



Independent Contractor Pay Package

Base Rate:	Domestic	International
Per Practical Mile Pay	\$.94	\$.98
Safety / Utilization Bonus	<u>\$.02</u>	<u>\$.02</u>
Total (1st 100,000 miles)	\$.96	\$1.00
Empty Miles	\$.90	\$.90
Base Rate Increase		
100,000 miles +	\$.95	\$.99
250,000 miles +	\$.96	\$1.00
500,000 miles +	\$.97	\$1.01
750,000 miles +	\$.98	\$1.02
1,000,000 miles +	\$.99	\$1.03
Safety / Utilization Bonus	\$.02	\$.02
Potential Earnings	\$1.01	\$1.05
Fuel Surcharge—FSC	See Schedule A, reviewed/revised semi-monthly	
Border Crossing Pay	\$50.00 loaded, \$25.00 empty	
City P&D / Labor	\$30.00 per hour, authorization required	
Detention Pay	\$30.00 per hour / after 4 hours, paid when Company is paid	
Layover Pay	\$150.00 per day, after 24 hours	
Extra Stop Pay	\$30.00, after first pickup and/or more than one drop	
Unload Assist	\$50.00 paid or lumper supplied, must be authorized	
Referral Bonus	\$500.00 paid after 30 days <u>\$500.00 paid after 90 days</u> \$1,000.00 paid in total	
Orientation Pay	\$300.00, paid on first check	
License Plate	100% Company paid	
Satellite Communications	Free	
Collision / Bobtail Insurance	Available at Independent Contractor's expense	
Tolls / Permits	Paid, must be authorized	
Company Trailers	No charge	
Settlements	Paid semi-monthly	
Holdback Account	\$1,000.00 balance, required ongoing	

Definitions

Tolls	Tolls incurred on toll roads will only be reimbursed when the Contractor is following the Company's routing and it matches the Contractor's log books.
Border Crossing	Crossing the Canada / United States border either northbound or southbound as per Company instructions.

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