

Working for Garner



HOME TIME

1. **Work 5-6 days home 34-48 hours** -- Average 2,100 to 2,500 miles a week
2. **5 day schedules**—Sun through Thur, Mon through Fri, Tues through Sat
3. **Work 4 days and off 4 days** — Average 1,900 miles weekly

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
- **Performance Reward** incentive— earn up to **\$0.04 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.

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 (2100—2500 miles avg) & OTR

Total verifiable experience	0-1 Yrs	1-2 Yrs	2-3 Yrs	3-4 Yrs	4-5 Yrs	5+ Years
Cents per mile	0.44 CPM	0.46 CPM	0.48 CPM	0.50 CPM	0.52 CPM	0.55 CPM
Safety and Performance bonus*	0.02 CPM	0.02 CPM	0.02 CPM	0.02 CPM	0.02 CPM	0.02 CPM
Hazmat*	0.01 CPM	0.01 CPM	0.01 CPM	0.01 CPM	0.01 CPM	0.01 CPM
Driver Reward Program**	0.04 cpm	0.04 cpm	0.04 cpm	0.04 cpm	0.04 cpm	0.04 cpm
Total	0.51CPM	0.53CPM	0.55CPM	0.57CPM	0.59CPM	0.62CPM

4x4 Driver Pay Scale (1,900 miles avg)

Total verifiable experience	0-1 Yrs	1-2 Yrs	2-3 Yrs	3-4 Yrs	4-5+ Yrs
Cents per mile	0.43CPM	0.45CPM	0.47CPM	0.49CPM	0.51CPM
Safety and Performance bonus*	0.02CPM	0.02CPM	0.02CPM	0.02CPM	0.02CPM
Hazmat*	0.01CPM	0.01CPM	0.01CPM	0.01CPM	0.01CPM
Driver Reward Program* **	0.04cpm	0.04cpm	0.04cpm	0.04cpm	0.04cpm
Total	0.50CPM	0.52PM	0.54CPM	0.56PM	0.58CPM

\$0.02 CPM SAFETY & PERFORMANCE BONUS*

Typically 95% of fleet receive this bonus

\$0.01 CPM HAZMAT ENDORSEMENT INCENTIVE*

Currently 20% of the fleet receive this incentive

\$0.04 CPM DELIVERING EXCELLENCE PERFORMANCE REWARD PROGRAM**

Fuel at least 70% at Garner shop \$0.01cpm
 MPG \$0.01—\$0.02cpm
 Zero SmartDrive camera triggers \$0.01cpm
\$0.04 CPM

Typically 49% of fleet receive this reward
 Typically 40% of fleet receive this reward
 Typically 90% of fleet receive this reward

*If applicable



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