



## DRIVER PAY AND BENEFITS

<b>Starting Base Rate of Pay</b>	<b>\$0.52 cpm</b>
<b>Automatic Raise Every Six Months</b>	<b>\$0.01 cpm every 6 months</b>
<b>Safety Bonus</b>	\$200 per month if driver passes the monthly safety video and has no violations, accidents or damage.
<b>Local Pay</b>	\$25 per hour.
<b>Detention</b>	\$25 after 3 hours with a maximum of \$150 per 24 hour period. All arrival and departure messages must be done in the system at the time they are required. Detention is not paid on headhaul pick-ups or at the ports.
<b>Layover</b>	\$150 if driver has hours but a load is not available
<b>Breakdown Pay</b>	\$25 per hour after 3 hours, with a maximum of \$150 per 24 hour period, if driver has time on their clock.
<b>Chaining Pay</b>	\$50, must include picture and be required by law enforcement.
<b>Clean Inspection</b>	\$150 per inspection.
<b>PTO - Year One</b>	5 days per year at \$25 per hour for 8 hours (\$200 per day). Accrued weekly at .77 hours per week. Eligible after 6 months. Must give dispatch 10 days notice. Cannot be cashed out. Vacation must be taken in whole day increments.
<b>PTO - After Year One</b>	10 days per year at \$25 per hour for 8 hours. (\$200 per day) Accrued weekly at 1.54 hours per week. Must give dispatch 10 days notice. Cannot be cashed out. Vacation must be taken in whole day increments.
<b>Christmas &amp; New Year Pay</b>	\$350 if the driver agrees to run from December 15th - January 7th. All other pay applies.
<b>Health Insurance</b>	New hires are eligible for insurance(s) on the 1st day of the month, following one full month of employment (32 to 62 days). Company pays 50% of cost and employee pays 50%.
<b>Dental &amp; Vision</b>	Paid 100% by the employee.