



**GP
TRANSCO**

Driver Compensation Packet



800.460.5071



GPtransco.com
info@gptransco.com



3200 Channahon
Rd, Joliet, IL 60436



PAY

- Solo: \$0.50 per mile – loaded and empty miles paid; address to address
- Established teams: Start at \$0.65 per mile – loaded and empty miles paid; address to address
- Stop-offs: \$35 for each live load/unload stop over 2 stops per day; this does not apply to flat-rate drivers
- Driver Loading Assists: \$50 per occurrence
- Detention pay:
 - \$25 per hour, after 2 hours at the shipper/receiver
 - Max is \$150 which becomes a layover
 - Team drivers are paid per truck
 - Detention is paid only if it has been reported before the 2-hour time frame expires
 - Paid even if we do not collect from customer
- Layover:
 - \$150 per day
 - Teams are paid per truck
 - Paid even if we do not collect from customer
- Mechanical or weather-related layovers:
 - \$100 per day,
 - Teams are paid per unit
 - Qualified only if a full day is lost
- Border crossing: \$35 each way
- Weekly direct deposit payroll settlements
- 100% reimbursement for all scale tickets that you pay cash, with receipts provided
- EFS card allowances for scales, anti-freeze, washer fluid, etc.
- Minimum \$1,000 weekly pay if the following conditions are met:
 - current and previous week gross pay before taxes and deductions does not average \$1,000 (*gross wages include layovers, breakdown pay, and/or OTP*)
 - at least 5 full days were worked both weeks
 - paid holidays do not count as days worked, unless actually worked, or available for work
- Per diem pay is not available at this time



BENEFITS AND PERKS

- Safety bonuses paid for every inspection received with no violations discovered:
 - Level 1: \$250 Level 2: \$200 Level 3: \$150
- Bonuses awarded to the safest drivers after annual safety review
- Yearly \$1,000 awards issued to top drivers in each category (Company, Owner-Operator, Local Driver, Leasing Owner-Operator, and Team Drivers) based on safety, overall performance and professionalism
- Health insurance is employer-employee contribution; 4 different plans to choose from; eligible on the 1st of the month following 30 days of employment
- Access to board-certified doctors via video chat or phone 24/7 for a wide range of minor conditions and prescriptions
- Dental and vision plans are included at no cost if enrolled in the medical plan, but you may choose the coverage as a standalone option
- Life insurance is free of cost for coverage of \$25,000; you also have an option to buy up to \$250,000 in coverage
- Employee Assistance Program available free of charge for all employees
- Other voluntary lines of coverage available: short-term and long-term disability, accident and critical illness insurance
- 401(k) Savings Plan with a 5% match: dollar-for-dollar match for the first 3%; fifty cents-for-dollar match for the following 2%
- One (1) week paid vacation per working year:
 - \$1,000 flat rate; eligible 6 months after hire
 - new week renews at work anniversary date
 - eligible for 2 weeks after 4 years of employment
 - can work through the week and get the vacation pay in addition
- Six (6) paid national holidays: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, Christmas Day; \$100 per day
- Paid 2-day orientation - \$100 per day; added on the 1st paycheck
- Travel to onboarding bootcamp reimbursed with presented receipts, up to \$200; added on the 1st paycheck
- Hotel stay during the onboarding bootcamp is taken care of – will not be counted against the \$200 limit
- Referral Bonus - \$2,000. First \$500 paid after 30 days of referred driver's employment; remaining \$500 paid after 3 months; \$1,000 after 6 months; no cap on number of referrals
- Pets are allowed upon approval at no charge; if excessive damage is caused by pet(s), you may be liable for damages
- A passenger is allowed onboard upon approval and completion of a passenger authorization form; passenger must be 18 years or older
- Driver starter pack
- Courtesy cars available at the main terminal for drivers' use.



OTP PROFIT SHARING BONUS

- Outstanding Trucking Professional (OTP) profit sharing bonus is a way for the company to pay back drivers, who help the company generate revenue with their professionalism and expertise
- If you meet all the outlined criteria in the 6 categories (reference the guidelines below), you will be paid \$0.56 per mile versus the standard base of \$0.50 for each mile driven that week
- This is a profit sharing-based bonus – if the company makes money (i.e. you are producing revenue), we will share the profit with you, considering all driver-based criteria were met
- Eligibility for the bonus starts after 3 months of employment
- This is a weekly bonus – if you do not meet the criteria on a given week, the following week is a fresh start with the same bonus potential
- As of January 2020, about 60% of drivers consistently receive the OTP profit sharing bonus – it is extremely achievable
- Mechanical breakdowns, weather-related layovers and standard layovers will be paid in place of the OTP bonus that week – hence the profit-sharing model (revenue must be generated in order for the bonus to be paid)
- Holiday Pay: if a holiday falls within a workday, you will be paid \$100 per day, but will not qualify for the OTP bonus, unless you actually worked through the holiday, or were available for work the full day
- A disqualification of the OTP bonus may be applied for a discretionary period of time should a *serious* disciplinary need arise at the discretion of management
- Any unauthorized use of company equipment i.e. driving on Personal Conveyance for more than a total of 50 miles in a week will disqualify the driver from OTP bonus that week. Additional charges for fuel used may apply. Authorized personal conveyance above 50 miles will not disqualify you from the OTP bonus, but a fuel surcharge may apply

OUTSTANDING TRUCKING PROFESSIONAL SCORECARD

At GP Transco, we take pride in having only the best, most outstanding trucking professionals on our team. We hold each team member to the highest standards, and in turn, we reward our drivers with the various benefits, perks, and a possibility to earn over \$9,000 annually in weekly bonuses!



You will be evaluated in 6 different categories outlined below. If you meet all criteria during that week, you will be paid \$0.56 per mile versus the standard base of \$0.50 for each mile you drove that week. This means, that even if you don't meet OTP status on a given week, the following week is a fresh start with the same bonus potential.

On-Time

On time to all pick-ups and deliveries

***If any adverse weather conditions, mechanical breakdowns or incidents prevent being on-time, proper and timely notification must be communicated to your dispatcher or afterhours.*

Attendance & Hours-of-Service Utilization

Utilizing your full available hours during all agreed work days

No excessive or unauthorized use of Personal Conveyance

No occurrences of no shows

***Mechanical breakdowns and layovers will be paid separately, but will disqualify you from OTP bonus that week*

Proper Communication

Answering and returning calls or messages in a timely manner

Providing all documents in a timely manner (BOL's, lumper receipts, etc.)

Providing updates (status, delays, trailers, in and out times, etc)

Using MacroPoint tracking and communicating with brokers as needed on your own device

Proper Maintenance

No at-fault truck or trailer damages

Ensuring that all required preventative maintenance is completed

All Pre-Trip and Post-Trip Inspection procedures followed

Photos from walkaround inspections uploaded to Samsara each time (DVIR)

No trailer rejections at shippers

Timely reporting of any incidences of damages or mechanical issues

Safety

No violations received on DOT inspections

No tickets

No hours-of-service violations

No at-fault accidents

No harsh events showing aggressive or unsafe driving

Completing monthly online training

Professionalism

No unprofessional behavior, such as:

Yelling or inappropriate language

Unauthorized use of company equipment

Substantiated reports of erratic driving

Failing to follow directives

FUEL (Fuel Utilization Efficiency Leaders) PROGRAM

- All company drivers are eligible to participate starting on the first day of employment
- This is a monthly program to incentivize efficient fuel consumption and reducing downtime for equipment maintenance
- Extra 1 cent per mile is added for all miles driven the previous month if the driver is in the top 50% of the fleet
- Drivers are assigned to categories depending on their equipment (Year, make, model, with or without EPU/APU)

OPTIONAL DRIVER-FACING CAMERA INCENTIVE

- Driver-facing cameras are covered by default
- Choose to have your driver-facing camera uncovered for an additional 2 cents added to base pay in the form of guaranteed part of the OTP bonus
- Cameras do not provide a live feed of the cabin – footage is retrieved during harsh events and in case of an accident to protect the driver and the company legally
- Sound is not recorded at any time – no microphone on the camera
- Drivers who elect to have their camera uncovered can change their mind at any time and cover it back up, which would mean they would no longer receive the extra 2cpm base pay; prior to doing this, the driver must notify his or her safety manager
- Driver-facing cameras will remain a disciplinary measure for drivers who display distracted driving-related behaviors – without the additional incentive.
 - For example, if a driver decided he or she does not want to voluntarily open up his or her camera for an extra 2cpm, yet later, safety concerns would arise regarding distracted driving, the company may uncover the camera for a probationary period in order to improve the driver's safety.



EQUIPMENT

TRUCKS

- 2017 Trucks or newer
 - 2016 – 3%
 - 2017 – 8%
 - 2018 – 19%
 - 2019 – 38%
 - 2020 – 32%
- Mostly Volvos and Freightliners
- All automatic transmissions
- Disc brake system on all tractors, which reduces braking distance by 30%
- 2019+ Freightliners – fifth wheel auto release button
- 2019+ year trucks have an EPU system
- If repairs cannot be made promptly, you are able to get a replacement truck if available (if in Chicago)
- Xenon headlights
- Assigned Trucks – no slip seating
- Collision mitigation system in all 2018+ trucks
- All trucks have a refrigerator
- All trucks have a power inverter
- Microwaves can be installed in our shop if requested
- Trucks are governed at 65 mph on the pedal, and 67 mph on cruise: SmartPass available in some trucks

TRAILERS

- Trailers not older than 2 years (about 70% of current trailers)
- All trailers air rides, no spring rides
- State-of-the art trailers with air release tandems
- Shockless air-suspension on all trailers
- Disc brakes on most trailers, which reduces braking distance by 30% (about 80% of all trailers and all future trailers)

GENERAL

- Our in-house maintenance shop – no outside customers
- 24/7 road-side service – MasterFleet, TA's RoadSquad
- PrePass for scales
- I-pass/E-ZPass for tolls
- Truck and trailer wash available as needed at Blue Beacon



OPERATIONS

- Utilizing OpenRoad TMS – our in-house developed transportation management system
 - Tracking links provided to brokers, so you are not bothered for updates
 - Alerts to management if trucks are not covered for extended periods of time
 - Real-time situational awareness of all trucks allows reduced downtime
- No hazmat, rail, or reefer loads
- Truck can be taken home, if distance is approved by the fleet manager *each time*
- One dispatcher assigned to you for one-on-one personal service
- 24/7/365 Dispatch
- Fuel network: Pilot/Flying J
- Fuel stops not designated, but must stay within network
- Emergency fueling up to 50 gallons allowed at other fuel providers
- Approximately 30% of drop-and-hook available
- Reserved parking is not reimbursable; If necessary, non-reserved parking reimbursed with receipts provided.
- All bill of lading to be turned in through the Transflo app within 24 hours from delivery.
- E-log system used – Samsara; Tablet and Wi-Fi in the truck provided for work-related use. You don't have to use your own data for logbooks, or document transfer. 1GB limit per month, slows down to 3G after that
- 1 day of home time is accrued for every full week out on the road; 7-day cap to be used at one time (7 weeks out – 7 days)