

My Total Rewards 2021

- Financial Benefits
- Health, Medical, Prescription
- Dental Insurance Benefits
- Life Insurance
- Disability Insurance Benefits
- Life and Family Benefits
- Professional Growth & Development
- Other Benefits

Time to Rev Up Your Career



Logisticorp is a 20-year-old supply chain solutions firm specializing in delivering dedicated material handling, inventory management and associated transportation solutions to major corporations and government entities. The Company's commitment to its people is as strong as its commitment to its customers, and those commitments show in the Company's Cultural Imperatives:

- ✔ **VALUE CREATION** is the measure of what we deliver every day in the form of people and solutions.
- ✔ **CONTINUOUS IMPROVEMENT** is a commitment to improvement in the business and in each team member.
- ✔ **ACCOUNTABILITY** is how we honor our commitments to our customers, our business and each other.
- ✔ **INTEGRITY** is the trust and reliability to follow-through on our promise to say what we will do and do what we say.
- ✔ **QUALITY EXECUTION** is our focus on delivering best-in-class solutions that solve real problems.
- ✔ **DIVERSITY** is a genuine appreciation for the different points of view, thinking and perspectives in our customers, our company and our community.



Logisticorp has an amazing culture that is demonstrated by high levels of work ethic, integrity and personal commitments to excellence. The Company is committed to protecting that amazing culture through its commitment to servant leadership and high standards.

Want a place to grow professionally – on multiple levels? This is the place.

Top 10 Reasons Why People Work for Logisticorp



The reasons people want to work at Logisticorp is not an accident.

Our new team members quickly learn that the Logisticorp culture rewards people who are dependable and take initiative – people who go the extra mile and people who find ways to contribute beyond their basic responsibilities.

That culture hasn't changed and is being nurtured in many ways to be stronger and healthier. Today, Logisticorp is growing and our team members have an opportunity every day to grow and be rewarded also.

We challenge all new team members to dream about what they can become with the right opportunity – and to dream big. We challenge them to work hard to build skills, strength, persistence and a positive attitude in the face of challenges, because those are the attributes they will need when presented with greater opportunities – and with those opportunities, greater rewards.

At Logisticorp, everyone's role is important. Everyone's contribution is important. Everyone has a success story that is waiting to be written.

This type of culture is not an accident. It's intentional and on purpose. It is embraced, modeled and demonstrated by leadership from the top. It's leadership by example.

Thomas F. Thacker (T2)
President & COO
Logisticorp Group

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Top 10 Reasons Why People Work for Logisticorp

- 10 Job security and fair compensation.**

Money is usually not the primary factor influencing the selection of a job. But when fairness in compensation is combined with genuine appreciation for all team members and a commitment to help them grow and increase the value of their contributions, it makes a big difference. That means you can focus on great work and contributing to growth!
- 9 Commitment to a high-performance work environment.**

High Performers are innovators, influencers, game changers and act like owners. They offer help and mentor others. They step up when needed without being asked. The impact creates new ideas, improved client satisfaction, a culture of innovation, a great place to work and the list goes on. If you're a high performer, you'll be in good company!
- 8 Our personal contributions make a difference.**

We understand that when employees are part of something special, they're challenged to contribute and deliver their best effort. And we've gone further to create personal bonuses based on an individual's performance – regardless of the performance of your team or the company.
- 7 Being part of something special.**

Yep, you read that right. We're doing something special and our internal culture is huge to us. We know that being part of "something special" must be deeper than just "company culture" or "social give-back programs" which are so popular. Our commitment to doing something special is to impact positively the lives of our customers and our team members, as well as their families.
- 6 Recognition, rewards and respect.**

Lots of companies have a core value related to "respect for all people." However, our commitment to recognition and respect is based on our beliefs and convictions. Our leadership regularly demonstrates recognition for team members' great work and contributions at all levels of the company – and we reward those contributions.
- 5 Encouragement to achieve full potential.**

We're at work building the company and we're working on the growth path and opportunities that give you a long-term seat on the bus. This means having vision and persistent encouragement to get better. It's also career development that keeps you getting better – and more valuable!
- 4 Our work has real purpose and meaning.**

We are committed to doing good for our Customers, our Community, our Colleagues and our Company. We believe everyone has unique talents and wants to excel and succeed by doing work that has purpose and meaning. So, we're also looking for new team members who want to do work that changes and influences lives for the better.
- 3 Co-workers who are gifted, talented and like family.**

Companies with great employees are almost always surrounded by other gifted and talented co-workers. Their energy, creativity and enthusiasm feed off one another. They challenge each other to get better and more innovative. Friendships are a by-product of working toward common goals with people you trust – and are likable. ☺
- 2 Trust in leadership.**

A company's culture is really a reflection of the leadership. Great employees stay because they trust that leadership has their back. They trust that leadership will make the best decisions for the company. Our leaders are committed to helping all of us win!
- 1 We love what we do.**

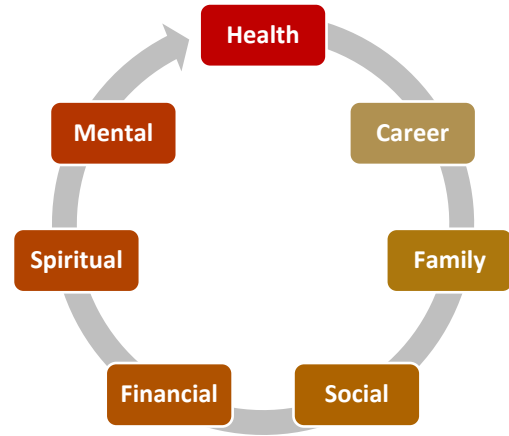
We deeply and truly believe in the work of OUR company and how we impact lives. If the passion you have intersects with the vision and mission of the company where you work, it makes what the company stands for worth protecting and fighting for. We love what we do,

Total Rewards for All Team Members

We believe people are multi-dimensional – so, rewards should be too! So, our Total Rewards program intentionally impacts mind, body and soul – for a healthier you!

Please find a complete description of your Total Rewards, including,

- ✓ **Financial Benefits**
- ✓ **Health and Medical Insurance Benefits**
- ✓ **Dental Insurance Benefits**
- ✓ **Vision Insurance Benefits**
- ✓ **Prescription Drug Coverage**
- ✓ **Disability Insurance Benefits**
- ✓ **Life and Family Benefits**
- ✓ **Life Insurance**
- ✓ **Professional Growth and Development**
- ✓ **Other Benefits**



Compensation, Benefits and Rewards

Logisticorp’s Total Rewards and Compensation program clearly demonstrates a commitment to providing support and assistance in all stages of your life. Logisticorp is committed to support the health and well-being of its employees.

Logisticorp’s Total Rewards package for all employees includes,

DENTAL AND VISION INSURANCE BENEFITS

- ✓ **Dental Insurance**
 - A Dental Plan is available to full-time employees
 - Covers preventative care, as well as basic and major dental services
 - One plan is offered at no cost to the employee
 - A more enhanced plan is available requiring an employee contribution
 - Spouse or family coverage is available
- ✓ **Vision Insurance**
 - The Vision Plan is available to full-time employees
 - Two plans offer a choice from a nationally recognized medical plan carrier
 - One plan is offered at no cost to the employee
 - A more enhanced plan is available requiring an employee contribution
 - Spouse or family coverage is available

FINANCIAL BENEFITS

Logisticorp has developed policies and procedures to ensure wages and salaries are comparable to those of other employees with similar jobs at Logisticorp and in our industry. Our wage and salary policies are designed to attract and retain the best-qualified people available. As a result, Logisticorp offers,

- ✓ **Competitive Wage and Salary Policy**
- ✓ **Attractive Financial Incentives for Holiday Work**

* Note: Please refer to Summary Plan Description for a full outline of your medical coverage.

More Total Rewards for All Team Members

ADDITIONAL LIFE BENEFITS

- ✔ **Travel Assistance** - Including Medical Assistance, Emergency Medical Transportation, etc.
- ✔ **Will and Legal Document Support Services** - Including Wills, Healthcare Power of Attorney, Durable Power of Attorney, Living Will and more
- ✔ **Identity Theft Protection** - Including identity theft victim support to speed recovery if you experience identity theft
- ✔ **Beneficiary Support**

ADDITIONAL WELLNESS BENEFITS

- ✔ **Discount Programs**
 - **Laser Vision Correction** - Discounts on LASIK through the National Lasik Network
 - **Hearing Aid Program** - Free annual hearing consultation through American Hearing Benefits

EXCLUSIVE EMPLOYEE DISCOUNT SERVICES

- ✔ **LifeMart®** - Savings on Electronics, Groceries, Hotels, Car, Rentals, Restaurants, Tickets, Child, Care, Senior, Care, Local, Coupons, Education and More.

EMPLOYEE ASSISTANCE PROGRAM

- ✔ EAP services are convenient, comprehensive, complimentary and confidential.
- ✔ Assistance for Child Care and Parenting, Senior Care and Aging, Emotional Health, Legal, Financial, Health and Wellness and Other Daily Needs. Whenever you need assistance with a work and life issue—or a referral to a provider.
- ✔ Assistance around the clock. Whenever you need assistance with a work and life issue—or a referral to a provider—EAP services are always there for you, 24 hours a day, seven days a week.
- ✔ EAP services are voluntary and confidential. Over the years, employees have found our services to be an invaluable source of support and information. We hope that you will too.

CAREER BENEFITS

At your convenience, our HR team is ready to answer any questions, any time. Ask about a Current Policy, get details on our Corporate Goals and let's discuss your Employee Experience. We're committed to you in more ways than you think, including,

- ✔ **Building Job Security**
- ✔ **Creating Great Financial Rewards**
- ✔ **Increasing Your Future Value**
- ✔ **Professional Development and Training Opportunities**
- ✔ **Future Career Flexibility – here and wherever life leads you**
- ✔ **Professional Growth and On the Job Opportunities**

PROFESSIONAL DEVELOPMENT

Logisticorp Group has begun to implement various Operational Excellence programs to improve our ability to serve our Clients at a higher level.

All Associates will benefit from best-in-class training and development opportunities continuing in 2020, beginning with the leadership team, operational managers and then operational team members.

As we help you improve your skills and abilities, we improve our Team's combined ability to serve our Clients!

Additional Rewards for Full-Time Team Members

Additional Benefits and Rewards

Logisticorp's Total Rewards package for full-time employees includes the following additional benefits,

HEALTH INSURANCE AND PRESCRIPTION COVERAGE BENEFITS

✔ Health Insurance

- The Company offers three Medical Insurance plan options to full-time employees
- Includes medical, hospitalization and prescription drug coverage
- Virtual Visits are covered with \$0 copay
- This coverage is available to employees and their dependents
- Employees are eligible for health insurance following their enrollment period
- And 24/7 access to resources through the app



ADDITIONAL FINANCIAL BENEFITS

✔ 401(k) Retirement Plan

- The Company offers a competitive 401(k) Retirement Plan to eligible full-time employees
- Strong portfolio of multiple nationally recognized investment options
- The Company provides a match

LIFE INSURANCE AND DISABILITY INSURANCE BENEFITS

✔ \$50,000 of Group Term Life Insurance

- The Company provides \$50,000.00 of employer paid life Insurance at no cost to the employee
- Supplemental Voluntary Life Insurance is also available for employees and dependents
- Voluntary Dependent Life Insurance is also available

✔ Other Insurance Coverage

- The Company provides Short Term Disability Insurance at no cost to employees
- Accidental Death & Dismemberment (AD&D) Insurance is available

LIFE AND FAMILY BENEFITS

- ✔ Standard Regular Holidays
- ✔ Flexible Floating Holidays
- ✔ Paid Time Off (PTO)
- ✔ Other Leaves of Absence

ADDITIONAL CAREER SUPPORT

Logisticorp has cultivated and maintains a culture that rewards internal success with additional opportunity, responsibility and rewards. That means, we look for opportunities to promote from within. We cross train ambitious team members in anticipation of new opportunities. When new positions are available, they are presented to existing team members before we look for new people. We invest in team members who desire to build a career and not just have a job. We hire people with talent and upside knowing that new opportunities will come in the future. These are more than just concepts framed on the wall or listed on a webpage. This is how we conduct business. Our HR team is ready always to provide input, guidance and support.

* Note: Please see the 2021 Employee Benefits Guide for additional information and details.

More Long-term Career Benefits



At Logisticorp, you will get paid to learn how to apply your experience and grow with a growing company. You will be paid to literally create a more valuable you. Here are some additional benefits you can expect to receive over time,

- 1. JOB SECURITY.** Both our Company and our industry are in growth-mode because of the vision of our leadership, continuous technology innovation and our reliable commitment to deliver to our customers.
- 2. GREAT FINANCIAL REWARDS.** The pay range (commensurate with experience) for our jobs is competitive from the beginning. However, the total value of our Total Rewards Package is even more significant.
- 3. HIGHER FUTURE VALUE.** Your “total future earnings” is your most valuable personal asset (more than cars or houses); and so, seizing an opportunity to work for a growing organization – where you will also grow – is one of the single-most important things you can do to increase your future market value...and future annual income.
- 4. PROFESSIONAL DEVELOPMENT.** Learning increases the value of your most-valuable asset – your future earnings. Professional development not only promotes team results – it also increases your individual value. At Logisticorp you will gain access to new training, knowledge and tools. These experiences will make you significantly more desirable in the future for future opportunities. Literally, you are going to be paid to improve you!
- 5. FUTURE CAREER FLEXIBILITY.** Professionals in any industry who have multiple successful career experiences tend to be much more marketable over time. This phenomenon is sought after in growing small- to mid-size companies; because, the constant exposure to changing challenges and solutions creates strong professional growth.
- 6. INTANGIBLE BENEFITS.** Intangible rewards can only be delivered by a company and supervisors who care. Intangible rewards at Logisticorp include praise, awards, honors, recognition, inclusion, etc. We take this seriously – here’s how seriously and what else you can expect:

- ✓ Healthy Leadership Team
- ✓ Strong Corporate Culture
- ✓ Monthly Performance Recognition
- ✓ Charitable Time-off Program
- ✓ Community Give-back Programs
- ✓ Caring, Qualified Colleagues and Leaders
- ✓ Strong Continuous Improvement Culture
- ✓ Cross-training Opportunities
- ✓ Servant Leadership Management Model
- ✓ Green Sustainability Team Opportunities
- ✓ Culture that Values Diversity & Inclusion
- ✓ Career Advancement possibilities
- ✓ Career Stability in an established organization

There's More...



For Team Members in Driving Positions at Logisticorp,

Most of Logisticorp's driving jobs are not just all-the-time, behind-the-wheel driving positions. There are physical material handling and delivery responsibilities with professional customer interaction. The customers are large corporate enterprise organizations which makes these positions different from straight driving jobs.

Also, because Logisticorp has multiple operating locations and customers, there's opportunity to be cross-trained in multiple areas or assignments.

At the end of the day, there's significantly better training and long-term career opportunities in a large logistics company like Logisticorp compared to companies that simply hire drivers and where hours and jobs fluctuate based on season and demand.

Get more from your Career

The Company will consider all qualified employment applicants without regard to race, color, religion, national origin, age, gender, gender identity, disability or protected veteran status, or any other legally protected basis, in accordance with applicable law.

Military Veterans are Encouraged to Apply





Execution. It's What Matters.

A full-service **Logistics, Transportation, Supply Chain and Fleet Services** company servicing customers globally.

Where to Find Us...

► Corporate Office

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☎ 817-458-4594

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