

RG Transport - Driver Program

Revised 11/13/2006

Average Miles Per Week	1st year average is 2,259/wk; up to 2,668/wk for top 20%
Compensation	44 cents per mile average; See attached schedule Minimum pays for regional freight is prevalent 1st year average is \$51,766
Benefit Program	Full benefits; comprehensive coverage; attractive cost. Company matches dollar for dollar for first 2% and 50 cents on the dollar on the next 4% of your direct contribution. Six year vesting period.
401k Retirement Plan	
Dispatch System	Monday's - drivers select load, remaining dispatches are "Logical".
Global Positioning System	Qualcomm Mobile Communications Satellite System
Delivery Appointments	All delivery appointments are made for Mon thru Fri.
Orientation Program	Three paid days of training including co-driving trip; Paid upon completion of first load. Paid at \$137.50 per day. Driver reimburses company for orientation pay in final paycheck if he leaves company within first 90 days.
Driver Referral Bonus	\$1,250 for recruiting full time driver; paid 50% on hire and 50% 60 days later; part time driver recruited pays \$250 after 90 days of employment
Safety Meetings	Four per year; one per quarter; at RGT office; 2 hours each; qualifies driver for safety bonus
Passenger Program	No cost; Form per request; passenger is relative & at least 12 yrs old
Uniforms	Company will order 2 shirts at oreintation completion
Operational Expectations	By 60 days: avg 2,200 mi/wk, acceptable mpg's, proper fuel program, acceptable logs, tickets, accidents, on-time deliveries at 99%+, maintain vehicle properly, etc.
Tractor Recovery	Should employment end, tractor to be returned to Elwood by driver. Recovery charge to driver will be \$2/mile round trip. Cleanup charge will be deducted if necessary.

Signed _____

Date _____