

REGIONAL BASE PAY	Dry Van	Flatbed	Basis
Starting Pay	\$0.46	\$0.48	CPM
Hazmat Increase			
1 year	\$0.47	\$0.49	CPM
2 years	\$0.48	\$0.50	CPM
5 years	\$0.50	\$0.52	CPM
Minimum Miles			
Loads less than 150 miles paid at 300 miles	\$138.00	\$144.00	Load
Loads between 151 miles and 425 miles paid at 425 miles	\$195.50	\$204.00	Load
Per Diem	\$66	\$66	Day
REGIONAL ADDITIONAL PAY			
Layover (After a 24 hour period-allowed 50 miles)	\$200	\$200	Day
Stops (Not including origin and destination)	\$100	\$100	Stop
Detention (Paid after 120 minutes)	\$20	\$20	Hour
Breakdown (Paid after 120 minutes/Maximum \$200 per day)	\$20	\$20	Hour
Bump the Dock	\$10		Stop
Shuttle Runs	\$200		Run
Local Pickup & Delivery	\$50		Stop
Tarping (Flatbed only)		\$60	Stop
Re-Tarping (Flatbed only)		\$30	Stop
Load Secure Pay (Flatbed only)		\$15	Load
REGIONAL VARIABLE ADDITIONAL PAY/BENEFITS			
Profit Sharing (Portion of profits deposited into retirement account-Average 4.51% of pay in 2019)*	\$2,481	\$2,616	Year
Medical, Dental, Vision, Hearing Benefits (Weekly \$90.35 family or \$35.30 individual)	-\$35.30	-\$35.30	Weekly
Orientation Pay (One Time/paid at 450 miles per day)*	\$207	\$216	Day
Paid Time Off (Paid at 450 miles per day or 2,250 miles per week)*			
One week after one year	\$1,035	\$1,080	Year
Two weeks after three years	\$2,160	\$2,160	Year
Three weeks after 11 years	\$3,510	\$3,240	Year
Eight Paid Holidays (Paid at 450 miles per day)*	\$1,656	\$1,728	Year
Uniform Allotment	\$150	\$150	Year
Referral Bonus (No maximum)			
Driver and Diesel Mechanics	\$2,750	\$2,750	Referral
All Other Positions Full Time	\$500	\$500	Referral
All Other Positions Part Time	\$250	\$250	Referral
Red Thinkin' Rewards (Use points on items from our catalog)			
MMPG	20,000	20,000	Points
No Preventable Accidents	5,000	5,000	Points
Recognition	2,500	2,500	Points
Safety Recognition	100,000	100,000	Points
1 to 4 Years of Safe Driving	15,000	15,000	Points
5 Years of Safe Driving	41,250	41,250	Points
5 Years of Service	27,500	27,500	Points

* Approximate based on pay rate

