

**July 3, 2018 For Immediate Release**

**Press Release**

## **HEARTLAND EXPRESS ANNOUNCES DRIVER PAY INCREASE**

**NORTH LIBERTY, IA – July 3, 2018** – Heartland Express, Inc. (**NASDAQ: HTLD**) (“Heartland”), one of North America’s largest and most profitable truckload transportation companies, announced today that it is raising pay in all of their divisions across the company for mileage drivers, owner operators, hourly, salaried drivers, and teams. The pay increase will take effect on July 7<sup>th</sup>, 2018.

Mike Gerdin, President and CEO stated, “Heartland has always strived to take a leadership position for driver pay. This pay increase, along with our existing benefits package, is going to offer the compensation that our drivers truly deserve. Their service to our customers and their professionalism is the reason we can offer an improved pay package. It’s designed to both thank them and to let them know we are always looking to do more for our drivers and owner operators.”

The pay increase will impact the base mileage pay and hourly/salary pay Heartland’s drivers earn. The other forms of compensation Heartland offers will remain unchanged. Heartland will continue to offer a safety bonus of \$0.01 to \$0.03 per mile for safe driving, a northeast region Green Mile bonus of \$0.05 per mile and Canadian mile bonus of \$0.05 per mile, along with an additional \$0.01 per mile on all miles paid when holding the hazmat endorsement. Heartland also offers drivers a weekly pay guarantee for the first 13 weeks of employment. Heartland recently doubled their referral bonus to \$2,000 for driver referrals hired. Overall, it’s believed that Heartland’s complete compensation and benefits package is one of the best in the truckload industry.

This pay increase sets the bar for drivers by paying \$0.40 to \$0.49 per mile, based on division, on the Household Goods (HHG) mileage scale for drivers with at least 6 months to a year of over-the-road driving experience. This is before any additional pay (safety bonus, hazmat, etc.). When hiring drivers, Heartland will recognize up to 10 years of experience offering those drivers \$0.455 to \$0.535 per mile on the HHG miles. All over-the-road drivers receive an annual longevity increase up to a total of 20 years recognized experience. Heartland’s safest, most experienced drivers can earn as much as \$0.675 per mile in targeted areas of the country.

### **About Heartland**

Heartland Express, Inc. is an irregular route truckload carrier based in North Liberty, Iowa, serving customers with shipping lanes throughout the United States. Heartland focuses on medium to short haul regional freight, offering shippers industry-leading safety and superior on-time service so they can achieve their strategic goals. Since its initial public offering in 1986, Heartland has grown from approximately \$20 million in revenue to one of North America’s largest, most profitable, and best capitalized truckload carriers. Heartland has been recognized throughout their history for their exceptional customer on-time service from some of the top shippers in America. More information about Heartland can be found on the company website at [www.heartlandexpress.com](http://www.heartlandexpress.com).