

**Market Transport Ltd.  
Company Driver  
Pay & Benefit Program  
February 1, 2008**

**Pay for Experience- \$.35 to \$.38 cents per mile to start**

Consideration will be given to drivers with more than Market Transports minimum required driving experience. Drivers may receive “Years of Service” credit for previous experience, up to a maximum of four.

**Linehaul Rate**

<b>Years of Service + Credit</b>	<b>Solo * Solo Bonus **</b>	<b>Team ** Team Bonus ***</b>
Start	0.35/ Mile	0.41/Mile
1	0.36	0.42
2	0.37	0.43
3	0.375	0.44
4	0.38	0.45
5	0.385	0.455
6	0.39	0.46
7	0.395	0.465
8	0.40	0.47
9	0.405	0.475
10	0.41	0.48
15	0.42	0.49

**\* Solo Drivers Bonus-** Solo Drivers will receive an additional Two cents (\$0.02) per mile bonus on all compensable dispatched miles during the calendar month once the solo driver achieves in excess of 9001 miles in the calendar month. This pay is in addition to all regular pay, and is paid by the last day of the following month for the previous months compensable miles.

**\*\* Total rate for teams.** Each individual would receive half of this amount.

**\*\*\* Team Bonus-** Permanently assigned Team Drivers will receive an additional Four cents (\$0.04) per mile bonus on all compensable dispatched miles during the calendar month once the Permanently assigned team achieves in excess of 16,001 miles in the calendar month. This pay is in addition to all regular pay, and is paid by the last day of the following month for the previous months compensable miles.

**Linehaul Hourly Rate: \$12.00/ Hour**

**Portland Local Rate**

<b>Years + Credit</b>	<b>Hourly Rate</b>	<b>Years</b>	<b>Hourly Rate</b>
<b>Start</b>	<b>\$14.75</b>		
<b>1</b>	<b>\$15.00</b>	<b>7</b>	<b>\$16.00</b>
<b>3</b>	<b>\$15.25</b>	<b>10</b>	<b>\$16.50</b>
<b>5</b>	<b>\$15.50</b>	<b>15</b>	<b>\$16.75</b>

**Hostling Pay** (Clackamas)

Portland Local Scale plus additional \$1.50 per Hour.

**Student Trainees**

A Student if approved will be teamed and paid \$.14 / mile for all dispatched miles.  
Hourly Rate is \$10.00

**Loading/Unloading** (Line and Short Line)

**Physical Loading/Unloading**

Full Truckload \$80.00\*  
75% of load \$60.00\*  
50% of load \$40.00\*  
25% of load \$20.00\*

**Mechanical Loading/Unloading** \$20.00\*

**Supervisory Loading/Unloading** \$10.00\*

**Detention:** After two hours,  
Maximum of 6 hours \$12.00 /hour

**Additional Items**

Stops in transit, Linehaul: (Per stop, excluding origin and destination)

1<sup>st</sup> stop - \$10.00

2<sup>nd</sup> stop - \$15.00

3<sup>rd</sup> stop - \$20.00

4<sup>th</sup> stop - \$25.00

Escalating \$5.00 per stop to a maximum of \$50.00

Teams: above amount paid per driver

**Chain-Up** – per occurrence \$15.00\*

**Layover** – Per night \$20.00

\* Total rate for Teams. Each individual would receive half of this amount.

**Puyallup, WA**

\$25 for all loads originating out of Fred Meyer Distribution Center in Puyallup, WA and delivering to outlying Fred Meyer stores, within 135 loaded run miles. The same pay will be made for back-haul loads (excluding store returns) to the Puyallup Distribution Center\*

Unloading for loads originating out of Fred Meyer Distribution Center in Puyallup and delivering to outlying stores, within 135 loaded run miles, will be paid at \$20.00 for entire load. The same pay will be made for loading back-haul loads (excluding store returns) destined to the Puyallup Distribution Center.

Stops in transit will be paid at \$10.00 per stop.

**Double Trailer Double Dock (DTDD)**

Market Transport will continue to pay a full stop at the 33 designated QFC stores where a company driver is required to drop 2<sup>nd</sup> trailer off site, on remaining QFC stores where you are required to break a set and put both trailers to the dock, drivers will be paid "Split Delivery" or Split Stop of \$5.00. Pay is authorized when drivers drop double trailers at QFC and put both trailers to the dock.

**Chehalis, WA**

\$20.00 for unloading loads originating out of Fred Meyer Distribution Center in Chehalis, WA and delivering to outlying stores, within 200 loaded run miles. The same pay will be made for loading back haul loads (excluding store returns) destined to the Chehalis Distribution Center.

Stops in transit will be paid at \$10.00 per stop.

<b>Doubles -</b>	Make (per occurrence)	\$3.00*
	Break (per occurrence)	\$3.00*

\* Total rate for Teams. Each individual would receive half of this amount.

**Safety Awards**

Safety Recognition Awards at milestone years of 1, 3, 5, 10, 15, 20, 25 etc.

**Benefit Items**

**Holiday Pay**

	<u>120 Days</u>	<u>1 Year</u>
New Years Day		X
Memorial Day		X
July 4 <sup>th</sup>		X
Labor Day		X
Thanksgiving Day	X	X
Christmas Day	X	X

To be eligible for holiday pay, the Employee must have worked the day prior and the day following the holiday, unless those days are the Employee's regularly scheduled days off.

**Vacation Pay**

1 year of service	One week/40 Hours
3-6 Years of service	Two weeks/80 hours
7-11 Years of service	Three weeks/120 hours
12+ Years of service	Four weeks/160 hours

**Pension/Employee 401(k) Savings Plan**

Available to regular full time employees, who have completed one year of service, as defined in the benefit package plan. Company matches 50% of employee contributions up to the first 6%.

*Example:* Gross monthly wage of \$3,400.00 and contributing 6% per month to the 401(k) plan;

401(k) Savings at 6%	= \$204.00/month
Matching contribution	= \$102.00/month
Total deferred/Contribution	= \$306.00/month

**Health Benefits**

After 90-day waiting period, benefit programs include:

- Medical
- Dental
- Vision

- Short Term Disability
- \$20,000 Life Insurance
- \$2,000 Dependent Life Insurance

Company pays 85% of employee medical and dental premium and 50% of dependent medical and dental premium. Short-term disability and life insurance are paid 100% by Market Transport.

**Cincinnati Ohio Hourly Rate**

<b>Years of Service + Credit</b>	<b>Rate</b>	<b>Years of Service</b>	<b>Rate</b>
Start	\$15.00		
1	\$15.25	6	\$16.50
2	\$15.50	7	\$16.75
3	\$15.75	8	\$17.00
4	\$16.00	9	\$17.25
5	\$16.25	10	\$17.50

**Hostling Pay:**

Hourly Rate plus additional \$2.00 per hour

**Puyallup WA Hostling Pay****Chehalis WA Hostling Pay**

Years of Service + Credit	Hourly Rate	Years of Service + Credit	Hourly Rate
Start	\$17.25	Start	\$16.50
1	\$17.50	1	\$16.75
2	\$17.75	2	\$17.00
3	\$18.00	3	\$17.25
4	\$18.25	4	\$17.50
5	\$18.50	5	\$17.75
6	\$18.75	6	\$18.00
7	\$19.00	7	\$18.25
8	\$19.25	8	\$18.50
9	\$19.50	9	\$18.75
10	\$19.75	10	\$19.00
11	\$20.00	11	\$19.25
12	\$20.25	12	\$19.50
13	\$20.50	13	\$19.75
14	\$20.75	14	\$20.00
15	\$21.00	15	\$20.25
16	\$21.25	16	\$20.50
17	\$21.50	17	\$20.75
18	\$21.75	18	\$21.00
19	\$22.00	19	\$21.25
20	\$22.25	20	\$21.50