



336 Ashford Industrial Drive
Ashford, Alabama 36312

Pay Schedule & Safety Incentive #5

Revised July 11, 2022

OTR Flatbed Division Qualifications: An individual who is employed in the OTR Flatbed Division of Summerford Truck Line, Inc. is Guaranteed Home every 14 days. All mileage pay is based on loaded and empty miles. The weekly minimum guarantee is \$1,200 gross. Max Pay 58 CPM. Experience is based on verifiable experience.

< 1 Year Exp.	1-2 Years Exp.	2-3 Years Exp.	3-4 Years Exp.	>4 Years Exp.
.51	.52	.53	.54	.55

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.

6 Months Employment: +0.5 cpm

12 Months Employment: +0.5 cpm

>24 Months Employment: +1 cpm 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.



336 Ashford Industrial Drive
Ashford, Alabama 36312

Supplementary Compensation

Layover Pay – \$25.00 per day

Occurs when a driver is forced to layover for more than a day.

Load Less than 100 miles - \$25.00

Only applicable to loads that are less than 100 miles in distance.

Extra Stop Pay - \$25.00 per stop

Occurs when a load has multiple stops. Only applicable to stops other than the trip origin and final destination.

Tarp Pay - \$30.00

Breakdown Pay - \$150.00 per day

Occurs when a driver is forced to layover for more than a day because of mechanical issues with the truck.

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.



336 Ashford Industrial Drive
Ashford, Alabama 36312

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: _____