



Owner Operator Pay Summary

November 1, 2015

Owner Operators	
Domestic Board (Ontario & Quebec Only)	\$1.175 per mile
Regional Board	\$1.275 per mile
Open Board	\$1.125 per mile
Waiting/Delay	\$25.00 per hour
Hourly rated work	\$35.00 per hour

ALL MILES PAID BY PC MILER, PRACTICAL ROUTE, CURRENT VERSION (Subject to company designated border crossing)

WE PAY FOR:

- § Mileage rate same for loaded or empty
- § US Regional Mileage rate
- § New York City premium
- § Handbomb, from hour one
- § Plating
- § Fuel Tax and Permits
- § Satellite Installation
- § Company Decals
- § Tolls and Bridge Crossings
- § All Other "On Road" Expenses (scales, fax, etc.)

YOU PAY FOR:

- § Insurance (\$1000 per annum) with \$5,000.00 deductible
- § Buy down insurance available
- § Benefits
- § WSIB Coverage
- § On Site Maintenance = 70.00 per hour, parts at cost +3%
- § On Road Maintenance = cost + 3%

EXTRAS:

- § Fuel cap .47¢ per litre (based on company guidelines)
- § Safety & Performance Bonus Program entitles up to \$250.00 per quarter credit to your insurance
- § \$3,000 Holdback with Interest paid on it yearly

REGIONAL BOARD DEFINITION

- Trips between Ontario or Quebec and named states (NY, NJ, MA, RI, CT, NH, VT, ME, MD, PA, DE, VA) (load and re-load in named state).
- Paid on loaded miles from origin (load pick up point) to destination and empty miles in/between the named states.

ACCESSORIAL PAY

Kriska compensates owner operators with accessorial pay (additional pay) for a variety of activities. The following accessorials are paid in addition to mileage rated pay.

A. LAYOVER

Operators must have available hours of service to be eligible for a layover. Layover pay will be paid from the time the operator is finished unloading from the dock minus the following:

- Dispatched travel time to reload (PC Miler-current version, measured at 50 mph).
- Two hour grace period
- Break time/reset time

Layover will be calculated at \$16.00 per hour.

For example:

Available hours of service

- Unloaded at 0700 – reload at 1300 with 9 hours available to run
- Distance between unload and reposition for reload is 40 miles (40 miles @ 50 mph = 1 hour)
- Minus 2 hour grace period
- Layover is paid on the following calculation (6 hours between delivery and pick up MINUS 1 hour driving – 2 hour grace period = 3 hours to be paid
- 3 hours @ \$16.00 per hour = \$48.00

No hours available

- Unloaded at 1600 – reload at 0600 = 14 hours
- 14 hours layover MINUS 10 hour reset = 4 hours
- Distance between unload and reposition for reload is 150 miles (150 miles @ 50 mph = 3 hours)
- Unused time is 4 hours MINUS 3 hours drive time = 1 hour unused
- Minus 2 hour grace period
- No layover paid

Please note the following:

- Maximum of \$225.00 to be paid in each 24 hour period

Delay pay at customers remains the same but please ensure you write the times on the bills prior to having the customer sign the bill of lading. Where possible, have the customer sign where the delay is written.

Any exceptions must be approved by DSR Supervisor

B. DELAY COMPENSATION

Operational problems should not negatively impact the operator's ability to earn income. It is the nature of our business that some minor delays will occur. In order to meet customer commitments, miles lost during a minor delay normally will be recovered after the delay is resolved. Some extended delays may cause a significant loss of income due to insufficient available on-duty hours. The delay policy compensates owner-operators in the following manner.

DELAY AT CUSTOMER

An owner operator who is on time for a scheduled delivery appointment or available at opening time on a scheduled day for a "first come/first serve" warehouse but is delayed by more than 2 hours for loading or unloading will be eligible for waiting/delay rate of pay as indicated on the compensation summary to a maximum of \$250.00 per 24-hour period.

DELAY FOR MECHANICAL FAILURE

Trailers only

In the event an operator is delayed by more than 1 hour by a mechanical failure of company equipment, not caused by operator error or negligence, the operator will be compensated at the "waiting/delay" rate of pay as indicated on the compensation summary to a maximum of \$250.00 per 24-hour period.

To be compensated, the Owner Operator must send Macro #59 to request a PO for a mechanical delay.

DELAY AT CUSTOMS/DOT/MTO

In the event that an operator is delayed for an extended period of time (more than 2 hours) at a border crossing or a DOT check through congestion, paperwork, cargo or equipment issues not caused by operator error, negligence or failure to follow procedure, the operator will be compensated at the "waiting/delay" rate of pay as indicated on the compensation summary to a maximum of \$250.00 per 24-hour period.

DELAY FOR SECONDARY INSPECTION

In the event that an operator is required to submit to a secondary **OFF SITE** inspection at the border, the operator will be compensated for the stop at the rate of \$35.00 per stop.

PLEASE NOTE: The daily maximum for Delay Compensation does not apply to hand bombing.

Pay for Delay Compensation will not be honored if the procedures are not followed. If you have any questions, please contact Payroll or your Driver Service Representative for a copy of the procedures.

C. SCALING LOADS

If it is a customer requirement and the operator is instructed by dispatch to scale a load, the following will apply:

Scaling off site – mileage plus \$17.50 for each time an operator must scale if the scaling location falls in a different zip or postal code.

D. HANDBOMBING

If an operator is required to physically assisting in loading or unloading, he/she will be paid at their regular "hourly work" rate of pay as indicated on the compensation summary.

To be paid, the Owner Operator must complete the following steps:

1. **Arrive time/date, start unloading and finish unloading times** at customer must be noted on Trip Sheets and Bill of Lading.
2. **Bills of Lading** must be signed by shipper/receiver
3. Request a PO from the PO department identifying handbomb/physical assist with your start and finish times.

E. NEW YORK CITY PREMIUM

(Applies **only** to pick up or delivery in NYC)

\$100.00 per trip plus pick up and/or delivery

F. HOOK/BORDER/LLD/LUD PAY

The following activities will be compensated;

HPL (hook loaded trailer at customer)	\$ 7.50 per event
HMT (hook empty trailer)	\$ 3.75 per event
HLT (hook loaded trailer in a yard)	\$ 3.75 per event
LUL/LLD (live load/live unload)	\$35.00 per event
Border crossing while loaded	\$ 3.75

Any exceptions to the pay must be approved by a Director

PAYROLL INFORMATION

Bi-weekly and Month-End Settlement

- Your pay cheque is deposited automatically into any Canadian Banking Institution of your choice.
- Automatic deposit means not having to be at your home terminal to get paid.
- All paperwork (bills of lading, logs, etc.) must be submitted on a timely basis and may be dropped off at any of our terminals.
- If you are on the road and unable to submit required documentation by noon Tuesday of the pay week at ANY of our terminals, you may telephone your miles into the Safety Department for the pay period. Paperwork must then be submitted ASAP.

INSURANCE

Vehicle insurance is charged to the Owner Operator at \$1000.00 per annum and is billed to the Owner Operator on a monthly basis.

BUY DOWN INSURANCE

Kriska offers an "in house" insurance buy down package that allows the owner operator to reduce his deductible from \$5,000.00 per occurrence to \$2,500.00 per occurrence. Cost is \$500.00 per annum (subject to change without notice).

SAFETY & PERFORMANCE BONUS PROGRAM

Kriska has an established Safety & Performance Bonus Program that rewards Owner Operators for safe and efficient operation. The program (as amended from time to time) provides Owner Operators with a quarterly insurance reduction of \$250.00 based on a minimum of 25,000 miles per quarter.