



## Compensation

**Express-1 Recruiting – 866-857-4546**

### Rate per Loaded Mile

Pay Type	Major B	Std B	Major C	Std C	Major D	Std D	Major E	Std E
Rate per Loaded Mile	\$0.70	\$0.80	\$1.00	\$1.05	\$1.12	\$1.20	\$1.40	\$1.65
B Unit – Cargo Van	X	X	X*	X*				
C Unit – Sprinter	X	X	X	X				
D Unit – Large Straight	X	X	X	X	X	X	X**	X**
E Unit – Tractor Trailer	X	X	X	X	X	X	X	X

\* If “C” rate is billed to customer and weight and dimensions can fit in unit

\*\* If “E” rate is billed to customer and weight and dimensions can fit in unit

#### Primary Pay Range

### Accessorials

Accessorial	Cargo Van	Sprinter	Large Straight	Tractor Trailer
Deadhead Pay (after the 1 <sup>st</sup> 100 miles)	\$0.15	\$0.15	\$0.25	Negotiated
Minimum Pay per Load	\$50.00	\$100.00	\$115.00	\$250.00
Canadian Loads (all loaded mile bonus)	\$0.08	\$0.08	\$0.08	\$0.08
Detention (% of Revenue)*	62%	62%	62%	62%
Stop-off Charge (% of Revenue)**	62%	62%	62%	62%
Hand Load/Unload (% of Revenue)**	62%	62%	62%	62%

\* After free time of one hour each side (two hours Tractor Trailer) – normal non-automotive pay to VP is \$31 per hour.

\*\* Normal non-automotive stop-off pay to VP is \$31 per hour.

### Start-up and Deductions

#### Start-up at Orientation

\$53 Drug Screen  
 \*\*\* Insurance (deposit plus first month calculated by the value of the vehicle)

#### Start-up Deductions

\$150 Annual Processing Fee  
 \$150 Satellite Installation  
 \$600 Refundable Satellite Deposit  
 \$600 Refundable Trailer Deposit (Semi only)  
 \$56 Inspection (only DOT trucks five years and older)  
 \$35 Road Test (DOT trucks only)  
 \$1591 Total (settlement deductions available)

#### Weekly Ongoing Deductions

\$25.75 Occupational Accident Insurance (unless provided and approved)  
 \$35 Satellite Rental  
 \*\*\* Truck Insurance (calculated by value of vehicle)