

## IC / LP Pay Scales Effective 1/04/2021

<u>OTR-IC/LP</u>			<u>SE Regional-IC/LP</u>	
\$2.00 per loaded mile	1-100 Miles		\$2.00 per loaded mile	1-100 Miles
\$1.75 per loaded mile	101-200 Miles		\$1.75 per loaded mile	101-200 Miles
\$1.60 per loaded mile	201-300 Miles		\$1.60 per loaded mile	201-300 Miles
\$1.35 per loaded mile	301-400 Miles		\$1.35 per loaded mile	301-400 Miles
\$1.02 per loaded mile	>401 Miles		\$1.10 per loaded mile	401-500 Miles
			\$1.02 per loaded mile	>501 Miles
			<b>Minimum Pay for any shipment</b>	
<u>MW Regional-IC/LP</u>			<b>handled in it's entirety of \$250</b>	
\$2.05 per loaded mile	1-100 Miles			
\$1.80 per loaded mile	101-200 Miles			
\$1.65 per loaded mile	201-300 Miles			
\$1.38 per loaded mile	301-400 Miles			
\$1.12 per loaded mile	401-500 Miles			
\$1.04 per loaded mile	>501 Miles			
<b>Minimum Pay for any shipment</b>				
<b>handled in it's entirety of \$250</b>				
<b>Deadhead Mileage Pay of \$0.92 MWR only</b>				
Deadhead Mileage Pay of \$0.90 per mile will not change				
Minimum Pay per Dispatch of \$100 will not change				
<b>**** FSC-all compensated miles loaded and empty****</b>				

## COMPANY DRIVER PAY 01/04/2021 (Rev)

<u>Company Teams</u>			<u>SE Regional</u>	
<u>Experience</u>	<u>Pay</u>		<u>Trip Miles</u>	<u>Rate per Mile</u>
0 - 1 Yr	\$0.57 per mile		Less than 200 Loaded Mi	\$0.78
1-2 Years	\$0.58 per mile		201-300 Loaded Miles	\$0.57
2-3 Years	\$0.59 per mile		301-400 Loaded Miles	\$0.48
3-4 Years	\$0.60 per mile		401-500 Loaded Miles	\$0.47
4-5 Years	\$0.61 per mile		Over 500 Loaded Miles	\$0.46
> 5 Years	\$0.62 per mile		<b>Deadhead Mileage Pay of \$0.46/Mi</b>	
			<b>Minimum Pay per Dispatch of \$100</b>	
<u>COMPANY OTR</u>			<b>Minimum Pay for any shipment</b>	
			<b>handled in it's entirety of \$150</b>	
<u>Experience</u>	<u>Pay</u>			
0-1 yr	0.47			
1 - 2 years	0.48		<u>MW Regional</u>	
2 - 3 years	0.49		<u>Trip Miles</u>	<u>Rate per Mile</u>
3 - 4 years	0.50		Less than 200 Loaded Mi	\$0.83
4 - 5 years	0.51		201-300 Loaded Miles	\$0.60
5 - 6 years	0.52		301-400 Loaded Miles	\$0.50
6 - 7 years	0.53		401-500 Loaded Miles	\$0.48
7 - 8 years	0.54		Over 500 Loaded Miles	\$0.47
8 - 9 years	0.55			
9 - 10 years	0.56		<b>Deadhead Mileage Pay of \$0.47/mile</b>	
10+	0.57		<b>Minimum Pay per Dispatch of \$100</b>	
			<b>Minimum Pay for any shipment</b>	

## IC / LP Pay Scales Effective 1/04/2021

				handled in it's entirety of \$150
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## IC / LP Dedicated Pay Scales

<b>TYSON-L/P</b>	
\$1.50 per loaded mile	1 - 200 Miles
\$1.25 per loaded mile	201 - 400 Miles
\$1.00 per loaded mile	Over 401
<b>Deadhead Mileage Pay of \$1.00</b>	

<b>Company Tyson (revised 10/29/18)</b>	
<b>Experience</b>	<b>Pay</b>
0-1 yr	0.5
1 - 2 years	0.51
2 - 3 years	0.52
3 - 4 years	0.53
4 - 5 years	0.54
5 - 6 years	0.55
6 - 7 years	0.56
7 - 8 years	0.57
8 - 9 years	0.58
9 - 10 years	0.59
10+	0.6