



## Company Drivers Pay Package

### Driver Pay Scale (Hazmat)

#### Compensation Levels

##### Starting Wages:

Six mos. Flatbed exp or 2 yrs OTR	\$0.36 / loaded mile
One year Flatbed exp with steel	\$0.37 / loaded mile

##### Pay increased as shown below based on the results of an annual performance review and years of service.

1 to 2 years	\$0.39 / loaded mile
2 to 3 years	\$0.40 / loaded mile
3 to 4 years	\$0.41 / loaded mile
4 to 5 years	\$0.42 / loaded mile
5 to 6 years	\$0.43 / loaded mile
6 to 7 years	\$0.44 / loaded mile
7 plus years	\$0.45 / loaded mile

##### Please Note Exceptions:

Non-revenue producing empty miles will be paid at a rate of \$0.30 / mile.

All empty miles for which we are compensated will be paid at the above loaded mile rates.

##### Short Mile Loads

Any loads less than 300 miles, the driver will be compensated in the amount commensurate with driving 300 miles. For example: If the load is 250 miles, the driver will get paid for 50 miles at your mileage rate. 50 miles at \$0.39 per mile=\$19.50 to be paid on next pay period.

##### Stop-off Charge

Drivers will be paid \$25.00 for each additional pickup or drop-off on multiple stop loads. For example: If you have a two mill drop-off you will get an extra \$25.00.

##### Breakdown Pay

If the driver's truck breaks down due to a mechanical issue that is no fault of the driver, the driver will earn \$100.00 for a 24 hour period.

##### Layover Pay

Due to customer requirements, drivers may be required to layover. For this the driver will be compensated for the layover at \$150.00.

Driver may also earn layover pay if the Fleet Manager cannot find a load within 24 hours of delivery. Layover rate for this will be \$75.00.

##### Tarp Pay

Driver will be paid \$25.00 for tarping any load for which we are compensated for this service.

##### New Driver Compensation

##### Orientation/Training Pay

Trainees will be paid during orientation week at a rate of \$12.50/hour for hazmat drivers and \$10.00/hour for non-hazmat drivers. The orientation period consists of one week, Monday through Friday, eight hours a day. Trainees and those with 6 months experience will have additional training weeks with a driver trainer. That pay rate is \$110.00/day for hazmat drivers.

##### Detention Pay

Due to the customer's requirements for the hazmat industry, drivers will have periods that they will accrue detention pay. Detention pay is reimbursed at a rate of \$14.00 per hour of after free time to the customer, which will be paid on the next scheduled pay date.

## Benefits Package (Company Drivers)

##### 401(k) Plan

The company sponsored 401(k) program is an industry leader. The program matches all driver contributions up to 5% of pay contributed to the plan. Company drivers may choose to contribute up to a maximum of 10% of pay each period. Taxable income is reduced by the amount you contribute.

##### Health Insurance

The health insurance program provides medical, dental and vision coverage to all eligible drivers the first of the month following 45 days of continuous service. Our company participates in United Healthcare programs. Drivers enrolled in health insurance make a premium contribution before taxes. The plan is an 80/20 Plan with a \$500 Individual and \$1000 Family Deductible.

##### Employee Contributions

Employee Only	\$105.00
Employee & Children	\$200.00
Employee & Spouse	\$245.00
Family Benefits	\$315.00

##### Additional Insurance Programs

AFLAC has plans available to drivers, such as Short-term Disability, Personal, Accident Expense, Personal Life Assurance, Personal Cancer Protector, and Personal Recovery Plus. These plans are at a nominal charge to the driver.

##### Life Insurance

Company drivers receive a \$50,000.00 life insurance policy. In addition, drivers receive Accidental Death and Dismemberment insurance in the amount of \$50,000.00. These policies are complimentary for drivers.

##### Vacation Pay

All company drivers are eligible for paid vacation after successfully completing one calendar year of service.

- One week each year after one year of service
- Two weeks each year after three years of service
- Three weeks each year after five years of service

**Payment Procedure**

Vacation will be earned and taken on an eligibility date basis. The calculation of vacation pay is based on the previous year's gross earnings, (minus any non-revenue earnings such as training pay) divided by 52 weeks.

**Holiday Pay**

Company drivers are eligible for holiday pay at a rate of \$100.00 per day. This program awards drivers immediately upon unit assignment.

Eligible company drivers will be awarded six holidays annually:

New Year's Day	Labor Day
Memorial Day	Thanksgiving
Independence Day	Christmas Day

**Weekend Pay**

Company drivers may be eligible for \$45.00 per day of weekend money when required to be on the road over the weekend. Fleet Manager will determine if weekend layover pay is necessary to satisfy operational needs.

**Driver Re-certification Physicals**

Company drivers are eligible for a \$50 allowance towards their re-certification physical upon submission of paid receipt. Drivers must obtain a physical every two years.

**Direct Deposit**

Company drivers are encouraged to take advantage of the convenience of weekly direct deposit of paychecks.

**Rider Program**

Qualified company drivers can request a rider certificate for anyone who is at least 12 years of age. The driver must have a valid Rider Program Certificate in their possession from the Compliance Dept. Driver of the unit must have a minimum of 60 days of employment with the company as a driver and a minimum of six months experience as a commercial driver in tractor/trailer combination.

**Productivity Safety/Revenue Incentive**

Incentive earning amounts are based on productivity/safety and are calculated on a quarterly basis.

**Roadside Safety Incentive**

All drivers are eligible to earn a \$25.00 gift card from Wal-Mart for having no violations and a properly administered logbook on a roadside inspection. To be eligible, drivers must send the official documents to the Compliance Department and verify that the logs were correctly filled out.

**Safety Awards Program**

Our company is committed to safety. Company drivers who meet our safety guidelines are eligible to participate in our annual Safety Awards Program. Eligible drivers will receive a safety truck decal, recognition plaque and unique safety award. Safety awards will vary on a year-to-year basis.

**Driver Appreciation Week**

Our company is proud to participate in Driver Appreciation Week. Past activities included company-sponsored cookouts and terminal open houses.

**Cell phone Reimbursement Program**

All Hazmat Company drivers are eligible for a \$55.00 monthly cell phone reimbursement. Payment will be made the first pay of each month provided that the driver was actively on duty during the previous month.