

**OWNER / OPERATOR
COMPENSATION PACKAGE
JUNE 1, 2012
MILEAGE BASE PAY**

DEAD HEAD MILES \$.87

(Fuel surcharge paid all miles on deadheads over 300 miles)

LOADED MILES (TARP PAY) additional \$.09

(P-C MILER VERSION 21 PRACTICAL MILES)

(\$.96 per mile all loaded miles plus fsc)

**FUEL SURCHARGE (D.O.E. NATIONAL WEEKLY
AVERAGE LESS \$1.40 (YOUR FIXED FUEL PRICE) DIVIDED BY
5.7 MPG EQUALS FSC ON ALL LOADED MILES**

SAFETY INCENTIVE \$.03

BASED ON ALL MILES DISPATCHED LOADED AND DEAD HEAD
ACRUEING 30,000 MILES PER QUARTER (13 WEEK PERIOD) WITH
NO PREVENTABLE ACCIDENTS – NO SAFETY RELATED VIOLATIONS
ON ROAD SIDE INSPECTIONS – NO SPEEDING VIOLATIONS – MUST
MAINTAIN 95% COMPLIANTCY (NO VIOLATIONS) ON LOGS (HOS)

MULTIPLE STOP / PICK UP PAY \$40

PER EXTRA PICK UP AND OR STOP AFTER THE FIRST AND LAST
PICK UP OR STOP

NEW YORK CITY PAYS \$100

PLUS REIMBURSEMENT OF ALL BRIDGE TOLLS COVERS THE
5 BOROUGHES OF NEW YORK CITY

LAYOVER PAYS \$100

PAID AFTER 24 HOURS WITH OUT DISPATCH AFTER ANY UNLOAD
\$100 PER 12 HOUR PERIOD THEREAFTER MUST HAVE AVAILIBLE
LOG HOURS AND DOES NOT APPLY TO BREAKDOWN DOWN TIME
AT THE TERMINAL TIME OFF OR AT HOME REQUIRES DISPATCH
MANAGERS APPROVAL

DETENTION PAY (Waiting Time) HOURLY

After the first two hours (which are not compensated) and not including time
spent tarping, untarping, or securing the load, forty (\$40) per hour or fraction
Thereof, if CONTRACTOR notifies CARRIERS dispatcher when detention
Begins and obtains and provides carrier with customers signed approval of the
Detention.

REFERAL AWARD PAY \$1000

RECRUITING IS DONE BY REFERAL ONLY (NO ADVERTIZING)
PAID THE SETTLEMENT IMMEDIATELY FOLLOWING REFERAL
COMPLETEING ORIENTATION (plus \$500 retention award after 6 months)

ROADSIDE INSPECTION REWARD

FOR ALL CVSA LEVEL 1, 2, OR 3 INSPECTION WHEREIN NO
VIOLATIONS ARE DISCOVERED \$150 level 1 \$125 level 2 \$100 level 3

SCALE TICKETS ALL CERTIFIED SCALE RECIEPTS ARE REIMBURSED