



KOCH TRUCKING
DRIVER COMPENSATION PACKAGE
NOT APPLICABLE TO
DEDICATED FLEET

EFFECTIVE 9/13/2011

STARTING PAY RATES BASED ON EXPERIENCE

Table with 5 columns: Experience (12-23mo, 24-35 MO, 36-47 MO, 48-59 MO, 60-71 MO), Solo W/HM, Solo WO/HM, Team (split), and Mileage Pay rates.

**Orientation completion bonus of \$1200. \$600 will be paid the Friday of the week following successful completion of orientation and acceptance of first load. \$600 dollars will be paid 90 days from date of hire. New drivers can not refuse loads during the 90 day period and must average or exceed 1800 miles per week.

Longevity Pay: \$.01 per mile increase per year on driver's anniversary date provided that:

- No chargeable accidents in the preceding 12 months
Has averaged 10,000 dispatched miles or average \$11,000.00 in revenue per month as a solo driver or 18,000 miles or \$22,000.00 in revenue per month as a team in the preceding 12 months.
Maximum base pay for solo is \$.43/mile
Maximum base pay for a team is \$.43/mile (split)

PERFORMANCE INCENTIVE
NON-DEDICATED SOLO DRIVERS

Eligibility: All active full time company drivers. A driver is considered full time if they average 8,000 miles per month or equivalent hours. A driver not achieving those miles or hours will be considered part time and will not receive company benefits.

Monthly Eligibility: 18 days under dispatch during the reporting month

Incentive Structure: A driver may earn an incentive of .01cpm per month for all dispatched miles if eligibility requirements are met and truck idle is 10.0% or less and driver maintains a minimum of 6.5 miles per gallon. Incentives will be paid on the 3rd Friday of the next month to all eligible employees who are still active on the payment date.

**MILEAGE BONUS
NON-DEDICATED TEAM DRIVERS ONLY**

Team drivers can earn an additional \$.02 per mile (split) for all dispatched miles once a team has attained 18,000 miles for the month.

DRIVER ACCESSORIAL PAY

LAYOVER	\$50.00 after 24 hours – can be applied to motel
DRIVER ASSIST	\$30.00 per load (pallet jack, minor pallet breakdown, etc)
DRIVER UNLOAD	\$50.00 per load (Tailgating, unloading onto dock, sort/segregate)
DECK TRAILER SET UP	\$50.00 per trailer
DETENTION	\$15.50 per hour after 2 hours from appointment time. Must have arrived on time, sent required macro's, communicate with dispatch potential for detention, get in and out times documented on bills of lading.
TARP/UNTARP	\$25.00 per load
LOCAL PAY	\$15.50 per hour
LOCAL DELIVERY	\$90.00 per load that is within 150 miles of point of origin. An Additional \$25.00 per stop will be paid after the 3 rd stop. Origin and Final stops excluded .
STOP PAY	\$30.00 per stop (Origin and Final stops excluded)
MOTEL	May apply layover pay to motel. Koch will not reimburse motel if driver has access to the truck.
NEW YORK	\$150.00 per load that originates or terminates in zip code ranges 100-108 and 110-119.

ALL ACCESSORIAL PAY IS SPLIT EVENLY BETWEEN TEAM DRIVERS

VACATION

One year of continuous service with Koch Trucking	One week paid vacation
2-7 years of continuous service with Koch Trucking	Two weeks paid vacation
8 or more years of continuous service with Koch Trucking	Three weeks paid vacation

Vacation pay is calculated at a rate of 1/52 of your previous year's base earnings, including accessorial pay. The calculation of your previous years earnings **DO NOT** include any incentives, commissions or bonus. Hourly drivers are paid 40 hours at their hourly rate.