

# Working for Garner



## HOME TIME

1. **Work 5-6 days home 34-48 hours** -- Average 2100 to 2500 miles a week
2. **Work 4 days and off 4 days\*\*** — Average 1500 to 2000 miles a week

*\*\*4 on 4 off schedule availability varies by location*

## BENEFITS

- **Safety & Performance Bonus** – up to **\$0.02 per mile** based on Safety, Performance & Customer Service-Pays weekly
- **HAZMAT Endorsement pay**— earn **\$0.01 per mile** for ALL miles
- **Student Tuition Reimbursement** up to **\$100 per month of employment with a \$7000 maximum, applies to regional, over the road drivers only.** Certain restrictions may apply.
- **Detention pay** – **\$20 per hour** (Pay starts two hours after scheduled appointment time provided driver follows required reporting and documentation procedures.)
- **Free Training Program** – for truck driving school graduates. **Pay for training is \$95.00 per Day** (3 week minimum)

## VACATION

**Vacation Pay** (4 on 4 off only get 1 week)

6 Months — 1 Year	<b>3 days</b>
1 Year	<b>1 week / 5 days</b>
2 — 5 Years	<b>2 weeks / 10 days</b>
6 — 9 Years	<b>3 weeks / 15 days</b>
10+ Years	<b>4 weeks / 20 days</b>

*\*Drivers vacation pay is calculated on prior years' wages*

## GROUP BENEFITS

**Group Benefits** – Major Medical Coverage, Prescription, Dental, Life Insurance, Short Term Disability and a Discount Vision Program – Insurance options are an HSA plan. Cost for **Single Employee is \$29 per week; Employee and Spouse \$55 per week.; Employee and Child(ren) \$50 per week; Family is \$84 per week.**

Optional Supplemental Disability & Life Insurance is also available.

*Employees are eligible for insurance the first day of the month following 30 days of employment.*

Mackenzie Melton

419-427-3939

mmelton@garnertrucking.com

www.garnertrucking.com





Effective December 30, 2018

**MILEAGE PAY\***

Exp→	0-1 Yrs	1-2 Yrs	2-3 Yrs	3-4 Yrs	4-5 Yrs	5-6 Yrs	6-7 yrs	7-8 yrs	8-9 yrs	9-10 yrs	10+ yrs
Time↓											
Starting	0.40/mile	0.41/mile	0.42/mile	0.43/mile	0.44/mile	0.45/mile	0.46/mile	0.47/mile	0.48/mile	0.49/mile	0.50/mile
1 Yr.	0.41/mile	0.42/mile	0.43/mile	0.44/mile	0.45/mile	0.46/mile	0.47/mile	0.48/mile	0.49/mile	0.50/mile	
2 Yrs.	0.42/mile	0.43/mile	0.44/mile	0.45/mile	0.46/mile	0.47/mile	0.48/mile	0.49/mile	0.50/mile		
3 Yrs.	0.43/mile	0.44/mile	0.45/mile	0.46/mile	0.47/mile	0.48/mile	0.49/mile	0.50/mile			
4 Yrs.	0.44/mile	0.45/mile	0.46/mile	0.47/mile	0.48/mile	0.49/mile	0.50/mile				
5 Yrs.	0.45/mile	0.46/mile	0.47/mile	0.48/mile	0.49/mile	0.50/mile					
6 Yrs.	0.46/mile	0.47/mile	0.48/mile	0.49/mile	0.50/mile						
7 Yrs.	0.47/mile	0.48/mile	0.49/mile	0.50/mile							
8 Yrs.	0.48/mile	0.49/mile	0.50/mile								
9 Yrs.	0.49/mile	0.50/mile									
10 Yrs.	0.50/mile										

\*Above Pay Scale Does not include the Weekly \$0.02 Per Mile Safety Bonus  
 Total Max Pay with Bonus = \$0.52 per mile

Effective December 30, 2018

**4 ON 4 OFF MILEAGE PAY\***

Exp→	0-1 Yrs	1-2 Yrs	2-3 Yrs	3-4 Yrs	4-5 Yrs	5+ Years
Time↓						
Starting	0.40/mile	0.41/mile	0.42/mile	0.43/mile	0.44/mile	0.45/mile
1 Yr.	0.41/mile	0.42/mile	0.43/mile	0.44/mile	0.45/mile	
2 Yrs.	0.42/mile	0.43/mile	0.44/mile	0.45/mile		
3 Yrs.	0.43/mile	0.44/mile	0.45/mile			
4 Yrs.	0.44/mile	0.45/mile				
5 Yrs.	0.45/mile					

\*4 on 4 Off Pay Scale Does not include the Weekly \$0.02 Per Mile Safety Bonus  
 Total Max Pay with Bonus = \$0.47 per mile



**Garner Trucking**  
 9291 CR 313  
 Findlay, OH 45840  
 800-543-7349  
 www.garnertrucking.com