

MILEAGE PAY:

Paid for all routed miles using **PC Miler** with **PRACTICAL / 53' trailer** settings as follows:

Mileage Pay			
Experience	Base Zone	Green Zone	Red Zone
< 12 months	\$0.44	\$0.54	\$0.56
< 36 months	\$0.45	\$0.55	\$0.57
>36 months	\$0.46	\$0.56	\$0.58
Placarded +\$.04	Base	Green	Red
< 12 months	\$0.48	\$0.58	\$0.60
< 36 months	\$0.49	\$0.59	\$0.61
> 36 months	\$0.50	\$0.60	\$0.62
Team +\$.10	Base	Green	Red
< 12 months	\$0.54	\$0.64	\$0.66
< 36 months	\$0.55	\$0.65	\$0.67
> 36 months	\$0.56	\$0.66	\$0.68

MILEAGE PAY NOTES:

- The minimum mileage-pay for multiple stop same zip code is six (6) miles.

STOP PAY: (paid via proper form use)

Stop pay is paid for customer delivery, pick-up, delivery/pick-up or drop/hook per the following chart:

Stop Pay	
Amount	Service Area
+\$80.00	<ul style="list-style-type: none"> All NYC entry - Bronx, Brooklyn, Manhattan, Queens & on Long Island— Plus Stop Pay
\$25.00	<ul style="list-style-type: none"> All of Canada. Southern California, Arizona & Nevada, Eastern Seaboard, NYC, & Chicago defined areas by zip codes.
\$20.00	<ul style="list-style-type: none"> Toledo, Cleveland, Columbus, Cincinnati & Elkhart, S. Bend, Indianapolis & N. Louisville suburbs in Indiana defined areas by zip codes.
\$11.00	<ul style="list-style-type: none"> Stops in OH, IN, SC & NC (excluding Crown Plt to Plt moves in Ohio Region)
\$20.00	<ul style="list-style-type: none"> All other stops
\$8.00	<ul style="list-style-type: none"> Crown Plant to Plant moves in Ohio Region and J&M Moves
\$0.00	<ul style="list-style-type: none"> Terminals, drop lots or relays.

STOP PAY NOTES:

- Stop pay requires use of all forms, asset attach, depart terminal, customer arrive & departs, etc..., routine securement, proper customer and driver signatures with date, driver code notation and freight bill skid count or SLC or STC.

Missing or incomplete bills or delivery receipts will forfeit stop pay.

- Stop pay is forfeited if trailer is not swept clean and dunnage and nails are not removed.

TRIP CHECK IN:

Drivers **must check-in** each time they are at FTR or GSP terminals to have their bills reviewed. Paperwork must be turned in not less than weekly and/or each time you return to a terminal.

EXTRA PAY (Extra Pay Form Submission Required):

Paid in addition to stop pay with submission of an **Extra Pay Form**:

Extra Pay	
Amount	Service Type
\$21.50	<ul style="list-style-type: none"> Billable Hourly Detention Pay
\$5.25	<ul style="list-style-type: none"> Extra Trailer Move
\$20.00	<ul style="list-style-type: none"> Lift Gate Service
\$80.00	<ul style="list-style-type: none"> Canadian Border Crossings \$40.00 inbound and \$40.00 outbound
\$20.00	<ul style="list-style-type: none"> Quick Draw Softside Trailer
\$50.00	<ul style="list-style-type: none"> Tarpping or Untarpping an Open Flatbed Trailer
\$20.00	<ul style="list-style-type: none"> Minimum Weekend Pay
\$100.00	<ul style="list-style-type: none"> Layover Pay
\$1.00/1000	<ul style="list-style-type: none"> Freight Handling, Securement, Pulling Nails and Blocks
\$.08/mile	<ul style="list-style-type: none"> Oversize Permitted Trip Leg

EXTRA PAY NOTES:

- All extra pay, for approval and payment, must be requested while at the customer.
- Detention Pay** will only be considered if shipment is on scheduled time, business hours, Arrive/Depart times noted on bills and/or delivery receipts, arrive/depart forms have been sent and dispatch was notified. Eligibility for detention compensation occurs after – 1 HOUR for LTL loads and 2 HOURS Truckload.
- Container shipments** are eligible for Detention time after 2 hours sitting at a Container Yard. Rate is paid at \$21.50 per hour. Each container yard has a stop pay of \$20.00, with the exception of the Chicago and California area, where it is \$25.00. A premium will be paid at all IL and MI yards of \$30.00 in addition to stop pay and \$10.00 at all other container yards.
- Other hourly work must be pre-approved and will be paid at a rate of **\$21.50** per hour.
- Freight handling is paid at the per 1000 pound rate for loading, unloading, blocking, unblocking, chaining, unchaining any load involving lift trucks or haz mat.

- Routine securement is not paid and includes placing straps or blocks on rear of trailer, one or two blocks in front of or behind a skid. Strapping is also considered routine and is not paid. Lift truck attachments and chargers will not be paid unless there is haz mat on the skid, then the hazmat portion will be paid.
- Trailer moves are only paid if the trailer moved is **NOT** associated with the **inbound or outbound trailer**.
- If asked to go to a different location by the Customer, the move to the other location must be approved by dispatch so the extra stop can be billed to the customer and paid to the driver.
- Truckload shipments requiring drivers to physically handle cartons, boxes, packages, etc by transferring to a dock or tailgate pays a minimum of 40,000 lbs or \$40.00
- Layover is paid only after sitting for 24 hours**, away from home with no other compensation being paid. Layover will **NOT** be paid if the layover was a result of lateness or other event that could have been prevented by the driver or if layover as in the driver's home zone.
- Weekend Pay.** Any scheduled customer delivery or pick-up on a weekend pays a flat-rate of \$20 per day minimum or for all local work, \$5.00 per hour. Each in addition to mileage, stop and handling pay. The flat rate does not include terminal, drop lots or relays are not included.
- Drivers on assignments with a minimum weekly hourly pay guarantee are only eligible if the hours worked per week exceeds, 40 hours. Hourly rates are determined by job assignment and region. Hours worked are calculated by using weekly data from PeopleNet® Driving and On-duty Not Driving hours.
- Anything that has not been outlined here, needs to be approved from Operations before anything will be paid.

Loading/Unloading - in the trailer assisting with the movement of the freight on or off the trailer, with our without a pallet jack. Must be approved by dispatch.

Blocking/Unblocking – in the trailer securing freight with blocks; with or without a nail gun or crowbar.

Chaining/Unchaining – involved with any flatbed or softside loads. Drivers get paid the handling and the softside/tarpping for these loads.

PERFORMANCE BONUS:

Drivers are eligible for a quarterly performance bonus providing there are no

preventable accidents, no CSA violations, no tickets and safety training is completed for that quarter. Failure to report an accident would be considered a disqualification of the bonus. The bonus will be paid at **\$0.01 per mile**.

REFERRAL BONUS:

Our best source of recruiting is Driver Referrals from our own employees. If an employee refers a **Full Time** driver and the driver is hired, the referring employee will receive a **\$5,000 bonus**. The bonus will be paid out in \$1,000 increments once the new driver reaches the 2 month, 4 month, 6 month, 9 month and 12 month service dates.

For any referral we are able to make contact with, hired or not, your name will go into a monthly drawing for a prize valued at \$500.

WEEKLY PAYROLL:

All Driver pay will be processed automatically. The process requires proper use of all form messages, arrive, depart, asset attach, and extra pay requests. Each week begins on Sunday and ends on Saturday. All completed trips legs within this period will be processed for the next week's pay.

PERSONAL TIME OFF:

Paid Time Off – All drivers eligible for full-time benefits are automatically eligible for compensated **Personal Time-Off (PTO)**. Personal Time Off includes time for vacation, Holidays, medical leave or other personal leave. PTO will be paid after one year of service then every year thereafter on your anniversary. PTO pay can automatically be paid on your anniversary in one lump sum or you can defer payment until you take your vacation or other time off. **PTO/Vacation** pay is calculated using the average of your gross pay from the prior year. (gross pay/52 weeks/5 days= daily amount) See below chart for days paid.

Years of Service	Days Paid
1 yrs	5
2 yrs	10
3 yrs	10
4 yrs	12
5 yrs	12
6 yrs	13
7 yrs	13
8 yrs	14
9 yrs	14
10 yrs	15
11 yrs	15
12 yrs	17
13 yrs	17
14 yrs	17
15+ yrs	20

PTO/Holidays are paid on Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas and New Years after **60 days of service**. Holiday pay is calculated at \$100.00 a day.

PER DIEM PAY OPTIONS:

Each over-the-road driver has a voluntary pay option to convert 6 cents of their base mileage pay to a pre-tax reimbursable road expense. The 6 cents will be paid as a reimbursement reducing your federal, state and local tax burden.

SERVICE AWARDS:

We value all of our employees and feel we need to pay extra gratitude to those that have been with us for multiple years. Service awards are paid out at 3 years, 5 years, 10 years, 15 years, 20 years and 25 years.

FIDELITY FUNDS 401(k) PLAN:

After 60 days of employment, drivers are eligible for participation in the Cheeseman LLC 401(k) Plan. The plan is administered by Fidelity Investment Funds with several fund options available. The company will match your contribution at 50% of the first 4% that you contribute to the funds. At 10 years of service, the company will match your contribution at 75% of the first 4% that you contribute. The plan includes Roth, standard 401(k) deferrals and loan options.

COMPANY PAID BENEFITS:

Our basic **Life/AD&D** covers all fulltime employees in the amount of \$15,000.00. This coverage is **PROVIDED AT NO COST** to all fulltime employees that have met the eligibility requirements.

Our **Short Term Disability (STD)** covers all fulltime employees at 60% of your weekly earnings up to a maximum benefit of \$400 per week. Benefits are covered for sickness after a 14 day elimination period, accident after a 0 day elimination period and you are eligible to receive this coverage for a maximum period of 11 weeks. The STD coverage is **PROVIDED AT NO COST** to all fulltime employees that have met our eligibility requirements.

HEALTH INSURANCE:

Our health insurance is through: Group and Pension Administrators (GPA)
PO Box 749075
Dallas, TX 75374

We offer two health plans, one with a standard deductible and co-pays and a high deductible health plan. Both options have prescription plans. All preventive services on either plan are covered at 100%.

If you would like to see if your doctors are covered under our health plan please visit www.multiplan.com and check in the PHCS Network.

HEALTH INSURANCE CASH-OUT:

The Healthcare Cash-Out option is available after the 1st of the month following 60 days of employment or when you become eligible for benefits. New drivers choosing this option will waive healthcare coverage until the next open enrollment or if a qualifying event occurs. Those choosing this option will remain eligible for STD and Core Life Insurance and all Voluntary benefits including - Vision, Dental, Life/AD&D, AD&D, and Long Term Disability. Drivers choosing this option once eligible will be paid **\$300.00 per month**. This option is only available at hire or during the annual open enrollment.

VOLUNTARY BENEFITS:

We have the following voluntary benefits available for our employees. Dental, Vision, Life, Long Term Disability, Accidental Death and Dismemberment, Critical Illness and Accident. All full time employees are eligible to sign up for the benefits which will take effect the 1st of the month following 60 days of service.

NURSE NAVIGATOR:

If you have a facility that is refusing to accept our insurance, reach out to Nurse Navigator. They will negotiate with out-of-network providers, sometimes with a single case agreement, so it may still be possible to receive the treatment there.

Nurse Navigator will take a few additional steps to research providers to confirm their network status, that they are accepting new patients, their appointment availability and more.

Nurse Navigator can be reached at **800-843-6705 option 1** or by email at nursenavigator@gpatpa.com.

DRIVER SIGN ON BONUS:

Local Driver

Choice of \$300 taxable income or Amazon gift card after 60 days, \$200 after 120 days, \$800 after 180 days, \$200 after 270 days. Total: \$1,500.

Regional and OTR Driver

Choice of \$400 taxable income or Amazon gift card after 60 days, \$600 after 120 days, \$1000 after 180 days, \$1000 after 270 days. Total: \$3,000.

Team Driver

Choice of \$800 taxable income or Amazon gift card after 60 days, \$1200 after 120 days, \$2000 after 180 days, \$2000 after 270 days. Total: \$6,000.

We are able to get our Local drivers **Home Daily** and Over The Road drivers **Home Weekly** to see their family.

Start your career with us today!

www.cheeseman.com

800-762-5793