

OTR and Regional Van Driver Pay Scale - Option A

Effective: March 05, 2018

Verifiable Experience	Single		Team		Single	
		OTR		OTR	REGIONAL	
0-12 Months	\$	0.4050	\$	0.2300	\$	0.4350
13 + Months		0.4400		0.2650		0.4700

NOTE:

- (1) Individual Team Drivers will be paid according to verifiable experience. The individual with the most seniority with the Company is the Lead Driver and accepts responsibility.
- (2) Military Veteran's providing a DD214 confirming an honorable discharge, will start out at the 13+ Months Rate of Pay, upon completion of any required training.
- (3) Requires participation in company provided medical insurance programs.

REGIONAL DEFINITION FOR REGIONAL AND OTR DRIVERS AND REGIONAL PAY FOR OTR DRIVERS

A regional premium rate of 3.5 cents per mile* is paid to all single OTR mileage drivers (teams split) with loads having both an origin and a destination, as follows:

- 1) IA, IL, IN, KY, MI, MO, OH, TN, WI; or 2) AL, AR, GA, KY, MO, MS, NC, SC, TN, VA.

All other movements are paid to all drivers at the OTR rate.

ACCESSORIAL PAY The following rates apply:

STOP-OFF OR PICK-UP	(Teams Split, excludes point of origin & final destination)	\$ 10.00 per stop
SWITCH-OUT	(Teams Split, excludes point of origin & final destination)	\$ 5.00 per switch
HOURLY DRIVING		\$ 16.40 per hour
DETENTION	(Not to exceed \$120 per 24 hour period-All qualifying customers)	\$ 15.00 per hour
LAYOVER	(After 24 hrs and every 24 hour period, thereafter, excluding Saturday, Sunday, Holiday)	\$ 96.00
BREAKDOWN	(After 24 hrs and every 24 hour period, thereafter, excluding Saturday, Sunday, Holiday)	\$ 96.00
UNLOADING	(All qualifying Customers - Teams Split)	\$ 70.00 per load
HAZMAT	(Teams Split)	\$ 40.00 per load
NYC (Zip Range 100-119)	(Teams Split)	\$175.00 per load
CANADA	On Ford Loads to Calgary, Alberta the amount is \$100 per load, all others at \$40 per load (Teams Split)	\$ 40.00 per load

TRAINING PAY Drivers in training (including orientation) will be paid \$80 per day.

TRAINER PAY Driver Trainer Pay will be paid \$40 per day.

RECRUITMENT BONUS Employees that are responsible for the successful hire of a driver that has a minimum experience of 12 month, will be paid weekly 1 cent per mile (teams split) on all miles that the driver is paid on. This mileage bonus will be paid on each driver for a maximum of 3 years.

For those drivers with less than 12 months of experience that have to go through the company training program, when the driver has completed one year of driving with the company, the same program applies but limited to 2 years at 1 cent per mile (teams split).

HOLIDAY PAY The first of the month following sixty days from full-time start date, you are eligible for holiday pay. The six paid holidays at \$100 each are New Years Day, Memorial Day, July 4th, Labor Day, Thanksgiving and Christmas. Drivers need not be on the road to collect but must be actively working and currently employed.

PAID VACATION Full-time employees receive one week after one year, two weeks after five years, and three weeks after twenty years of service. Vacation pay is \$600 per week or \$120 per day.

ALTERNATIVE BENEFIT PAY Those full-time drivers who want to maximize their mileage* pay and forego the standard Vacation Pay and Holiday Pay, at the drivers choice, may increase their base rate by: Years 0 to 5, 1.0 cents per mile* and years 6+, 1.5 cents per mile* for single drivers (Teams split).

MEDICAL INSURANCE A.N. Webber, Inc. provides your choice of single or family health coverage. Weekly contributions deducted from your pay check are: Single \$150.40 or Family \$193.25 Please check with your recruiter or personnel manager for all details.

SAFETY AWARD Single driver earns 1 cent per mile* and team driver 1/2 cents per mile* as recognition for safe driving with no minimum miles required. The safety award, less annual cumulative equipment and property damage claims, will be paid within sixty days of September 6th. Driver must be actively working and currently employed at September 6th.

BIRTHDAY PAY Effective the first of the month following sixty days from full-time start date, you are eligible for Birthday Pay. You will receive an additional \$100 on your birthday.

TENURE PAY After drivers achieve their 1st Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.

After drivers achieve their 5th Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.

After drivers achieve their 10th Anniversary with the Company, they will earn an additional 2 cents per mile*. Team drivers will earn an additional 1 cent per mile* for all team miles*.

After drivers achieve their 15th Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.

After drivers achieve their 20th Anniversary with the Company, they will earn an additional 2 cents per mile*. Team drivers will earn an additional 1 cent per mile* for all team miles*.

*Calculated using Rand McNally Household Goods shortest route. This may be less than actual miles traveled.

OTR and Regional Van Driver Pay Scale - Option B

Effective: March 05, 2018

Verifiable Experience	Single	Team	Single
	OTR	OTR	REGIONAL
0-12 Months	\$ 0.3550	\$ 0.2050	\$ 0.3850
13 + Months	0.3900	0.2400	0.4200

NOTE:

- (1) Individual Team Drivers will be paid according to verifiable experience. The individual with the most seniority with the Company is the Lead Driver and accepts responsibility.
- (2) Military Veteran's providing a DD214 confirming an honorable discharge, will start out at the 13+ Months Rate of Pay, upon completion of any required training.
- (3) Requires Participation in company provided medical insurance programs.

REGIONAL DEFINITION FOR REGIONAL AND OTR DRIVERS AND REGIONAL PAY FOR OTR DRIVERS

A regional premium rate of 3.5 cents per mile* is paid to all single OTR mileage drivers (teams split) with loads having both an origin and a destination, as follows:

- 1) IA, IL, IN, KY, MI, MO, OH, TN, WI; or 2) AL, AR, GA, KY, MO, MS, NC, SC, TN, VA.

All other movements are paid to all drivers at the OTR rate.

ACCESSORIAL PAY

The following rates apply:

STOP-OFF OR PICK-UP	(Teams Split, excludes point of origin & final destination)	\$ 10.00 per stop
SWITCH-OUT	(Teams Split, excludes point of origin & final destination)	\$ 5.00 per switch
HOURLY DRIVING		\$ 16.40 per hour
DETENTION	(Not to exceed \$120 per 24 hour period-All qualifying customers)	\$ 15.00 per hour
LAYOVER	(After 24 hrs and every 24 hour period, thereafter, excluding Saturday, Sunday, Holiday)	\$ 96.00
BREAKDOWN	(After 24 hrs and every 24 hour period, thereafter, excluding Saturday, Sunday, Holiday)	\$ 96.00
UNLOADING	(All qualifying Customers - Teams Split)	\$ 70.00 per load
HAZMAT	(Teams Split)	\$ 40.00 per load
NYC (Zip Range 100-119)	(Teams Split)	\$175.00 per load
CANADA	On Ford Loads to Calgary, Alberta the amount is \$100 per load, all others at \$40 per load (Teams Split)	\$ 40.00 per load

TRAINING PAY

Drivers in training (including orientation) will be paid \$80 per day.

TRAINER PAY

Driver Trainer Pay will be paid \$40 per day.

RECRUITMENT BONUS

Employees that are responsible for the successful hire of a driver that has a minimum experience of 12 month, will be paid weekly 1 cent per mile (teams split) on all miles that the driver is paid on. This mileage bonus will be paid on each driver for a maximum of 3 years.

For those drivers with less than 12 months of experience that have to go through the company training program, when the driver has completed one year of driving with the company, the same program applies but limited to 2 years at 1 cent per mile (teams split).

HOLIDAY PAY

The first of the month following sixty days from full-time start date, you are eligible for holiday pay. The six paid holidays at \$100 each are New Years Day, Memorial Day, July 4th, Labor Day, Thanksgiving and Christmas. Drivers need not be on the road to collect but must be actively working and currently employed.

PAID VACATION

Full-time employees receive one week after one year, two weeks after five years, and three weeks after twenty years of service. Vacation pay is \$600 per week or \$120 per day.

ALTERNATIVE BENEFIT PAY

Those full-time drivers who want to maximize their mileage* pay and forego the standard Vacation Pay and Holiday Pay, at the drivers choice, may increase their base rate by: Years 0 to 5, 1.0 cents per mile* and years 6+, 1.5 cents per mile* for single drivers (Teams split).

Those full-time drivers who want to maximize their mileage* pay and forego the standard Medical Benefit, at the drivers choice, may increase their base rate by 2.0 cents per mile* for single drivers (Teams split).

MEDICAL INSURANCE

A.N. Webber, Inc. provides your choice of single or family health coverage. A substantial portion of the cost is paid for your benefit by the company. Weekly contributions deducted from your pay check are: Single \$42.25 or Family \$85.10 Please check with your recruiter or personnel manager for all details.

SAFETY AWARD

Single driver earns 1 cent per mile* and team driver 1/2 cents per mile* as recognition for safe driving with no minimum miles required. The safety award, less annual cumulative equipment and property damage claims, will be paid within sixty days of September 6th. Driver must be actively working and currently employed at September 6th.

BIRTHDAY PAY

Effective the first of the month following sixty days from full-time start date, you are eligible for Birthday Pay. You will receive an additional \$100 on your birthday.

TENURE PAY

After drivers achieve their 1st Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.

After drivers achieve their 5th Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.

After drivers achieve their 10th Anniversary with the Company, they will earn an additional 2 cents per mile*. Team drivers will earn an additional 1 cent per mile* for all team miles*.

After drivers achieve their 15th Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.

After drivers achieve their 20th Anniversary with the Company, they will earn an additional 2 cents per mile*. Team drivers will earn an additional 1 cent per mile* for all team miles*.

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OTR and Regional Van Driver Pay Scale - Option C

Effective: March 05, 2018

Verifiable Experience	Single	Team	Single
	OTR	OTR	REGIONAL
0-12 Months	\$ 0.3750	\$ 0.2150	\$ 0.4050
13 + Months	0.4100	0.2500	0.4400

NOTE:

- (1) Individual Team Drivers will be paid according to verifiable experience. The individual with the most seniority with the Company is the Lead Driver and accepts responsibility.
- (2) Military Veteran's providing a DD214 confirming an honorable discharge, will start out at the 13+ Months Rate of Pay, upon completion of any required training.
- (3) Requires Non Participation in company provided medical insurance programs.

REGIONAL DEFINITION FOR REGIONAL AND OTR DRIVERS AND REGIONAL PAY FOR OTR DRIVERS

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DETENTION	(Not to exceed \$120 per 24 hour period-All qualifying customers)	\$ 15.00 per hour
LAYOVER	(After 24 hrs and every 24 hour period, thereafter, excluding Saturday, Sunday, Holiday)	\$ 96.00
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UNLOADING	(All qualifying Customers - Teams Split)	\$ 70.00 per load
HAZMAT	(Teams Split)	\$ 40.00 per load
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TRAINING PAY

Drivers in training (including orientation) will be paid \$80 per day.

TRAINER PAY

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RECRUITMENT BONUS

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- After drivers achieve their 15th Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.
- After drivers achieve their 20th Anniversary with the Company, they will earn an additional 2 cents per mile*. Team drivers will earn an additional 1 cent per mile* for all team miles*.

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