

<b>Base Compensation</b>	
<b>Longhaul Drivers:</b>	
Mileage Rate – Canadian miles	<b>\$0.40</b>
Mileage Rate – USA miles	<b>Base + \$0.05</b>
Mileage Rate – Newfoundland miles	<b>Base + \$0.07</b>
<b>Under Two years' experience</b>	<b>\$0.38</b>
<b>Local Drivers:</b>	
<b>Stellarton:</b>	
<b>Full-time</b>	<b>\$0.38</b>
<b>Part-time</b>	<b>\$0.36</b>
<b>Less than 2 years' experience</b>	<b>\$0.36</b>
<b>Pickup and waiting time</b>	<b>\$10.40/hr</b>
<b>Rate/drop – all drops</b>	<b>\$10.00</b>
<b>Yard Shunt</b>	<b>\$5.00</b>
<b>All Other Shunts</b>	<b>Mileage + \$7.50</b>
<b>Debert:</b>	
<b>Full-time</b>	<b>\$0.40</b>
<b>Part-time</b>	<b>\$0.38</b>
<b>Less than 2 years' experience</b>	<b>\$0.38</b>
<b>Rate/drop – all drops</b>	<b>\$10.00</b>
<b>Yard Shunt</b>	<b>\$5.00</b>
<b>All Other Shunts</b>	<b>Mileage + \$7.50</b>
<b>Pay for Continuous FulltimeService :</b>	
<b>Following 1 year</b>	<b>Base + 1.0 Cent</b>
<b>Following 3 years</b>	<b>Base + 1.5 Cents</b>
<b>Following 5 years</b>	<b>Base + 2.0 Cents</b>
<b>Following 7 years</b>	<b>Base + 3.0 Cents</b>
<b>Following 10 years</b>	<b>Base + 4.0 Cents</b>
<b>Longhaul Compensation Rates - Accessorial</b>	
<b>City rate</b>	\$17.00 hour when approved by the Mississauga Terminal
<b>Picks &amp; Drops</b>	\$20.00 each after the first (more than 3 and all are paid)
<b>Yard Shunts</b>	\$5.00 each
<b>Layovers</b>	\$50 for 24 hours when waiting for dispatch away from home terminal and driver has hours available
<b>Detention</b>	When a driver has a Scotsburn Ice cream load or a High Liner Foods load, the truck will be paid waiting time if the driver arrives on time for delivery and waits more than 2 complete hours to unload. Must be reported to dispatch. All other situations to be reviewed with Dispatch.
<b>USA Port waiting fee</b>	\$50 after four hours waiting at the Port.
<b>NL Ferry Crossing</b>	\$50 + Paid Berth
<b>NL Ferry Waiting time</b>	\$100 after 24 hrs
<b>Company Funded Pension Plan</b>	3.0% of annual salary paid to a Retirement Plan. After 6 month continuous work for fulltime drivers.
<b>Company Benefits</b>	Medical, Dental, Eye Wear, Drug. 50% of monthly rate paid by Company. After 3 months continuous employment for fulltime drivers.
<b>Mileage</b>	Paid by Connors Transfer by PC Miler Practical Miles (city center – city center). Drivers are expected to obtain 11,500 miles/month.

Driver Signature \_\_\_\_\_ Connors Signature \_\_\_\_\_ Date \_\_\_\_\_