

LOCAL DRIVER CLASSES

Compensation Range (per Full Load)	*Class	+14 hour shift	Half Load Rate	Safety Deposit Multiplier
\$250-\$265	Specialist	\$25 per hour pro rated	Half of Full Load Rate	50% match
\$265-\$285	Pro	\$25 per hour pro rated	Half of Full Load Rate	75% match
\$285-\$300	Ace	\$25 per hour pro rated	Half of Full Load Rate	100% match
After 1 Year with Motor Supply	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	

**Local drivers are placed into a Driver Class based on their experience, qualifications, and how well they do during the hiring interviews and orientation.*

LOCAL DRIVER CLASSES

QUALIFICATIONS	SPECIALIST	PRO	ACE
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			✓

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

LOCAL DRIVER BONUS PLAN

***Meeting Monthly Load Target**

1st Time Driver Hits	+\$175
2nd Time Driver Hits	+\$200
3rd Time Driver Hits	+\$225
4th Time Driver Hits	+\$250
5th Time Driver Hits	+\$275
6th Time Driver Hits	+\$300
Every time after	+\$300

**Driver can take the bonus as cash or it can be deposited into their Safety Deposit Fund.*

LOCAL DRIVER BONUS PLAN

***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 (given after the referred driver is with the company for 30 days)

Driver of the Month Award

One time +\$250 cash bonus or deposit into driver's Safety Deposit Fund

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