

# 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			✓	✓
5+ years of clean work history			✓	✓
*Follows Company SOPs		✓	✓	✓
Chief Operating Officer's Approval			✓	✓
1 year with Motor Supply				✓
Compensations from GROSS Rev.	23-24%	24-25%	25%-27%	27-28%
**Annual Safety Deposit Multiplier	50%	75%	100%	100%

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

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



# OTR DRIVER BONUS PLAN

<b>Monthly S.E.P. Targets</b>	Up to +.25% to your compensation permanently or \$350 one-time cash bonus
<b>*DOT Inspection Bonus</b>	<b>Level 1 Pass</b> +\$200 deposit into driver's Safety Deposit Fund <b>Level 2 Pass</b> +\$150 deposit into driver's Safety Deposit Fund <b>Level 3 Pass</b> +\$100 deposit into driver's Safety Deposit Fund
<b>Driver Referral Bonus</b>	\$500 after the referred driver's first 30 days on the road and \$500 after the driver's first 60 days on the road

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

## \*\* CAREER BONUS INCREASES

After 1 Year with Motor Supply	<b>Up to .5% to your compensation and 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 career bonus increases are contingent on a performance review*