

PRE-EMPLOYMENT DRIVER QUALIFICATIONS

QUALIFICATIONS:	DRIVER CLASS			
	SPECIALIST	PRO	ACE	INSTRUCTOR
Clean 2-year MVR	✓			✓
Clean 3-year MVR		✓	✓	✓
2+ years of recent experience		✓	✓	✓
5+ years of recent experience			✓	✓
Pass orientation with A		✓	✓	✓
2 positive references		✓	✓	✓
3 positive references			✓	✓
N - Endorsement		✓	✓	✓
Follows company Operating Procedures*		✓	✓	✓
Exceeds company Operating Procedures*			✓	✓
Fleet Manager's endorsement			✓	✓
1-year with Motor Supply				✓
Compensation from GROSS revenue	23-24%	24-25%	25-27%	27-28%
Annual Safety Deposit Multiplier**	50%	75%	100%	100%

* Standard Operating Procedures include Safety, On-time, Inspection, Logbook and other policies

** Safety Deposit Multiplier

(1) Drivers may opt to add \$100 monthly to their Safety Deposit

(2) At the end of each October, the unused deposit is multiplied by 50-100% depending on the Driver Class and paid out in cash

BONUS PLAN

Meeting monthly revenue target

+0.25% to you compensation permanently **or** **\$300 cash**

Employee of the month award

Individual one-time bonus

Pro/Ace Driver referral

+\$500 safety deposit

Level-3 DOT Inspection

+\$100 safety deposit

Level-2 DOT Inspection

+\$150 safety deposit

Level-1 DOT Inspection

+\$200 safety deposit

Safe Driver Award

TVC Pro subscription

CAREER PATH

EACH YEAR WITH THE COMPANY

+0.5%

AND



TO YOUR %
FROM GROSS
COMPENSATION

PROMOTION
TO THE NEXT
DRIVER CLASS***

*** Contingent on meeting the corresponding Driver Class Qualifications