

DECKER TRUCK LINE, INC.

Company Driver Compensation Reefer/Van - West Division

COMPENSATION:

Over The Road Starting Pay Rates for Reefer/Van Drivers:

(Includes \$.08 per diem)

# of Jobs					
6 or more	32	31	--	--	--
5	34	32	--	--	--
4	34	33	--	--	--
3	34	33	32	31	30
2	35	34	33	32	31
1	35	34	33	32	31
	8+	6 & 7	4 & 5	3	1 & 2

Years of Driving Experience

- _ Increase in Pay – 1/2 ¢ per mile paid annually on anniversary date with a cap at \$.39 per mile.
- _ East Coast Pay – loads delivering East of I-81 (origins West of Mississippi River) - \$50.00
- loads delivering East of I-81 (all other origins) - \$25.00
- _ Stop Pay (excluding load origin and final delivery) - \$15.00 for each additional pickup or delivery.
- _ Idle Pay - \$.01 per mile for idle time less than 10% - paid quarterly.
- _ HazMat Pay – An additional \$50.00 per load will be paid on all placarded HazMat loads.
- _ Trailer Washout Pay – \$10.00 for an authorized vendor washout, or a driver will receive \$15.00 for a “self trailer washout”.
- _ Detention Pay - \$15.00 an hour when billed - maximum of \$150.00.
- _ Layover Pay – after 24 hours of layover, at no fault of the driver, driver qualifies for \$60.00 layover pay. Subsequent 24-hour periods of layover, driver qualifies for an additional \$100.00. Layover pay is subject to Operation’s discretion and can be adjusted under special circumstances.

BENEFITS AND PAID VACATION:

For Company Drivers we offer a complete benefit package. Benefits include:

After 90 Days of Employment:

Disability Insurance (short term and long term)
Life Insurance (basic coverage at no charge; supplemental available at cost)
Health Insurance
Dental Insurance
Vision Insurance
Cancer Insurance
401K Retirement Plan
Flex Benefits Plan

After One Year of Employment:

Vacation: one week after one year of service and annually thereafter; two weeks after three years of service and annually thereafter; three weeks after ten years of service and annually thereafter.

In Addition, We Offer:

Transportation and lodging for orientation
PrePass Plus for tolls and scales
We pay lumpers
Rider program
Weekly payroll and direct deposit
TripPak Express