



FUELED by WHAT MATTERS

Integrity ♦ Transparency ♦
Gratitude ♦ Teamwork

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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 Monthly
- 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
- \$1,350 - \$1,525 Weekly Minimum for certified petroleum haulers *Market & schedule dependent
- \$900 Weekly Minimum for non-petroleum certified haulers, e.g. ethanol and biodiesel.

SAFETY BONUSES – MONTHLY

Our Safety Recognition Program is designed to motivate and recognize employees who perform their job in a safe and efficient manner. This is to incentivize our entire workforce to always think Safety First! when conducting business.

- Monthly Incentive: \$250
- Total Bonus Incentive Potential is \$3,000 annually

**limitations apply*

SENIORITY AND PRODUCTIVITY – PAID WEEKLY

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.

- 6 mo-1 year driver: 1.50%
- 2-4 year driver: 3.00%
- 5-9 year driver: 4.00%
- 10-19 year driver: 4.75%
- 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. 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 \$270-\$305 per day *Market dependent
- 3rd Year: 2 Weeks at \$270-\$305 per day *Market dependent
- 5+ Year: 3 Weeks at \$270-\$305 per day *Market dependent

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 \$270-\$305 (*Market Dependent) 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

EARNING POTENTIAL FOR THREE YEAR DRIVER

*Assuming Minimum Pay as a BASE Line

**Drivers likely to exceed annual minimum pay

Earnings: \$1350 - \$1525 per week 50 weeks	\$67,500 - \$76,250
Safety: \$250 X 12 months	\$3,000
Seniority: 3.00% of gross earnings	\$2,025 - \$2,288
Vacation: \$270-\$305 per day (2 weeks)	\$2,700 - \$3,050
Holiday: \$125 per day at 7 days	\$875
Total	\$76,100 - \$85,463
PTO: Buy Back Potential	\$1,350 - \$1,525
Total	\$77,450 - \$86,988

EARNING POTENTIAL FOR FIVE YEAR DRIVER

*Assuming Minimum Pay as a BASE Line

**Drivers likely to exceed annual minimum pay

Earnings: \$1350 - \$1525 per week 50 weeks	\$67,500 - \$76,250
Safety: \$250 X 12 months	\$3,000
Seniority: 4.00% of gross earnings	\$2,700 - \$3,050
Vacation: \$270-\$305 per day (3 weeks)	\$4,050 - \$4,575
Holiday: \$125 per day at 7 days	\$875
Total	\$78,125 - \$87,750
PTO: Buy Back Potential	\$1,350-\$1,525
Total	\$79,475 - \$89,275

ACCESSORIAL PAY SCHEDULE

- Demurrage: \$24 per hour. Paid in ¼ hourly increments after 45 minutes.
- Traffic Impediment: \$24 per hour. Paid in ¼ hourly increments after first hour.
- Break-Down: \$23 per hour. Paid at point of breakdown until repairs made or until returned to domicile location.
*Demurrage and Traffic times will be validated via GPS data prior to each payroll period.
- Split Loads: \$20 loading, \$9 per unload plus mileage pay to farthest destination, demurrage if applicable
- Pre-Loading Pay: \$20; to ensure correct accounting, please document details
- Unload after Pre-Load: \$9, plus standard mileage pay from origin to destination
- Dead-Head Pay: *Specific pay applies to individually approved lanes typically at \$23 per hour at 55MPH
**Example: 30 miles / 55 MPH X \$23 = \$12.55
- Moving Pay: \$9 per move. *Individually approved moves
- Extra Hose Pay: \$15 per extra hose used. *Individually approved sites
- Pump Load Pay: For destinations requiring usage of TLC pump, \$9 standard unload pay plus \$32.50.
*On-site moving pay is specific to individually approved moves
*Demurrage applies only if applicable
- Pump Out Pay: \$40 per hour
- Additive Pay: \$10 per customer location
- Bunkering Pay: \$25 per hour
- 2nd Truck Fueling: \$15, threshold set at 300 miles logged during shift
- Truck Wash: \$20
- Trainer Pay: \$100 per day in addition to normal mileage pay (or weekly minimum pay)
- Trainee Pay: \$20 per hour
- Safety Meeting: \$23 per hour for two hours
- Call-in Pay: \$100 Summer (April – September) per day in addition to normal mileage pay (or weekly minimum pay)
\$85 Winter (October – March) per day in addition to normal mileage pay (or weekly minimum pay)

****This pay schedule is not indicative of a contract and may be amended at any time.***