



Performance Standards & Safety Policy

BTK Rush Inc. (the Company) receives a Scorecard from Amazon each Wednesday where we are rated as a company on our performance the previous week. On the scorecard is a listing of each driver and their personal performance metrics. It is the Company's goal to achieve a ranking of Fantastic Plus each week, the expectation of each driver to achieve a Fantastic rating on their personal metrics each week, and for each driver to have a ranking of High Performer on the 6-week Trailing report.

Each category relates to safe driving habits and to the accuracy of each delivered package. It is imperative that employees take all measures to ensure safe driving at all times and deliver each package according to Amazon's standard practices and the customer's requests/preferences.

SCORECARD

Below is an example of what driver ranking looks like on the scorecard:

BTKR at DIL7 - Week 3

DA Current Week Performance

Abbreviations Key		
SSVR: Sign/Signal Violations Rate	SOR: Seatbelt Off Rate	DR: Distractions Rate
DAR: Delivered and Received	DCR: Delivery Completion Rate	FDR: Following Distance Rate
CC: Contact Compliance	SER: Speeding Event Rate	POD: Photo-On-Delivery
CED: Customer Escalation Defect	CDF: Customer Delivery Feedback	ADA: Attended Delivery Accuracy

Color Key
Fantastic
Great
Fair
Poor

Drivers ranked by overall score, descending.					Safety - metrics (except FICO) are measured as events per trip at DA level																
#	Name	Transporter ID	Overall Tier	Delivered	Key Focus Area	Fico Score	Seatbelt Off Rate	Speeding Event Rate	Distractions Rate	Following Distance Rate	Sign/Signal Violations Rate	CDF	CED	DCR	DAR	SWC-POD	SWC-CC	SWC-AD	DNRs	POD Opps.	CC Opps.
1			Fantastic	354		850	0.0	0.0	0.0	0.0	0.0	100.0%	0	100.0%	100	100.0%	100.0%	0	0	94	7
2			Fantastic	21		Coming Soon	Coming Soon	Coming Soon	Coming Soon	Coming Soon	Coming Soon	Coming Soon	0	100.0%	100	100.0%	100.0%	0	0	16	1
3			Fantastic	621	POD	850	0.0	0.0	0.0	0.0	0.0	100.0%	0	100.0%	100	99.3%	100.0%	0	0	435	4
4			Fantastic	698	FICO	831	0.0	0.0	0.0	0.0	0.0	Coming Soon	0	100.0%	100	99.1%	100.0%	0	0	342	10
5			Fantastic	534	DCR	850	Coming Soon	Coming Soon	Coming Soon	Coming Soon	Coming Soon	100.0%	0	99.8%	100	100.0%	100.0%	0	0	335	22
6			Fantastic	366	DCR	837	0.0	0.0	0.0	0.0	0.0	100.0%	0	99.7%	100	99.6%	100.0%	0	0	252	17
7			Fantastic	1255	DAR	850	0.0	0.0	0.0	0.0	0.0	100.0%	0	99.8%	85	100.0%	100.0%	0	1	521	13
8			Fantastic	148	POD	794	0.0	0.0	0.0	0.0	0.0	100.0%	0	100.0%	100	95.8%	100.0%	0	0	95	97
9			Fantastic	1260	DAR	850	0.0	0.0	0.0	0.0	0.0	100.0%	0	99.9%	75	100.0%	100.0%	0	2	371	43
10			Fantastic	331	DCR	850	0.0	0.0	0.0	0.0	0.0	Coming Soon	0	99.7%	100	99.2%	100.0%	0	0	237	6
11			Fantastic	641	DCR	848	Coming Soon	Coming Soon	Coming Soon	Coming Soon	Coming Soon	Coming Soon	0	99.7%	100	99.7%	100.0%	0	0	330	26

Explanation of each category plus the minimum company requirements:

Min. Requirement	Metric Name	Explanation of Metric	Category
820	Safety FICO	Combined score of all safe driving metrics	Safe Driving Performance
0	Seatbelt Off	Wearing your seatbelt while vehicle is in drive	
0	Speeding Event	Not speeding	
0	Distractions (phone)	Not touching the work phone or personal phone while driving	
0	Following Distance	Leaving enough distance from the car in front of you	
0	Sign Signal Violations	Stopping for a full 3 seconds at stop signs and not running yellow or red lights	
100%	Engine Off Compliance	Turning the engine off, putting van in park and engaging the parking brake at every stop, locking the van and taking the vans with you. The engine needs to be turned off in between when you press "I've Arrived" and "Start Travel".	
1160 Or lower	Customer Delivery Feedback	Customer survey results	Customer Feedback & Preferences
0	Customer Escalation Defect	Customer complaint on a specific package	