



**Version 1 - Updated July 26, 2023**

## **Non-Driver FAQ**

**\*\*Please note, this is the most current information we have; however, the following answers are subject to change. We will update the version and date each time a change is made, including a summary of any changes. A table summarizing any changes will be included on the last page if additional versions are necessary.**

### **Q: What is the timing of this transaction?**

*A: Over the weeks to come, we will be talking to customers, meeting with employees, and finalizing key plans for the transition. We anticipate the transaction will close on August 11, 2023, which would make August 12, 2023 your first day as an employee of the new company.*

### **Q: What type of transaction is this?**

*A: This type of transaction is what is called an "asset purchase," not a "stock purchase." This means Jack Cooper is buying the assets of Moore, such as the equipment, but not the company itself. The good news is this sets up Jack Cooper and Moore for our best chance of success, but there is risk that we may lose some customers since customer contracts are not an "acquired asset" and new contracts must be negotiated.*

### **Q: So, will we be Jack Cooper employees, or will we be Moore Transport employees?**

*A: Moore Transport will be a division of the Jack Cooper family of businesses, specifically one of its subsidiaries, North American Auto Transportation (NAAT). Again, since this is an "asset purchase," your employment will not automatically roll over into NAAT. Instead, you will be offered a job by NAAT (operations positions) or Jack Cooper Investments, Inc., the parent company (shared services positions).*

**Q: Will I lose my job?**

*A: The goal is that for everyone who wants a job, a job will be available. But, as mentioned above, customer contracts will need to be negotiated over the next several weeks before we can confirm that NAAT will be able to keep all lanes of traffic that Moore currently has. This is where conversations with the Jack Cooper recruiting team will be vital.*

**Q: Will my job change?**

*A: Major changes are anticipated for driving positions as they will all be converted to a Driver Owner position. Other positions may change as they are integrated into the Jack Cooper shared services and NAAT operations teams. However, these changes will be based on conversations and brainstorming between you and Jack Cooper's leadership in the coming weeks. We want you to be part of the process of ensuring you are fully utilizing your talents with the new company.*

**Q: Will I lose my insurance?**

*A: No. You will be added to Jack Cooper's health plans, which you will find are excellent. More information is coming soon, but here is a link to Jack Cooper's benefit page if you want to check out their benefits in the meantime: [jackcoopernews.com/benefits](http://jackcoopernews.com/benefits).*

**Q: How much are my premiums for health insurance?**

*A: Great news! Jack Cooper does not charge health insurance premiums for employees or their families (with the exception of Driver Owners, who will pay premiums from their truck check). You will receive excellent coverage at no additional cost or deductions from your paycheck.*

**Q: Does Jack Cooper have an employee handbook?**

*A: Yes, Jack Cooper has a non-union employee handbook which can be found [HERE](#)*

**Q: What are the next steps?**

*A: As mentioned above, Jack Cooper's recruiting team will be traveling to as many locations as possible in the upcoming weeks. We encourage you to attend at least one in-person session and to read all information as it is provided to you. You should be receiving additional emails soon.*

# CONTACT US



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## WEBSITES

Corporate: [www.jackcooper.com](http://www.jackcooper.com)  
Employee Site: [www.jackcoopernews.com](http://www.jackcoopernews.com)  
Learning: [www.jackcooperuniversity.com](http://www.jackcooperuniversity.com)

# ADDITIONAL RESOURCES

Employee Handbook



Benefits



Jack Cooper University



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