

Pioneer Transportation, Ltd.

N2130 Hwy 17 * Merrill, WI 54452 * (715) 536 – 9789 * (800) 888 – 1214 * www.pioneertrans.com

DRIVER PAY SCHEDULE

- **2 years verifiable experience**-- \$.36 per mile. (\$.30 + \$.06 per Diem per mile).
- **3 years verifiable experience and 2 years of service**-- \$.29 + \$.07 per Diem per mile.
- **FLATBED - 2 years verifiable experience**-- \$.42 per mile. (\$.36 + \$.06 per Diem per mile).
- **Local drivers (full time)**-- \$.31/ mile, plus hourly (within 100 miles).
- **Local drivers (part time)**-- \$.30/ mile, plus hourly (within 100 miles).

Additional Pick Up(s) or Drop(s)-- \$12.50 each after the first of each, **FLATBED**-- \$25 each after the first of each.

Flatbed Tarp-- \$35.00

Unloading Pay--\$40.00-- (B/L must be signed "Driver Unload" and approved by Dispatch).

Layover Pay-- \$40.00 per day, (to be determined by Dispatch per occurrence)

Random Drug/Alcohol Test-- \$10.00

Cell Phone Reimbursement-- \$25.00/month

BONUS

- **1 ¼-cent Safety Bonus** – no accidents, tickets/warnings, or log violations, currently employed — paid quarterly.
- **1-cent North East Corridor Bonus**—(Maine, New Hampshire, Vermont, New York, New Jersey, Massachusetts, Connecticut, Pennsylvania, Rhode Island, Delaware and Maryland) Must be dispatched for pick up or delivery in any of the states listed above.
- **2-cent Mileage Bonus** - paid on \geq 10,000 miles in a 28 day calendar period – no log violations, currently employed – paid monthly.
- **Waive Health Insurance** – additional \$.01 per mile (if you waive health insurance through Pioneer Transportation.)

*** ALL MILES BASED ON RAND MCNALLY HHG MILES (Shortest Miles)**

HOLIDAY PAY

\$50.00 per day, available after 90 days of employment, 6 paid holidays per year. New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas Day. Time off for holidays must be scheduled as a vacation day to guarantee having off for the holiday. Seniority will be a factor in approving Holiday time off.

VACATION PAY

\$80.00 per day - must be scheduled and approved 30 days in advance *to guarantee vacation*. If your last day of vacation is on a Friday you are to check in with dispatch on Friday and be available for weekend dispatch. 1 day of vacation for every 22,000 miles driven. After 3 years of service 2 days for every 22,000 miles driving, after 8 years 3 days for every 22,000 miles driven after 15 years 4 days of vacation for every 22,000 driven, paid vacation.

401 K

\$.25 on every dollar up to 6% of wage, Employer matches up to 6%, annually. Driver eligible after 90 days of employment.

HEALTH INSURANCE

Health Insurance available after 60 days of employment; WPS insurance. Premiums *per week* are as follows: (A) \$2500 Deductible = \$99 per week Single Plan, or \$194 per week Family Plan. (B) \$5000 Deductible = \$74 per week Single Plan, or \$150 per week Family Plan. (Cost of plan may differ if current group plan changes.)

DENTAL INSURANCE

Dental Insurance available after 60 days of employment; Always Care insurance. \$1500 Annual Max, \$50.00 Deductible (waived on Preventative), Coverage @ 100/80/50. Premiums *per week* are as follows: Single = \$7.26, EE/Child = \$14.66, EE/Spouse = \$14.34, Family = \$23.11. (Cost of plan may differ if current group plan changes.)

Fuel cards (2) and keys (3) must be turned in upon termination or a deduction of \$50.00 each will be made from your final settlement.

Paychecks weekly (Direct deposit) * Mileage Bonus issued monthly * Safety Bonus issued quarterly.

Driver Signature

Date