

# LOCAL DRIVER CLASSES

Compensation Range (per day)	*Class	+14 hour shift	Half Day Rate	Safety Deposit Multiplier
\$250-\$275	Specialist	\$25 per hour pro rated	Half of Full Day Rate	50% match
\$276-\$330	Pro	\$25 per hour pro rated	Half of Full Day Rate	75% match
\$331-\$350	Ace	\$25 per hour pro rated	Half of Full Day Rate	100% match

After 1 Year with Motor Supply	<b>Promotion to the next driver class pending a performance review</b>	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 include Safety, On-time, Inspection, Logbook and other policies.

# LOCAL DRIVER BONUS PLAN

**\*Meeting Monthly Load Target**

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

*Local driver MLT is running 5 days per week, 20 days for the month (if a half day is given by Motor Supply, the day goes towards MLT)*

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

# 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

## \*\*The Boring Safe Driver Award

1 Year TVC Pro Subscription

## 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*

*\*\*Given annually to the company's safest driver and lasts for a period of 1 year. Given in honor of Mr. Boring, the company's safest driver who was "living the dream"*