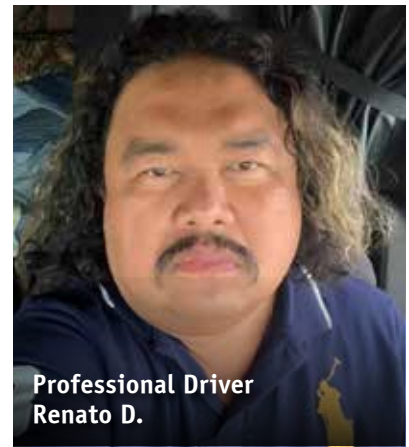
Professional Driver  
Mohammed Z.



Professional Driver  
Que K.



Professional Driver  
Reginald T.



Professional Driver  
Renato D.



Professional Driver  
Sheryl M. & Family



Professional Driver  
Tracy G.



Professional Driver  
Tyler K.

# SODOKU

6		8	1		3			9
4	9						6	3
	2		4	6	9			
	8		9				3	4
	4			2		6		1
	6	9	3		1			
8					4	3	1	6
	3	6	8		7	4	5	2
		4	6		2	9	7	

# U.S. XPRESS REFERRALS MADE EASY



You likely all know about our Driver Referral Program. If not, we'll catch you up.

Right now, if you're a Company Driver, you can refer any new hire (not a previous U.S. Xpress driver), and earn some cold hard cash:

- **\$2,000** for every experienced Solo Driver
- **\$4,000** for every experienced Team

You'll receive your bonus once the 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.

We know our old referral process wasn't exactly ideal. So, we've made some big changes we think you'll like.

What's new? Now it's easier than ever to refer a driver. **Just text "Refer" to (423) 436-9588** and our virtual assistant will guide you through the rest, making sure your reference is contacted and, if hired, you get paid.

Thanks for your help! We can't wait to meet all the great drivers you bring to the table.

\*Variant drivers, please contact your Operations Specialist for information on how to refer a driver.

**JUST TEXT "REFER" TO (423) 436-9588**

Our virtual assistant will guide you through the rest.