



COMPANY DRIVERS PAY PACKAGE

AT HIRE: TOTAL COMPENSATION WITH BONUS Per Mile is \$0.414

Includes:

- TOTAL GUARANTEED COMPENSATION Per Mile \$0.404
- SAFETY & UTILIZATION BONUS Per Mile \$0.01

FOLLOWING RECEIVING FOUR QUARTERLY BONUSES Per Mile is \$0.424

Includes:

- TOTAL GUARANTEED COMPENSATION Per Mile \$0.414
- BONUS Per Mile \$0.01

ACCESSORIAL PAYMENTS & GROUP INSURANCE

Local Cartage

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.

Additional Stops

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

Layover

Provided that the EMPLOYEE has met all operational criteria, delivery and pick up schedules and excluding a layover in the province of the EMPLOYEE'S domiciled terminal, (residence) the EMPLOYEE will be paid for layovers as per layover payment schedule.

Group Insurance

Group Insurance is available and includes:

- Life Insurance
- Accidental Death & Dismemberment Insurance
- Long Term Disability Insurance
- Medical/Dental Coverage