

Employee Compensation, Wages and Expense Reimbursements

To receive your pay as quickly as possible, trip paperwork should be submitted as soon as possible after delivery to the consignee. Delivery of a load consists of delivery to the customer or to a relay location, directed by dispatch, such as a terminal, drop yard or truck stop. Delivery is not considered to be complete for pay purposes until the paperwork is turned in.

“Normal Work Duties”

“Normal duties of a driver include but are not limited to pre-trip and post-trip inspections, fueling, driving, travel and waiting time, attending safety and other company meetings, submitting to drug, alcohol, and other forms of testing, completing paperwork, loading and unloading the freight. Drivers are compensated on a percentage or mileage basis using a mileage guide (not actual or hub miles) for these normal duties and do not receive any additional amounts over the mileage pay for performance of these normal duties, unless otherwise specifically set forth in the Driver Handbook”.

Compensation

Company OTR Drivers will be asked to sign an additional starting wage rate acknowledgement, which lists starting wage based on verified applicable experience at time of hire.

Pay Schedules for Company Employees

OTR BULK – HOPPER-BOTTOM & END-DUMP			LOCAL		OTR DRY-VAN	
Verified Bulk Experience	W/out HME	With HME	Tenure	Hourly	Experience	CPM
0-5 Months	25%	26%	Start	\$19.00	12+ Months	\$ 0.500
06-11 Months	25.5%	26.5%	90-days	\$19.25		
12-23 Months	26%	27%	6-months	\$19.50		
24-35 Months	26.5%	27.5%	1-year	\$20.00		
36-47 Months	27%	28%	2-years	\$20.50		
48+ Months	27.5%	28.5%	3-years	\$21.00		

Note: there is a \$1.00 differential for SEMO based 2nd-shift hourly pay and a \$2.00 differential for STL area-based drivers.

Driver Bonus Programs:

* All bonuses are forfeit if the driver has past due or delinquent training requirements or is currently on probation for accidents/incidents.

** Weekly OTR Van Performance Bonuses are guaranteed for the 1st 2-weeks to allow a driver time to adjust to routes/schedules.

*** Weekly Safety Bonuses are guaranteed for the 1st 2-weeks to enable a driver to learn the GreenZone scoring system.

CO OTR Bulk - Weekly Safety Bonus:

- 2.0% of revenue, if weekly GreenZone Score = 950 +

CO Local Hourly - Weekly Safety Bonus:

- \$50.00 flat rate, if weekly GreenZone Score = 950+

CO OTR Van - Weekly Safety Bonus =

- \$0.050 cpm, if weekly GreenZone Score = 950 +

CO OTR Van - Weekly Performance Bonus =

- \$0.050 cpm, if weekly average miles = 2500+

CO OTR Van - Hazmat = \$0.03 cpm on all loaded hazmat miles.

Company employee demurrage = \$20.00 per hour.

Mentor Training pay = \$50.00 per day while training.

IC Bulk - Weekly Safety Bonus:

- 2.0% of revenue, if weekly GreenZone Score = 950 +

IC Van - Weekly Safety Bonus =

- 1.0% of revenue, if weekly GreenZone Score = 950 +

IC Van - Weekly Performance Bonus =

- 1.0% of revenue, if weekly average miles = 2500+

IC Van - Weekly Safety Bonus =

- \$0.050 cpm, if weekly GreenZone Score = 950 +

IC Van - Weekly Performance Bonus =

- \$0.050 cpm, if weekly average miles = 2500+

*** Note: Rate does not reflect any additional pay, including but not limited to demurrage or bonus pay.

Exx: Experienced Driver (xx = verified months of experience)

Exx: I am an experienced driver with a starting wage rate of _____ CPM or _____ % AGR.

Driver Signature

Date

Reviewer Signature

Date

Driver Acknowledgement of Starting Wage and Current Pay Scale

Employee Compensation, Bonuses, Demurrage and Guaranteed Pay

Demurrage Policy – Company Employee

This Demurrage Policy is intended to provide our team member drivers with the assurance that we value their time away from home. Our policy is based on current FMCSA Hours of Service regulations.

All forms of demurrage pay are based on the premise of the driver's 14-hour on-duty time and available hours remaining on the driver's shift. Should changes to the HOS regulations occur, this policy may be revised accordingly. To receive demurrage, the driver must turn in a demurrage ticket with their trip paperwork, via the current trip scanning app being used by the company.

Management reserves the right to change or amend this policy at any time for reasons they deem necessary.

Detention and Layover:

- This policy is intended to reimburse for extended time incurred due to customer delays.
 - OTR drivers – Customer has 2 hours from scheduled loading/unloading appointment.
 - Local drivers – Customer has 1 hour from scheduled loading/unloading appointment.
- Payable only for hour's driver has available based on driver's RODS.
- This policy does not reimburse for time in "Off-duty" or "Sleeper-berth" status.

**Reimbursements will not be made while driver is at home during inclement weather or awaiting dispatch. Nor will reimbursement be made for missing a loading/unloading appointment.

Cancelled Loads:

- Should a customer cancel a load after the Team Member has been dispatched and is enroute to the shipper, Team Member will be reimbursed for the total driving time along with any additional waiting time for another dispatch.

Mechanical Breakdowns:

- This policy is intended to cover mechanical breakdowns that occur when the driver is away from the terminal. Scheduled Maintenance (service work) is not covered under this policy.

Hotel Reimbursement:

- If equipment is in the shop and/or unavailable for Team Member to sleep in, Buchheit Logistics will provide reimbursement for a pre-approved hotel stay. If not pre-approved by management, management reserves the right to deny reimbursement.
- If Team Member is in a "Day Cab" and is dispatched overnight, a pre-approved hotel stay will be reimbursed.

Employee Compensation, Bonuses, Demurrage and Guaranteed Pay

Driver Guaranteed Pay Program

Buchheit Logistics provides a Guaranteed Pay Program to its company drivers based on the criteria listed below. Since Buchheit pays its drivers weekly, the Guarantee Pay Program is a weekly program and is based on gross earnings, not net pay.

In such instances where there is a pay shortage due to a timing issue, this program will not be applicable. For instance, a high mileage load that delivers on the following Monday, which is a different pay period.

Buchheit cannot apply the guaranteed minimum in instances where there is extreme weather or national emergency. Though the company would not expect a driver to operate in unsafe conditions, it also cannot guarantee a minimum in such extreme circumstances.

The guaranteed pay amount is subject to change as deemed necessary by management.

Gross pay calculations will be calculated to include all the following:

- Hourly, Percentage, Mileage or Flat Rate Pay including weekly bonuses based on such.
- Detention Pay, Lay-over or Breakdown pay.
- Any additional pay for deadhead.
- Drop and Hook pay or Extra Stop pay.
- Vacation Pay and Holiday pay.
- Bereavement Pay.
- Jury or Witness Duty pay.

**Sign-On and Referral bonus as well as any one-time monthly/quarterly or annual bonuses, expense reimbursements or daily *Mentor/Training* pay are not figured into weekly gross pay.

***OTR Training \$1500.00 weekly**

***OTR Drivers \$1000.00 weekly**

***Local Drivers \$900.00 weekly**

*Drivers “normal” duties will dictate OTR or Local rate.

To be eligible to receive the minimum guarantee:

- All paperwork must be received for the previous week via approved document scanning.
- Driver must be available for dispatch a minimum of (5) *full shifts* during the pay period.
- Driver must not turn down *any* legally dispatched freight regardless of equipment type.
- Driver must not have *any* Late Deliveries or Service Failures.
- Driver must not have *any* past due or delinquent training.
- Driver must not have a *preventable* accident or incident during the pay period.
- Mentor/Trainer must be with a mentee/trainee a minimum of (5) *full shifts* during the pay period.