



Company Driver Pay Package

Mileage Rate:

All-In Mileage Rate: \$0.46 per mile

- This all-in mileage rate covers all normal layovers, waiting time, downtime, ferry crossings, pickups and drops.

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.

Bonuses:

Performance Bonus: Drivers will be compensated an additional **\$0.02 per mile** if they attain a minimum of 10,000 miles in a calendar month.

Safety Bonus: Drivers will be compensated an additional **\$0.01 per mile** if they remain accident, incident and violation free (to be assessed each quarter).

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

Additional Charges:

Layover: If there is a layover more than 2 days, the driver will receive \$75 for that layover.

Down Time: \$18.00 per hour, up to a maximum of 8 hours per day. This only applies when the tractor and/or trailer is being worked on at the repair shop.

- Scheduled Repairs – For all scheduled repairs, down time will only be paid after 3 hours.
- Preventable Repairs – For all over the road repairs that were preventable, down time will only be paid after 6 hours.

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