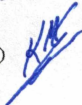


TO: Eagle KMC Drivers
FROM: Kevin Collins, CEO 
DATE: September 15, 2016
RE: Important Update to Eagle KMC Medical, Dental and Vision Coverage
Please Review - Action Required.

Due to government health plan regulations effective under the Affordable Care Act, Eagle KMC is being required to make changes to our benefits program effective **January 1st 2017**. Over the past several months I have been working with Werner and our Benefits Broker to provide competitive options with minimal disruption to our program. I am pleased to announce that beginning January 1st, 2017, an alternative fully insured group medical plan through BC/BS will be available to our Eagle drivers. We will now have two plan options.

Plan One is nearly identical to our current plan. Plan Two has higher Deductibles and copays at a lower weekly deduction. Both plans use our same BC/BS network of providers.

The Medical plans will be enrolled through the **TrueChoices (800)-877-9637** enrollment system beginning on October 10th, 2016 through December 10th, 2016. Do not call in before October 10th as the system will not be activated until the 10th. You will need to identify yourself as an Eagle KMC driver to access the plans being offered. If you have already decided on the plan you want simply tell the enroller to add you to that plan. They will walk you through the process and complete your enrollment. If you are waiving coverage you will also need to call in and process your medical waiver of coverage. There are two plan options in the materials provided along with the weekly deductions for each plan by enrollment type. Example: EE only, EE +Spouse and so on

We have worked very hard to keep our driver deductions as close to the current plan as possible.

Over the next two weeks we will also distribute Eagle KMC's Dental, Vision, Life, Accident and Disability programs. This enrollment will take place over the same two month period and be completed through our online enrollment system **Easy Enroll**. More information and instructions will be provided on these programs shortly.