



## Company Driver Pay Package – Canada & USA

### Mileage Rate:

**Base Rate:** \$0.45 per mile

**Oversize Premium:** \$0.02 per mile

**Loyalty Program:** Drivers will receive a yearly \$0.005 per mile increase on the anniversary of their hire date. They will receive this for continuous years of service to a maximum of \$0.04 per mile increase.

### Bonus:

**Sign On Bonus:** \$2000 sign on bonus. Paid \$1000 at 3 months & \$1000 at 6 months.

**Safety:** \$0.01 per mile safety bonus for miles driven when the driver remains accident, incident and violation free.

**Fuel:** \$0.01 per mile fuel target bonus for miles driven when the driver has met or exceeded parameters set by the company.

To be eligible to receive a bonus payment, you are required to be employed with Jardine Transport at the time the bonus payment is made.

Note: All miles based on PC Miler calculated miles using the most practical route.

### Accessorial Pay:

**Layover:** \$75 per layover

**Wait Time:** \$16.00 per hour

**Down Time:** \$16.00 per hour

**Newfoundland Ferry Crossing:** \$45 per crossing

**LTL Extra Pickups and Extra Deliveries:** \$15 each

**Tarping:** \$15 each

Holidays and Vacation Pay:

Company driver will be paid statutory holidays in accordance with the Federal Labour Standards code. Also, the company driver will earn 2 weeks vacation, to be taken at a time agreed to by the employer.

Health Benefits:

Employee to be eligible for health benefits after the 90 day waiting period has been completed.

Probationary Period:

All new hires are subject to a 90 day probationary period.