

OTR DRIVER CLASSES

QUALIFICATIONS	SPECIALIST	PRO	ACE	INSTRUCTOR
Clean 2-year MVR	✓	✓	✓	✓
Clean 3-year MVR		✓	✓	✓
2+ years of recent experience	✓	✓	✓	✓
5+ years of recent experience			✓	✓
3 Positive References		✓	✓	✓
N Endorsement		✓	✓	✓
*Follows Company SOPs		✓	✓	✓
*Exceeds Company SOPs			✓	✓
Fleet Manager's Endorsement			✓	✓
1 year with Motor Supply				✓
Compensations from GROSS Rev.	23-24%	24-25%	25-26%	**27-28%
***Annual Safety Deposit Multiplier	50%	75%	100%	100%

* "Standard Operating Procedures" are company policies and procedures.

**27%+ is given only while an Instructor level driver is actively teaching/training other drivers.

***Safety Deposit Multiplier refers to Motor Supply's Safety Deposit Fund optional program for drivers.



OTR DRIVER BONUS PLAN

*Meeting Monthly Load Target	+ .25% to your compensation permanently or \$300 one-time cash bonus
**DOT Inspection Bonus	Level 1 Pass +\$200 deposit into driver's Safety Deposit Fund Level 2 Pass +\$150 deposit into driver's Safety Deposit Fund Level 3 Pass +\$100 deposit into driver's Safety Deposit Fund
***Driver Referral Bonus	One time +\$250 cash bonus or +\$500 deposit into driver's Safety Deposit Fund
Driver of the Month Award	One time +\$250 cash bonus or deposit into driver's Safety Deposit Fund

*+.25% increase stops at the top of the driver's Driver Class corresponding %. Driver must be promoted to the next class in order to continue receiving .25% increases.

**Inspection Bonuses go into the driver's Safety Deposit Fund ONLY

***Given after the referred driver has been with the company for 30 days.

CAREER BONUS INCREASES

After 1 Year with Motor Supply	Up to .5% to your compensation and promotion to the next Driver Class pending a performance review.	Company covers 50% of OAI
After 2 Years with Motor Supply		Company covers 75% of OAI
After 3 Years with Motor Supply		Company covers 100% of OAI