



Company Driver Pay Package

Base Rate:	Domestic	International
Per Practical Mile Pay	\$.36	\$.40
Safety / Utilization Bonus	<u>\$.02</u>	<u>\$.02</u>
Total (1st 100,000 miles)	\$.38	\$.42

Productivity / Recognition Pay—Based on Hi-Tech Express Experience

Base Rate Increase

100,000 miles +	\$.37	\$.41
250,000 miles +	\$.38	\$.42
500,000 miles +	\$.39	\$.43
750,000 miles +	\$.40	\$.44
1,000,000 miles +	\$.41	\$.45

Safety / Utilization Bonus	\$.02	\$.02
Potential Earnings	\$.43	\$.47

Border Crossing \$35.00 loaded / \$20.00 empty

City P&D / Labor \$18.00 per hour (when authorized by Supervisor)

Detention \$18.00 per hour after 4 hours (paid when Company gets paid)

Layover \$100.00 after 24 hours (only if delivered on time by the Company set delivery appointments, other than weekends)

Extra Stop Pay \$25.00 per stop, after the first pickup and/or more than one drop

Unload Assist \$50.00 paid or lumper supplied, must be pre-authorized by Supervisor

Holiday Pay \$75.00 per day, 6 major US holidays
(New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day)

Vacation Pay 1 week paid after one year of employment

Medical Insurance 50% of employee's medical premiums paid by the Company

Life Insurance \$25,000.00 premiums are paid by the Company

Referral Bonus \$500.00 paid after 30 days
\$500.00 paid after 90 days
\$1,000.00 paid in total

Orientation Pay \$150.00, paid on first pay check

Definitions

Tolls Tolls incurred on toll roads will only be reimbursed when the driver is following the Company's routing and it matches the driver's log books.

Border Crossing Crossing the Canada / United States border either northbound or southbound as per Company instructions.

Hi-Tech Express Inc.
1743 W. County Road C
Building A
Roseville, MN 55113
Toll-free: (800) 328-8350
Ph: (763) 537-1690
Fax: (763) 537-1692
www.hitechexpress.net

A MEMBER OF



Effective July 1, 2011