



COMPANY DRIVER PAY PACKAGE

August 16, 2021

MILEAGE RATES ** Vacation Pay Extra ** Holiday Pay Extra	
Base Mileage Rate – New Hires	\$0.42
<i>Potentially after 1 year:</i> Base Mileage Rate – after 4 Quarterly Bonuses Received	\$0.43

Quarterly Bonus		
Bonus	\$0.01 per mile bonus. Awarded quarterly for qualifying drivers. (Driver does not have any events which results in any extra costs or points. See appendix 'C' of driver contract for full details.)	\$0.01

Holiday / Vacation Pay	
Holiday Pay	Amount = avg days' pay for prior 20 days (equals 5%). Paid during pay period that contains holiday.
Vacation Pay	4% or 0.018/mile Accumulates and paid when requested

LONGHAUL COMPENSATION - Accessorials	
Picks & Drops	First and last stop included in milage rate \$25 for each of first 3 paid stops \$50 for each paid stop in excess of 3
Layovers	West: \$75 If not disptached with 24 hr of 36 hr reset completion. ON EAST : \$50 If not dispatched within 24 hours of last delivery.
Detention	Appt Freight: \$12/hr after 3 hrs to max \$100. Montreal Consolidator Loads: \$12/hr after 11 pm AST scheduled departure Cornwall Origin: \$12/hr immediately once appointment time passed.
Mileage	Paid by Professional Carriers by PC Miler Practical Miles (city center - city center). To attain quaterly bonus full time drivers required to average 11,168 miles/month over 3 month quarter.

Local Cartage (P&D)	
Flat rate	\$50 within 70 miles (originating or terminating at our Somerville NB yard)

Company Benefits	
Group Insurance	Long term disability, life, extended health, dental and eye coverage available through group insurance plan after 3 months of continuous employment for full time drivers. Single, couple, or family rates apply.