

# 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          | ✓          | ✓   | ✓   |
| 5+ years of clean work history |            | ✓   | ✓   |
| *Follows Company SOPs          | ✓          | ✓   | ✓   |
| *Exceeds Company SOPs          |            | ✓   | ✓   |
| Fleet Manager's Endorsement    |            |     | ✓   |
| 1 year with Motor Supply       |            |     | ✓   |

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

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| 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     | <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 |                            |

*\*\*All annual bonus increases are contingent on a performance review*

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

# 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

\$500 after the referred driver's first 30 days and \$500 after the driver's first 60 days

## Monthly S.E.P. Targets

Up to \$350 one-time cash bonus

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