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Company Driver Compensation Package – Flatbed Division

Our fleet operates new tractors, with the oldest being a 2014 Freightliner. The tractors are ergonomically designed to suit all body types and sizes. All units are fully loaded and include a fridge, bunk heaters, inverters, CB radios and satellite communication, tracking and navigational systems. Our equipment consists of 48' to 53' flatbed and step decks that are regularly maintained and inspected for safety as per DOT regulations. 24-hour roadside assistance is provided for both tractor and trailer. Lastly, our knowledgeable staff have industry experience, both behind the wheel and in office administrative roles.

In addition to the following pay scale, all drivers will receive a premium of \$0.06/mile (single) or \$0.03/mile (team) while traveling in the United States. If as a single driver, you are requested to do a team run, you will be compensated at a rate of \$0.30/mile.

Single Driver Pay Scale (Canada)

Base rate for Canadian Miles	
New hire less than 2 yrs	\$0.38
New hire after probation	\$0.39
New hire > 2 yrs or 2 yrs with CFT	\$0.40
New hire > 3 yrs or 3 yrs with CFT	\$0.41
Year 4	\$0.42
Year 5	\$0.43
Year 6	\$0.44
Year 7	\$0.45

New hire – Team Drivers (Canada)

Base rate for Canadian Mile	
LH Team – Internship	\$0.245
1 year experience	\$0.25
2 years experience	\$0.255
3 years experience	\$0.265
4 years experience	\$0.275

In addition to the previous pay scale, Classic Freight Transport is pleased to offer a Bonus program based on key target performances, such as mileage targets, 0 preventable accidents or incidents and meeting idle targets. Meeting all three of these targets will earn you an extra \$0.03/mile for all miles driven during the quarter.

The following accessorial pays will also apply:

- Tarp fee
 - \$50 tarp on
 - \$50 tarp off
- Picks & Drops
 - \$18 each for all picks and drops
- Detention Rate
 - Will be paid after 1 hour wait time, as long as macros indicate when the wait time begins and ends
- Hourly Rate
 - \$18/hr
- Layovers
 - \$100 for every 24-hr period that you are waiting for a load (conditions and exceptions apply)
- NL Ferry
 - \$60 per trip
- \$100 bonus paid for delivery to any of the 5 boroughs of New York City
- Over dimensional loads pay an addition \$0.10/mile; \$0.06/mile for teams

Drivers are paid weekly, receive two weeks paid vacation (pro-rated) and 9 paid statutory holidays.