



**THE OBVIOUS CHOICE**  
*Integrity • Trust • Respect*  
*Vulnerability • Gratitude*

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Website: [www.myteamlogistics.com](http://www.myteamlogistics.com)

## PAY SCHEDULE, BONUS, AND SENIORITY PAY

Team Logistics' goal is to offer a total compensation package that is at the top-of-market for petroleum transportation. Our Company's core values require us to constantly and consistently review our compensation package to ensure that Team Logistics is the obvious choice for those seeking employment in the markets for which we operate.

Simply put, we will adapt our structure when needed to ensure that we offer a total compensation package that outweighs alternatives in the market. A well-rounded, ultra-competitive pay package combined with a best-in-class culture is why Team Logistics is becoming The Obvious Choice in petroleum transportation.

Our compensation package is comprised of six distinct segments:

- Load Pay and Accessorial Pay – Paid Weekly
- Safety Bonuses – Paid Quarterly with an Annual "Kicker"
- Seniority and Productivity – Paid Weekly
- Holiday, Vacation, Paid Time Off – Paid Weekly with a PTO Buy-Back Option that can augment annual earnings
- Health and Retirement Benefits
- Allowance for Boots and Bluetooth, TWIC, and Uniforms covered\*

## LOAD PAY – MILEAGE BASED

We target a top quartile ranking for mileage-based pay in all markets for which we operate. Team Logistics offers a weekly minimum designed to protect our drivers during slow demand seasons, transitional business periods, or otherwise unavoidable dips in productivity potential. We expect our drivers to consistently earn more than the weekly minimum.

- \$20 Loading, \$9 Unloading, and \$1 per loaded mile
- 20 mile minimum on all loads
- \$1350-\$1525\* 5-day Weekly Minimum for certified petroleum haulers  
\*Market dependent
- \$900 Weekly Minimum for non-petroleum certified haulers, e.g. ethanol and biodiesel.

## SAFETY BONUSES – QUARTERLY AND ANNUAL

We utilize a points-based system that accrues at the start of each new quarter and annually. This is to incentivize our entire workforce to always think Safety First! when conducting business.

- Quarterly Incentive: \$500 for each of four quarters during the year
- Annual Incentive "Kicker": \$1,000
- Total Bonus Incentive Potential is \$3,000 annually

## SENIORITY AND PRODUCTIVITY – PAID WEEKLY

We value and therefore honor tenured drivers. Why do we do this? Because we want the best, most productive, and safest driver force in the industry. Our drivers receive seniority bonuses each week as a percentage of gross earnings. And, therefore, our most productive drivers are rewarded for not only seniority, but also their productivity.

- 1-2 year driver: 1.25%
- 3-4 year driver: 2.00%
- 5-9 year driver: 3.00%
- 10-14 year driver: 3.75%
- 15-19 year driver: 4.50%
- 20+ year driver: 5.25%

## VACATION, PAID TIME OFF, HOLIDAY, REFERRAL

Our company culture demands that we give our folks ample time to rest and relax. We also recognize that "things just happen" and as a result, work may be compromised. We offer holiday pay, but we give you flexibility to pick days that may work best for you and your family. What's more – we don't think of sick pay and vacation pay as mutually exclusive anymore; rather, Team Logistics gives you the paid time off you deserve and need and allows you to choose how you want to use time off. What's even better than this? Giving you the option to forego some of those PTO days in exchange for more earning potential via our buy-back program.

### Vacation

- Full Time eligibility after only six months (prorated)
- 2nd Year: 1 Week at \$200 per day
- 3rd Year: 2 Weeks at \$250 per day
- 5+ Year: 3 Weeks at \$250 per day

### Paid Time Off

- Full time eligibility after only six months (prorated)
- 1-9 Year: 5 Days PTO at \$125 per day
- 10+ Year: 10 Days PTO at \$125 per day
- BUY BACK: Unused PTO days bought back at **\$250** per day at the end of each calendar year

### Holidays – Seven Paid Holidays

- \$125 per holiday
- (7) New Years, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve, Christmas Day

### Referral and New Hire Bonus

- Sign On and Referral Bonuses Available

