

# Connors Transfer Limited Company Driver Pay Rates

January 19, 2023

<b>Local Base Compensation</b>	
<b>Stellarton:</b>	
Mileage Rate	\$0.48
Pickup and waiting time	\$20.00/hr
Rate/drop – all drops	\$20.00
Yard Shunt	\$5.00
All Other Shunts	Mileage + \$7.50
<b>Debert:</b>	
Mileage Rate	\$0.50
Rate/drop – all drops	\$20.00
Detention / waiting time	\$20.00/hr
Yard Shunt	\$5.00
All Other Shunts	Mileage + \$7.50
<b>Pay for Continuous Full-Time Service</b>	
Following 1 year	Base + 1.0 Cent
Following 3 years	Base + 1.5 Cents
Following 5 years	Base + 2.0 Cents
Following 7 years	Base + 3.0 Cents
Following 10 years	Base + 4.0 Cents
<b>Compensation Rates - Accessorial</b>	
<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>Fuel Bonus Program</b>	Drivers who meet the MPG, Idle % and mileage targets for each quarter are eligible to earn an additional \$0.02/mile for all miles run in the qualifying quarter. This bonus is calculated and paid quarterly
<b>Mileage</b>	Paid by Connors Transfer by PC Miler Practical Miles (city center – city center). Drivers are expected to obtain 8,000 miles/month.
<b>Referral Bonus</b>	\$1000.00 paid to existing driver when they refer a driver, bonus is paid after referred driver completes 6 months full time employment
<b>Orientation Fee</b>	\$265.00 for completion of orientation and all assigned Carriers Edge Courses

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