

LOGISTICS ONE TRANSPORT, INC.
Pay Package Summary
Effective May 16, 2010

YARD DRIVER PAY

- Hourly \$15.50 per hour straight time; \$23.25 per hour for all hours over 40 per week.
- Night Differential \$0.25 per hour added to base rate for night shift drivers.

LOCAL DRIVER PAY

- Hourly
 - Upstate NY \$13.50 per hour straight time; \$20.25 per hour for all hours over 40 per week.
 - Downstate NY \$15.00 per hour straight time; \$22.50 per hour for all hours over 40 per week.
 - NJ \$16.50 per hour straight time; \$24.75 per hour for all hours over 40 per week.
 - Virginia \$13.50 per hour straight time; \$20.25 per hour for all hours over 40 per week.
- Night Differential \$0.25 per hour added to base rate for night shift drivers.
- Temporary Yard Work Bonus \$25.00 flat bonus for working a full 12 hour shift doing yard spotting work.

REGIONAL / DOUBLES DRIVER PAY

- Mileage Pay \$.40 per mile for all miles.
- Doubles Premium \$.08 per mile premium for all miles pulling doubles.
- Detention Pay \$11.00 per hour after the 1st hour beyond a scheduled appointment or beyond arrival for open receiving. *
- Breakdown Pay \$11.00 per hour following a non-preventable breakdown.
- Local Work Mileage plus \$25.00 per ½ day, \$50.00 per full day of local work at the specific request of dispatch.
- Temporary Yard Work \$100.00 flat pay per ½ day, \$200.00 per full day.

BONUS PAY

- Loyalty Bonus 1 year of service with LOT: Regional - \$.005 per mile; Local - \$.15 per hour added to the base rate.
3 years of service with LOT: Regional - \$.01 per mile; Local - \$.30 per hour added to the base rate.
5 years of service with LOT: Regional - \$.02 per mile; Local - \$.60 per hour added to the base rate.
- Performance Bonus Regional - \$.01 per mile; Local \$.30 per hour added to the base rate (See pay package for details).
- Casual Bonus \$25.00 per day, up to \$50.00 per week (casual drivers only).

ACCESSORIAL PAY (Regional Only)

- Trailer Moves \$2.50 per trailer move in or out of a dock.
- Driver Assist Pay
 - Full hand load/unload \$100.00 per occurrence.
 - Tier breakdown \$35.00 per occurrence.
 - Pallet jack assist \$15.00 per occurrence.
- Coupling or Breaking Doubles \$5.00 per occurrence.
- Stop-off Payments \$10.00 per pickup or delivery other than the origin or final destination stop.
- New York City Bonus \$25.00 for pickups or deliveries within the five NY boroughs or Long Island. **

OTHER PAY ITEMS

- Safety Training Pay \$50.00 per group meeting; hourly for individual training.
- Orientation Pay \$100.00 per day.
- Trainer Pay \$50.00 per day.
- Trainee Pay \$75.00 per ½ day; \$150 per full day.
- DOT Physicals LOT will pay for DOT physical renewals.
- Random Drug Testing \$25.00 will be paid for travel to and/or from the testing facility.

BENEFITS

- Bereavement Pay \$50.00 per day for up to 3 days.
- Holiday Pay \$50.00 per day for six holidays per year.
- Holiday Bonus Pay \$100.00 flat bonus for working on a holiday.
- Vacations 5 days after 1 year, 10 days after 2 years and 15 days after 8 years.
- Vacation Pay \$150.00 per day.
- Health Insurance \$35.00 per week contribution towards company sponsored insurance plans.
- Retirement plan 401(k) plan with company participation.

* Must be on-time to qualify.

** Applies to the initial pickup or delivery. Multiple stops within the bonus area do not result in additional payments.

This pay summary is intended as a reference only. Please see the full Logistics One Transport, Inc. pay policy for complete details.