

# Company Driver Pay Scale As of 9/11/2017

## Special Notes for New Pay Scale

- The new pay scale will go into effect with the first dispatched load after 12:01 a.m. 9/11/2017. All loads dispatched prior to that will be paid per the old scale.
  - Example- Dispatched on Saturday, 9/9/2017 at 11:00 a.m. and complete trip on Tuesday, 9/12/2017. Entire trip will be paid per old pay scale.
- Existing Company Driver – Anniversary date will become 9/11/2017, then eligible for annual pay increase on revised anniversary; will max out at 10 years.
  - Example – Company Driver hired 2/1/2010 – currently has 7 years, 7 months experience. Anniversary date will be changed to 9/11/2017 when new compensation plan goes into effect; pay will be \$0.47 CPM. Eligible for next pay increase on 9/11/2018; pay will increase to \$0.48.
  - Company driver hired 10/1/2017 with 6 months experience; pay will be \$0.40 CPM. Eligible for next pay increase on 10/1/2018; pay will increase to \$0.41 CPM.

<b>Solo Verifiable OTR Driving Experience Scale</b>	<b>Current Pay Company Solo Driver</b>	<b>New Pay Company Solo Driver Effective 9/11/2017</b>
0 - 6 Months	\$0.34	\$0.38
6 Months - 1 Year	\$0.34	\$0.40
1 - 2 Years	\$0.34	\$0.41
2 - 3 Years	\$0.34	\$0.42
3 - 4 Years	\$0.34	\$0.43
4 - 5 Years	\$0.34	\$0.44
5 - 6 Years	\$0.34	\$0.45
6 - 7 Years	\$0.34	\$0.46
7 - 8 Years	\$0.34	\$0.47
8 - 9 Years	\$0.34	\$0.48
9 - 10 Years	\$0.34	\$0.49
> 10 Years	\$0.34	\$0.50

<b>Current Team Verifiable OTR Driving Experience Scale</b>	<b>Current Pay Company Team Drivers</b>	<b>New Team Verifiable OTR Driving Experience Scale</b>	<b>New Pay Company Team Drivers Effective 9/11/2017</b>
0 - 3 Months	\$0.38	0 Months – 1 Year	\$0.48
3 - 6 Months	\$0.39	1 - 2 Years	\$0.49
6 Months - 1 Year	\$0.40	2 - 3 Years	\$0.50
1 - 2 Years	\$0.43	3 - 4 Years	\$0.51
2 - 3 Years	\$0.44	4 - 5 Years	\$0.52
3 - 4 Years	\$0.45	> 5 Years	\$0.53
4 - 5 Years	\$0.46		
5 - 6 Years	\$0.47		
6 - 7 Years	\$0.48		
7 - 8 Years	\$0.49		
8 - 9 Years	\$0.50		
> 9 Years	\$0.51		