



COMPANY DRIVER PAY PACKAGE

MILEAGE RATES (including Holiday Pay) ** Vacation Pay Extra	
Mileage Rate – New Hires	0.40
<i>Potentially after 1 year:</i>	
Mileage Rate – after 4 Quarterly Safety & Utilization Bonuses Paid	0.41
<i>Potentially after 2 years:</i>	
Mileage Rate – after 8 Quarterly Safety & Utilization Bonuses Paid	0.42
Safety & Utilization Bonus *see notes for conditions	0.01
Fuel Bonus *see notes for conditions	0.01
LONGHAUL COMPENSATION	
Picks & Drops	First & last included in mileage rate, with no additional pay \$25 each, for first 3 additional stops \$50 each, for any additional stops in excess of 3
Layovers	West: \$75 24 hr after 36 hr reset. ON: \$50 24 hr after 24 hr reset. (see notes for details)
Wait Time	Appt Freight: \$12/hr after 3 hrs to max \$100. MTL consolidated: \$12/hr after 8 off duty break or 11 pm scheduled Cornwall Origin: \$12/hr immediately once appointment time passed. (see notes for conditions)
Vacation Pay	4% or 0.015/mile, paid at vacation in addition to mileage rate above
Local P & D	\$50 within 70 miles

Notes:

SAFETY & UTILIZATION BONUS:

<i>Miles</i>	Minimum of <u>11,168</u> miles per month , for a total of 33,504 miles per quarter
<i>Accidents</i>	No preventable accidents during the quarter Failure to properly report any accidents will disqualify driver for current bonus as well as the next quarter
<i>Cargo Claims</i>	No preventable cargo claims during the quarter
<i>PreTrip Inspection</i>	Drivers are required to check all fluid levels as part of their pretrip inspection, costs incurred by failure to do so will be deducted from bonus
<i>Towing</i>	Drivers can encounter a situation that requires a tow truck. Failure to report and have prior authorization for tows may result in costs being deducted from bonus. Tow calls resulting from driver error may result in costs being deducted from bonus

Fines Fines from customers due to driver negligence, such as failure to wear proper safety equipment, late for appointments etc will result in disqualification of bonus eligibility

Costs Additional costs incurred that are directly attributed to driver error will result in disqualification of bonus eligibility

CVOR Violations No CVOR violations during the quarter

Documents All pickup and delivery documents must be submitted to the EMPLOYER's office or faxed within 48 hours of delivery.

FUEL BONUS:

Idle while parked:

EMPLOYEE must meet the criteria below:

15% or under

MPG:

Summer (APR1-SEPT30) 6.5 MPG (US GAL) ; 7.8 MPG (IMP GAL) or lower

Winter (OCT1-MAR31) 5.91 MPG (US GAL) ; 7.1 MPG (IMP GAL) or lower

Fueling Locations

Must fuel at Professional Carriers recommended fuel stops for best price - maximum of 5 exceptions allowed per quarter

PICKS & DROPS:

Exclusive of the first and last, the EMPLOYER will pay the EMPLOYEE \$25.00 each for the first three additional stops for pickups and/or deliveries and \$50 per additional stop in excess of three. A single address or location are considered one additional stop.

LAYOVERS:

When in *WESTERN CANADA* : Layovers will be paid at \$75 once your 36 hour reset has passed and there is still no load assigned to you.

When in *ONTARIO* : Layovers will be paid at \$50 once 24 hours have passed and there is still no load assigned to you.

WAIT TIME

APPT FREIGHT : Paid 3 hours after appointment time at \$12/hr to a maximum of \$100, based upon conditions.

MTL CONSOLIDATED FREIGHT: Paid after 8 hour off duty break or 11 pm scheduled departure (whichever is later) at \$12/hr based on conditions.

CORNWALL ORIGIN FREIGHT: Paid immediately when pick up time is exceeded at \$12/hr.

FIRST COME FIRST SERVE FREIGHT – no wait time paid.

Conditions for collecting wait time pay (regardless of freight type):

1. On Time Arrival
2. Complete sign in and macros for Arrival time, bump dock and departure time.
3. Trailer swept and mechanically prepared (cold walls, load bars in place), to ensure the customer is satisfied to load the trailer without delay.
4. One hour notification macro to dispatch if no loading/unloading activity

LOCAL P&D:

Freight pickups and deliveries originating and terminating at the Somerville, NB yard, which are within a radius of 70 miles, will be paid at a flat rate of \$50.00.