

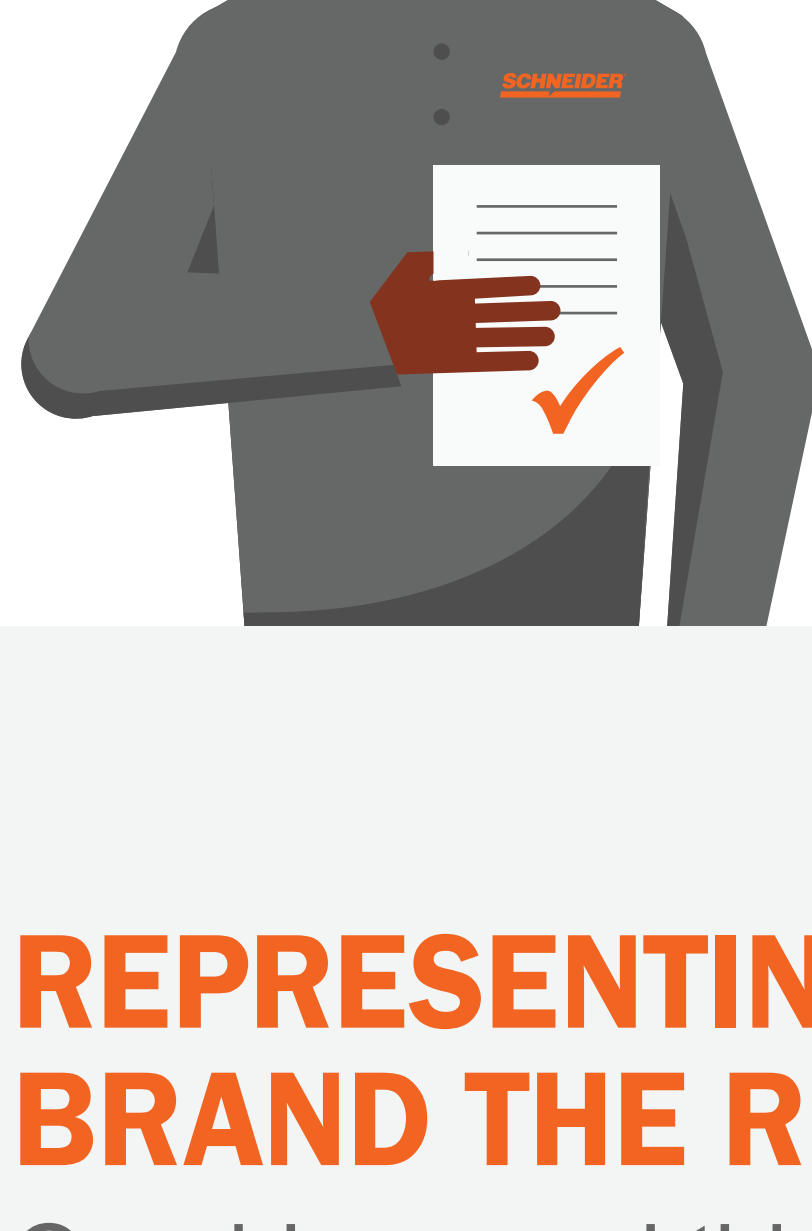


WORKING WITH THE BEST TO SERVE YOU BEST



The driver shortage is expected to reach six digits by 2028,* but you can count on Schneider drivers to always represent you and your brand. Because we don't hire drivers. We invest in them. When you keep highly trained drivers and third-party carriers happy, you can keep your customers happy too.

WHY WE CHOOSE THE BEST

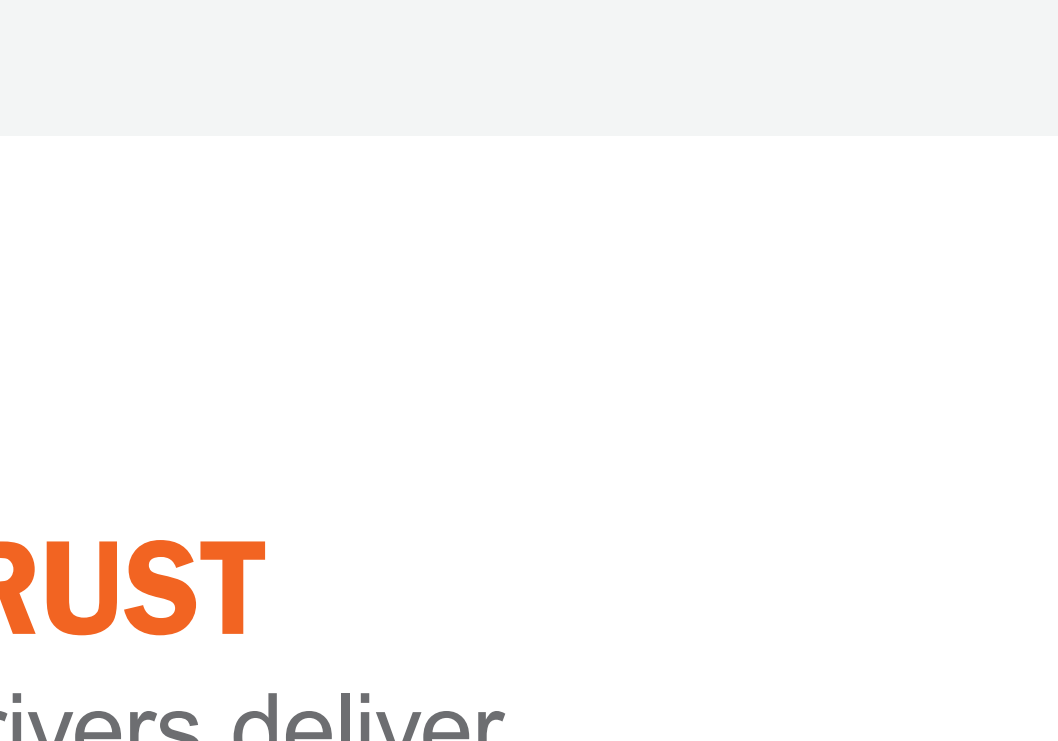


SAFETY FIRST AND ALWAYS

Highly trained drivers provide great service to you and your customers.

REPRESENTING YOUR BRAND THE RIGHT WAY

Our drivers and third-party carriers care about quality, timing and respect.



EARNED TRUST

Professional drivers deliver on time, as promised.

WHAT IT TAKES TO DRIVE ORANGE

VETTING DRIVERS

WE GO ABOVE AND BEYOND THE INDUSTRY STANDARD

- 21+ years old
- Complete certified driving school

SCHNEIDER REQUIRES AN ADDITIONAL THREE WEEKS OF TRAINING AND ORIENTATION

- Pass state written and practical exam in a Commercial Motor Vehicle
- An application including three years of driving jobs verified for accidents and substance offenses
- No prior positive DOT drug test
- Must pass DOT physical

SCHNEIDER REQUIRES CURRENT DOT PHYSICAL TEST

- Must pass DOT drug test and Drug and Alcohol Clearinghouse requirements

SCHNEIDER ADDITIONALLY REQUIRES HAIR TESTING FOR ILLEGAL SUBSTANCES

- No disqualifying offenses
- Must pass physical function test based on work type

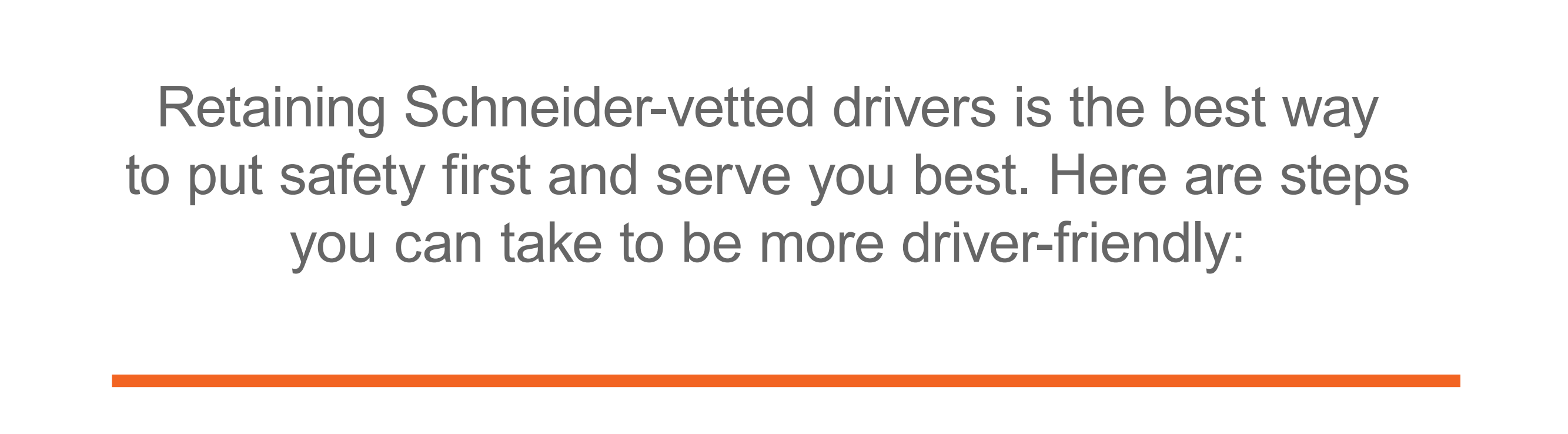
SCHNEIDER BULK DRIVERS UNDERGO ADDITIONAL TRAINING

QUALIFYING CARRIERS

THIRD-PARTY CARRIERS MUST

- Sign our standard carrier agreement
- Have an active authority with DOT
- Be in business for minimum of six months
- Provide Schneider with a list of contracted trucks for proof of insurance
- Meet our higher than minimum insurance requirements
- Never give assigned loads to other carriers
- Use third-party tools to review any complaints about performance
- Have no history of prior safety or performance issues, no rebranding a previous business under a new name
- Be validated through the IRS
- Comply continuously; our API feed places a "Do Not Load" status on carriers who fall out of compliance

HOW WE KEEP THE BEST



Retaining Schneider-vetted drivers is the best way to put safety first and serve you best. Here are steps you can take to be more driver-friendly:

DO THE LITTLE THINGS

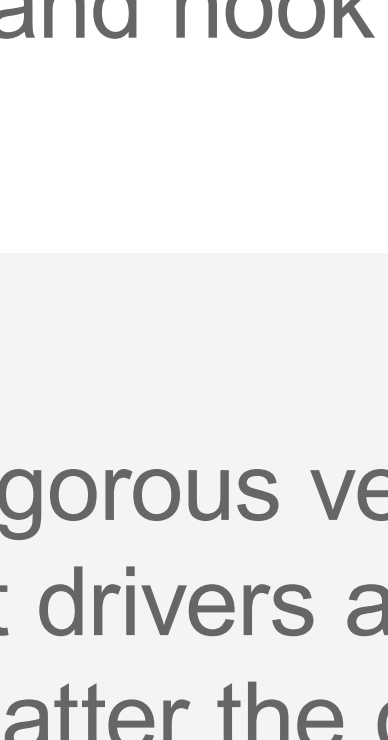


Provide clean facilities and places to relax or freshen up

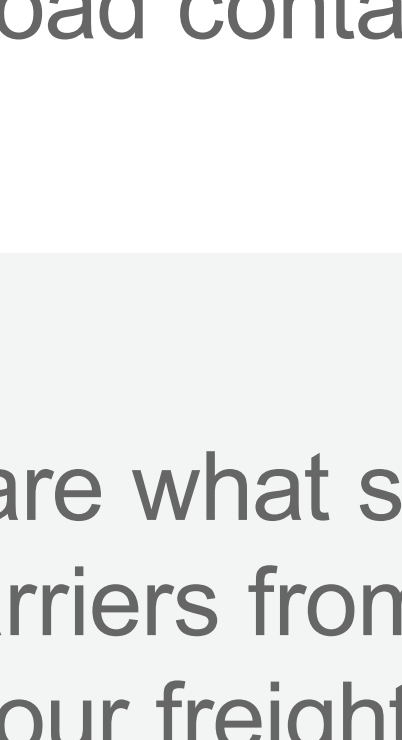


Make check-in and check-out efficient

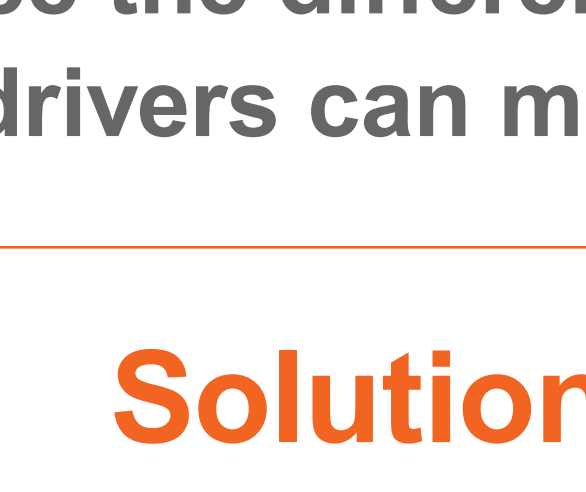
BE FLEXIBLE



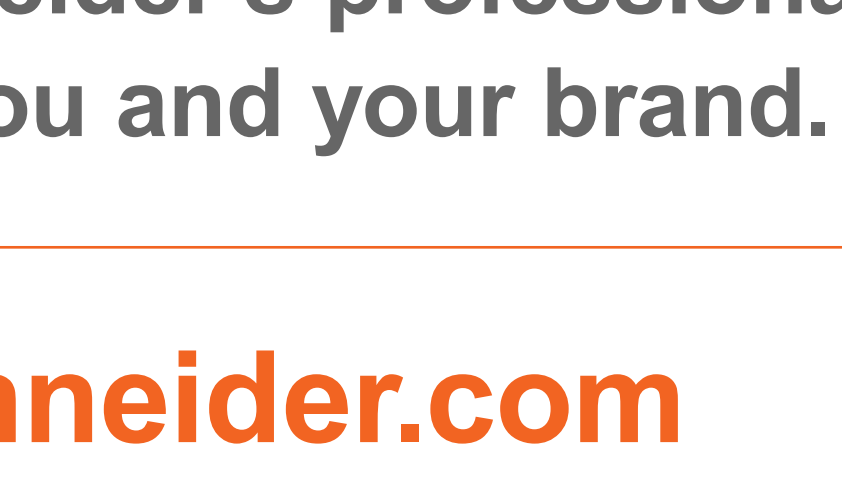
Open pickup and delivery times



Offer weekend pickup and delivery



Drop and hook freight



Preload containers

Our rigorous vetting standards are what separate the best drivers and third-party carriers from the rest. No matter the circumstances, your freight will be delivered on time and on-brand.

See the difference Schneider's professional drivers can make for you and your brand.

Solutions@schneider.com