



336 Ashford Industrial Drive
Ashford, Alabama 36312

Pay Schedule & Safety Incentive #6

Revised August 22, 2023

Forestry Division Qualifications: An individual who is employed in the Forestry Division of Summerford Truck Line, Inc. is Guaranteed Home every night and every weekend. Must drive personal vehicle back and forth to the Ashford Yard, unless approved otherwise by the Operations Director. Pay is 25% of Line Haul. The weekly minimum guarantee is \$1,000 gross. Max Pay 27.5%.

Longevity Pay Rate (Paid in Addition to Base Rate)

The Longevity Pay Rate is based on how long you have been a Summerford Truck Line employee.
>12 Months Employment: +0.5 % per year up to max pay per division

Vacation/Paid Time Off

Less than One Year- No Vacation Pay

One Year to Two Years-One week of Vacation Pay

Two Years or More-Two weeks of Vacation Pay

All vacation pay will be paid in full on your anniversary date. There will be no more paid time off. Vacation time off will have to be taken in blocks of one or two weeks, and there will have to be two weeks notice for any vacation time off.



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Supplementary Compensation

Orientation Pay - \$100.00 per day

Only applicable to new hires while they are in orientation.

Trainer Pay- \$100.00 per day

Only applicable to eligible drivers. Only occurs when a driver is training a student driver.

Recruiting Bonus – 1 cpm

Paid weekly - for every new driver referral that you make, we will pay you 1 cpm for every mile you drive for as long as you and the new driver work for Summerford. No limit on the number of referrals or the number of miles. If your employment with Summerford is terminated for any reason, your recruiting bonus is forfeited and will not be reinstated on the driver if you return to Summerford.



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Safety Incentive Program

Safety Bonus

OTR and Regional drivers must run an average of 30,000 miles per quarter and Local and Short Haul drivers must run an average of 20,000 miles per quarter to qualify for the safety bonus. Drivers will receive a safety bonus based on ability to achieve the safety goals required by the program as follows:

Pay Rate

The Pay Rate for the Safety Bonus is 2 cpm.

Guidelines

- No FMCSA violations
- Less than six hours of violation exposure during the quarter
- No preventable or at fault accidents
- No traffic citations
- Complete ProTread lessons monthly
- Report all work-related injuries the day they occur

Method of Payment

The bonus incentive will be split with half being paid quarterly, and half being paid annually in the month of February of the following year. You will only receive the annual bonus if you are still a Summerford employee at the time the annual driving bonuses are given out.

My Base Pay: _____

Driver Name: _____

Driver Signature: _____

Date: _____

Management Signature: _____

Date: _____