

EXHIBIT A

IMPORTANT NOTICE TO ALL SWIFT CONTRACTORS REGARDING THE NEW ICOA

Dear Contractor: We understand there may be some concern and confusion regarding interpretation of certain provisions of the new ICOA issued on January 9, 2017 and the effect of those provisions on your rights in ongoing legal proceedings including the lawsuit currently pending in the United States District Court in Phoenix Arizona titled **Van Dusen v. Swift Transportation Company Inc.** asserting that contractors have been misclassified as independent contractors instead of employees. We are sending this message to clarify that the new ICOA will not interfere with or limit in any way your rights to participate, assist, consent, lend support or recover monetary relief in ongoing court proceedings in existence on January 9, 2017. Specifically, two paragraphs of the new ICOA, Paragraph 16 (“The Parties’ Obligations Upon Reclassification”) and Paragraph 17(E) (Requiring Contractor to indemnify Company for unsuccessful proceedings alleging employee status of “Contractor’s workers”) **will not apply to you with respect to any rulings or relief granted in the Van Dusen lawsuit or other legal proceedings pending as of January 9, 2017.** This is true regardless of whether you already signed or have not yet signed the new ICOA. *Swift will not retaliate against any Contractor who chooses to participate in any ongoing court proceedings.*

Paragraphs 16 and 17 (E) do not waive or limit any rights or remedies you may have under any state or federal wage payment laws and statutes, including the Fair Labor Standards Act. Finally, the indemnification provision in Paragraph 17(e) does not require you to pay the Company’s attorneys’ fees or expenses for any claims you bring or which are brought on your behalf in the **Van Dusen** case or under any state or federal wage payment law or statute.

If you have any questions about these points or any others, you can consult with an attorney. The attorneys for the Plaintiffs in the **Van Dusen** case are **DAN GETMAN, GETMAN, SWEENEY & DUNN, PLLC.**, (845) 255-9370, DGETMAN@GETMANSWEENEY.COM

THIS MESSAGE HAS BEEN APPROVED BY THE COURT IN VAN DUSEN. THE COURT HAS NOT YET RULED AND TAKES NO POSITION ON THE MERITS OF PLAINTIFFS’ CLAIMS FOR RELIEF.