

OVERNIGHT STAY

This plan pertains exclusively to employees directly employed by Distribution Management Services, Inc. (“DMSi”), Log & Lumber, WorkPoint, Millwork Development, and no other of its affiliates or subsidiaries. As consideration for the inconvenience of business travel, the Company will pay an **Overnight Stay Benefit** per night during a business trip that requires overnight stays: employees will receive \$80 per night during weeknights (Monday – Thursday) and \$105 per night on weekends (Friday – Sunday) and Holidays for exempt employees. This benefit also applies to remote employees when requested to travel to the Omaha office. This will only be paid for overnight stays required for business purposes, not personal purposes. The Overnight Stay Benefit amount is to be reported by the submission of a pay expense entry using the appropriate Company reporting method. It is an employee’s responsibility to submit the pay expense. The payment of these amounts will be handled through payroll. Payroll taxes will apply. Abuse of this Business Travel Expenses Policy, including falsifying pay expense entries to reflect costs not incurred by an employee, can be grounds for disciplinary action, up to and including termination of employment.

Frequent traveler awards earned by employees while traveling for the Company are for employees to keep for their personal use.