

# DRIVE TO SUCCEED

Show up for your team and win big!



## Program Overview

Through a partnership between CSX and SMART-TD to improve the overall culture and employee experience at CSX, the *Drive to Succeed* availability incentive program was inspired. Recognizing reliability in our team showing up for each other is the key for CSX to maintain our best-in-class safety performance and deliver consistent service, this incentive program seeks to reward trainmen and conductors who are consistently available for work.

### SUMMARY PROGRAM DETAILS

- Trainmen and conductors who work a majority of their time in the craft and maintain good attendance from Dec. 15, 2020, through June 14, 2021, will be entered in the prize drawing.
- Grand prize is a special edition Ford F-150 4x4 pickup truck.
- Additional prizes include two \$5,000 prizes and four \$2,500 prizes.
- Limit of one prize per person.
- All eligible employees who meet the good attendance criteria under this program will receive \$100 regardless of whether they also win a prize.
- Good attendance is defined as being available for work as scheduled with no unpaid absences and no point assessments, per the CAPS Good Attendance Credit policy, effective 6/1/2019.
- Use of accrued vacation and paid personal leave entitlements is permitted and does not count as an absence.
- The Ford F-150 4x4 truck will be presented during a special event at the winner's home terminal.
- For more information on the program, including the full official rules, visit the Labor Relations Gateway page at:
  - <https://csxgateway.csx.com/dgd/departmentgroups/laborrelations/Pages/Drive-to-Succeed.aspx>