

Step 4: Driver Incentives & Recognition

At Miller 66, we believe professional drivers should be recognized and rewarded for making safe, responsible decisions every day.

Our incentive program is designed to reinforce the behaviors that protect our drivers, customers, equipment, and the motoring public. We believe safety is created through a combination of accountability, recognition, and trust.

Drivers who consistently demonstrate safe performance, professionalism, and reliability are rewarded with both financial incentives and independence.

Driver Incentives Include:

- **Monthly Safety Performance Bonus** – Drivers are rewarded for maintaining strong safety performance through categories including ELD telematics score, Hours of Service compliance, DOT compliance, accident-free operation, and timely equipment inspection reporting.
- **No Forced Dispatch** – Professional drivers are trusted to communicate availability and work collaboratively with operations rather than being assigned unwanted loads.
- **Driver-Controlled Home Time** – Drivers have the flexibility to determine when they need home time while maintaining their commitment to customers and company expectations.
- **Operational Autonomy** – Drivers are empowered to make responsible decisions regarding their daily operations, routes, and schedules.
- **Recognition for Safe Performance** – Drivers who consistently demonstrate safe driving habits, professionalism, and reliability are recognized and rewarded for their contributions.

Building a Culture of Safety

At Miller 66, safety is not created through restrictions alone. It is created by hiring qualified professionals, providing clear expectations, supporting our drivers, and rewarding those who consistently do the right things.