



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 include Safety, On-time, Inspection, Logbook and other policies.

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

***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



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 |
| ***The Boring Safe Driver Award | 1 Year TVC Pro Subscription |

*+.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.

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

***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".

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 |

