



OUR MOST IMPORTANT CARGO RIDES UP FRONT
Owner Operators Pay Package – GENERAL FREIGHT

Fuel Rebate: Average fleet cap is \$0.46 - \$0.48 cents per litre with occasional regional differences. Truck must achieve 6.5 mpg in winter and 7mpg in summer to get full fuel rebate otherwise the rebate will be pro-rated. Fuel cap is calculated individually by State and Province. Where the unit travels and where the fuel is purchased will have some effect on the fuel rebate at cap.

Base Rate Single:

- Single mileage rate Canada (tandem) **\$1.14/mile** (loaded or empty)
- Single mileage rate British Columbia (tandem) **\$1.16/mile** (loaded or empty)
- Single mileage rate U.S. (tandem) **\$1.16/mile** (loaded or empty)
- Premium \$0.09/mile for the following states (CT,MA,MD,NY,PA,VA,VT,VW)

Base Rate Team:

- Team mileage rate Canada (tandem) **\$1.17/mile** (loaded or empty)
- Team mileage rate British Columbia (tandem) **\$1.19/mile** (loaded or empty)
- Team mileage rate U.S. (tandem) **\$1.21/mile** (loaded or empty)
- Premium \$0.09/mile for the following states (CT,MA,MD,NY,PA,VA,VT,VW)

Please contact recruiting for other divisional pay packages

Tri-axle Rates:

- Tri-axle premium \$0.15/mi. (loaded or empty)

Safety bonus: (paid every six months after first year)

<u>Years</u>	<u>Bonus</u>	<u>Years</u>	<u>Bonus</u>
1	2.0	4	2.75
2	2.25	5	3.0
3	2.5	10	4.0

Winter Maintenance Premium: \$0.02/mile

A premium of \$0.02/mile will be paid to all Operators that achieve the mileage quota (30,000 for Singles and 48,000 for teams) between the three month period of December 1st to February 28th. The premium will be paid on the March 21st settlement and is paid on all miles for the period assuming the quotas are met.

Live Load / Live Unload: \$20 for first and last

\$36 on all additional stops

City P & D Rate: City work up to max of 10 hrs/day \$30.00/hr

Layover Pay: Layover pay available \$50.00 Single after 24 hours time, \$75.00 Team (driver's split)

Customer Service Pay: Pay of \$1.25 per 1,000 lbs of product, if physically loaded or unloaded by driver, and can be paid at any stop. *Note - The CSP pay for intermediate stops is in addition to regular pay of \$36 per intermediate stop.

ABT pays practical miles: as per resident PC Miler practical mileage program

ABT pays Licensing, Satellite, WCB, Tolls, Permits and Heavy User Tax for USA: 100% cost picked up by ABT

ABT purchasing power for fleet pricing: Fuel, Tires, Parts, etc

Free Showers: Winnipeg, Milton **Free Laundry:** Milton

FOR RATES PACKAGES FOR OUR OTHER DIVISIONS CONTACT A RECRUITER NEAR YOU

Winnipeg, Manitoba Recruiting Department 1-855-564-6228 recruiting@arnoldbros.com	Milton, Ontario Recruiting Department 1-800-565-1798 recruiting@arnoldbros.com
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Insurance: \$450.00/month

We have \$5000 Insurance deductible: for tractor, trailer, and cargo - Cost of \$100/mo. or \$1200 per year

No admin charges (if you attain 7,500 mi. /mo. Single or 15,000 Team)

- \$200/mo if mileage not attained during the month
- \$500/mo to cover licensing/insurance costs if less than 1,000 miles are attained during the month

No corporate paint scheme requirement

Dental & Extended Health Benefit Plan

Unit must be no older than 5 yrs. & have max. weight of 19,800 lbs. with fuel & gear.

Monthly Truck Payments should not exceed \$3500.00 + GST.

\$1500 holdback deductible @ \$250 per settlement.

Settlements are Monthly with the option for a draw on the 7th of every month