



**IKE**  
 Transportation  
 100% Employee Owned

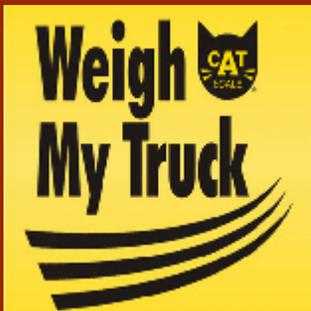
# ESOPportunity

OWNER NEWS

October 2018

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*Safety Reminder: Be sure to scale your load to prevent an overweight violation, which you (as the driver) are responsible.*

## Ten Year Employee Retires with over \$83,000!

Since 2009, Big G Express has been 100 percent employee-owned, which has since benefited our employees substantially. Our employees earn shares in the company based on their years of experience and compensation, with no money out of their pocket. Big G is still privately held, with an independent valuation each year to determine our stock value which started out at \$5.88 a share, and has now increased up to \$44.79 at the end of 2017. Many of our employees are reaping the benefits of this increase in stock value, such as our former employee, Darrell West.

Darrell worked for Big G Express for ten years, from 2007 up until he retired in December of last year at the age of 66. Our distribution policy pays the ESOP in a lump sum if the participant is 65 or older. We pay the ESOP balance based on the stock price of the year the participant separates from Big G and make those payments annually by the end of the calendar year, following the year they leave. In Darrell's case, he retired on Dec. 31, 2017, and will receive a distribution form this fall with the option to either roll over the lump sum to another qualified retirement plan, such as a 401(k) or IRA., and defer the taxes, or take the check. He will then receive his benefit or roll over by the end of 2018.

The choice to retire at the end of last year benefited Darrell significantly compared to if he had chosen to do so a few years prior. If he had retired from Big G prior to age 65, he would have had access to one-fifth of his balance over five years. If he had worked one day into the current year, retiring on Jan. 1, 2018, Darrell would have delayed his distribution until the end of 2019 and he would have been paid on the 2018 stock price. The timing of retirement and the distribution is something to think about when planning for your retirement.

Recently, we spoke with Darrell about his retirement. "I had enough in the ESOP program to buy an RV," he explains, standing outside his newly bought Greyhound. "The wife said she wanted to do some traveling, so we bought the RV when I retired last December." Since his retirement, Darrell has been very grateful for the program. "The ESOP Program—I didn't pay anything into it, it's a good incentive program, and now I'm reaping the benefits from it. [It] went up from \$75,000 to \$83,000 in there this year, so it's paid a majority of this RV off. We're going to do some things we need to do before we can't do them anymore."

## Save Time with CAT Scale "Weigh My Truck App"

Big G Express/IKE has set up a Fleet Account for the CAT Scale "Weigh My Truck" App. You should have received an email from Weigh My Truck with a randomly generated password. Click the "login" link in that email to complete your account setup on [www.weighmytruck.com](http://www.weighmytruck.com). You will want to "Change Password" while you are on the site and use the new password to log in on the app.

- You will not need to enter payment information and if you were already using the app the payment will automatically switch to our fleet account.
- Email list is an option on the setup and you can enter your email and get copies of the scale ticket emailed to you. We have it set up on our account to email corporate automatically as well.
- You do not have to use this app for the scale and if you don't have wifi on your phone or a smartphone you will not be able to. You can still scale the same way as before, but we encourage you to give this a try if you can! It should save you time.

Weigh My Truck is available for smartphones through [Google Play](https://play.google.com/store/apps/details?id=com.cat.scale) and the [Apple App Store](https://apps.apple.com/us/app/weigh-my-truck-app/id1444444444).

You can call me or email if you have any trouble or don't receive the email from Weigh My Truck my number is 931-680-3511 and my email is [lauraallison@biggexpress.com](mailto:lauraallison@biggexpress.com)

# Per Diem—Reducing Taxes Paid Each Week

Join us for the Making Strides Against Breast Cancer Walk on Saturday November 3rd at 8am starting at Nissan Stadium! If you are interested in walking with the Big G/IKE group you can email rhondaconquest@biggexpress.com for more details.

As many of you know, one of the biggest changes to the tax laws because of the recent tax package for OTR drivers is per diem. The change takes away the ability for company drivers to take per diem as an unreimbursed employee expense deduction on your personal taxes at the end of the year. The good news is that the program that Big G Express/IKE has through Atlantic HR Solutions will remain intact and allow you to take advantage of the per diem laws for those enrolled in a company-sponsored program to reduce taxes paid on the per diem portion of compensation. We have also made enrollment for our existing drivers who were not originally on our per diem program easy through the IKEOWNERS website. If you go to the owner's website, you will find a link to the enrollment form that will also have a link to an informational video produced by Atlantic HR Solutions. We appreciate what each one of you do on a daily basis and we hope that this program will allow you to take home more of what you make on a weekly basis.

As of October 1, 2018 the daily per diem amount increased \$3 from \$63 a day to \$66 a day.

# Driver Referral Program—Earn up to \$2000 and 1 CPM for Every Mile Your Referral runs 1st 6 months

The current Referral Bonus has been extended! Take advantage of making EXTRA MONEY!

You can earn up to \$2000 and 1 CPM for every mile your referral runs for 6 months!

We have printed brochures for you to use in your recruiting efforts! Just stop by the Butler Drive office or call Laura Allison at 931-680-3511 to get them mailed to you.

Your Referral Earns \$500 after 120 days!

The following IKE Drivers have been taking advantage of the referral bonus: Ronnie Christian, Logan Glass, Tommy Bennett, Mike Bercegeay, Roger White, Leon Billups



Are you taking advantage of our 401K 10% Company match on your contributions? If you contribute \$100, Big G will put in \$10! You can enroll in our 401k after the 1st of the month following your 90 days. You can enroll online at [www.empowermyretirement.com](http://www.empowermyretirement.com).

Group ID/Plan #:915532-01

Plan Enrollment Code:

JN5PeiAk

Code expires 2/1/19

Call for assistance:

1-800-338-4015



## 2017 Stock Price Increase!

We announced a stock price increase from \$43.34 to \$44.76 at our Annual ESOP Meeting on June 30th.

Big G Express is not publicly traded, but privately held. We are not traded on the stock market with a different price each day, but our stock value is determined annually by a third party valuation firm that is hired by our trustee. Our value is the “fair market value” of Big G Express—what a “willing buyer” would pay for our company. There is a lot that goes into our valuation, and it is weighted 50% on our performance and projections and 50% on comparable publicly traded companies. There are several points to make about our 2017 stock price:

- 2017 was a difficult year from an earnings perspective
- Our valuation is weighted 50% on our performance and projections and 50% on our comparable public companies
- The largest contributor to our stock price increase was the Trump Tax Reform which accounted for over \$4/share.
- Our stock price without this change in policy would have been around \$39.99, due to 2017 performance in our industry
- It is important to remember that a repeal of these policies will have a negative effect on the following year price



## ESOP—Real People: REAL MONEY!

October is Employee Ownership Month and we celebrate this great benefit!

Here are a few REAL examples of driver accounts—you can see how the ESOP is creating wealth for many employees! Remember that this is NO MONEY OUT OF YOUR POCKET! After the 2017 stock price, we have 26 drivers who have over \$90,000 in their accounts, We have 220 active drivers who are vested (been here 3 years) and their average account balance is \$36,939. We are building wealth for our employee owners and the accounts are growing each year. Big G has distributed \$1.77 million in retirement benefits since 2009.

Just a few reminders about the basics of our ESOP plan:

1) Participation: Generally, you must work for 1 year and enter the following July 1st or January 1st. If you were employed prior to July 1, 2016, you will be receiving your first ESOP statement this summer (since you entered the ESOP plan on July 1, 2017).

2) Shares allocated: You will receive shares based on compensation and years of service.

If you have any questions about the ESOP please contact Jodi Lamb at [jodilamb@biggepxpress.com](mailto:jodilamb@biggepxpress.com) or 931-680-3243!

HIRE DATE	2014 Balance	2015 Balance	2016 Balance	2017 Balance
April 2013	\$3,875	\$10,441	\$19,353	<b>\$25,058</b>
March 2010	\$22,468	\$36,491	\$51,182	<b>\$59,846</b>
August 2004	\$48,560	\$73,420	\$95,863	<b>\$106,206</b>

Perfect Inspections  
Since June 2018

Gibson Poole  
Martin Roberts  
David Chambers  
David Smith  
Ernest Defoe  
Timothy Burns  
"Darryl" Phillips  
Leroy Hunter  
Mark Allen  
Juan Garcia  
Ernest Meadows  
Andy Tally  
Brian Abbott  
Thomas Willson

**ATTA Boys**

Chuck Loyd  
Kris Payne  
Jeff Banter  
Juan Garcia  
David Smith

# Birthdays and Anniversaries—October

## Anniversaries

Michael Bercegeay	8 Years
Ty Haas	13 Years
Phillip Sparks	4 Years
Leon Phillips	1 Year
Thomas Bennett	5 Years

## Birthdays

Steven Frees	10/21
David Smith	10/26



# Driver Appreciation Week

We had a great time celebrating Driver Appreciation Week at IKE! Thanks to Larry, Dusty and Laura for providing great food all week! We had several gift card winners throughout the week: Tuesday Winners—Leroy Hunter and Andy Talley (\$10) and Lerodric Gilmore (\$50); Wednesday Winners—Tommy Allen and Shannon Guinn (\$10) and Tommy Bennett (\$50); Thursday Winners—Jerome Green and Elijah Boone (\$10) and Chris Lightfoot (\$50). Friday Jerome Green was drawn for the Grand Prize TV! We appreciate all your hard work all year long! Thank you for all you do!

