



336 Ashford Industrial Drive

Ashford, Alabama 36312

# Compensation and Benefits

Revised July 29, 2017

- Competitive Pay Scale, Longevity Pay and Safety Incentive Program
- Supplementary Compensation to include: Orientation Pay, Tarp Pay, Breakdown Pay, Recruiting Incentive Bonus and Stop Pay
- Anniversary Paycheck (in Lieu of "vacation time")
- 6 Paid Holidays per year after 90 days of employment. Drivers will be paid \$100 for each of the following holidays, whether they are scheduled to Drive or Not. If scheduled to Drive, the \$100 will be paid in addition to any Normal Pay.

New Year's Day	Memorial Day	Independence Day (4th of July)
Labor Day	Thanksgiving Day	Christmas Day
- Blue Cross Blue Shield Health and Dental Insurance
  - o Eligible 1st of the month after 60 days from hire
  - o Family coverage is available; however, the driver will be responsible for the amount due. If you are interested in only Health and not Dental, that is also available, and the charges are different. With the dental plan we currently have if you elect not to get it at the time of sign-up after your 3-month waiting period you will not be able to sign up for it at a later date unless BCBS has open enrollment for it.
- Vision Insurance
- 401K Retirement Plan
  - o Eligible 90 days after hire date
  - o Summerford Truck Line will match up to 3% on retirement plan.
- Optional Life Insurance with Colonial Insurance
- Additional compensation of \$10 pay per month for using Drive Axle
- Worker's Compensation Insurance. It's provided, but you must follow the policy to qualify.
- Legal Shield is available for \$6.91 per week. We will provide the enrollment forms if you are interested.
- Reimbursement for TWIC card fees upon completion
- Summerford paid DOT physical recertification at AllSouth
- Physical "self-certification" is submitted by Summerford
- Sirius XM Radio
- Rider Program
  - o To be eligible for the rider policy, you must be employed 30 days prior to signing up for the policy, required to be accident free for the previous 12 months, and cannot have received any violations 6 months prior to requesting a passenger/rider. A Rider form may be obtained from the Safety Department. You must have an approved Rider form on file prior to having a passenger.