

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.
- **Free Training Program** – for truck driving school graduates. **Pay for training is \$125.00 per Day** (3 week minimum)

VACATION

**Drivers vacation pay is calculated on prior year's wages*

5X6 & Local Drivers	
Service Time	Vacation Time
6 months	1 week/5 days/40 hours
1 year	1 week/5 days/40 hours
2-3 years	2 weeks/10 days/80 hours
4 years	3 weeks/15 days/120 hours
5+ years	4 weeks/20 days/160 hours

4x4 Driver	
1+ Year	1 week/5 days/40 hours

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 employment.

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MILEAGE PAY

5x6 Driver Pay Scale

Total Verifiable Experience	0-1 Yrs.	1-2 Yrs.	2-3 Yrs.	3-4 Yrs.	4-5 Yrs.	5+ Yrs.
Cents Per Mile	\$0.43	\$0.45	\$0.47	\$0.49	\$0.51	\$0.54

Above Pay Scale does not include the weekly \$0.02 per mile Safety & Performance Bonus nor does it include the \$0.01 per mile HAZMAT Endorsement Pay, If applicable

4x4 Driver Pay Scale

Total Verifiable Experience	0-1 Yrs.	1-2 Yrs.	2-3 Yrs.	3-4 Yrs.	4-5+ Yrs.
Cents Per Mile	\$0.43	\$0.44	\$0.45	\$0.46	\$0.48

Above Pay Scale does not include the weekly \$0.02 per mile Safety & Performance Bonus nor does it include the \$0.01 per mile HAZMAT Endorsement Pay, If applicable

**Effective October 3, 2021



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