Company Drivers

Compensation Packet

GP TRANSCO

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gptransco.com

3200 Channahon Rd
Joliet, IL 60436

APPLY TO DRIVE

Expected Annual Pay:

$85,000-$95,000 With potential raises every 6 months, you could earn over $100,000 within 2-3 years.

Expected Weekly Pay:

$1,600-$2,200 / week

Weekly Minimum Guarantee:

$1,250 / week To qualify, a driver must be available to work for the entire week (5 days) and his average pay of the current and previous week cannot exceed $1,250 (this is an extremely rare scenario)

Solo Base Pay:

60 CPM (with optional driver-facing camera)

58 CPM (without optional driver-facing camera)

Expected Solo CPM Pay:

65 CPM is the current average actual pay of our solo company drivers

Base pay + all accessorial pay such as profit sharing, layover, breakdown, extra stops, and more.

Teams Base Pay:

75 CPM (with optional driver-facing camera)

73 CPM (without optional driver-facing camera)

Pay Raises:

1 CPM added every 6 months

Available to qualified drivers based on performance and safety.

What's Paid?

Miles: All miles are paid, loaded and empty, address to address.

Stop-offs: $35 for each live load/unload stop over 2 stops per day; this does not apply to flat-rate drivers

Loading-assist: $50 per occurrence

Detention:
- $25 per hour, after 2 hours at the shipper/receiver
- Max is $150 which becomes a layover
- Team drivers are paid per truck
- Detention is paid only if it has been reported before the 2-hour time frame expires
- Paid even if we do not collect from customer

Layover:
- Paid even if we do not collect from customer
- $150 per day
- Teams are paid per truck

- Weather or Mechanical-related layover: $100 per day. Teams are paid per unite. Qualified only if a full day is lost.

Border Crossing: $35 each way

Scale Tickets: 100% reimbursement for all scale tickets that you pay cash, with receipts provided

Allowance: EFS card allowance available for scales, anti-freeze, washer fluid, etc. Per diem pay is not available at this time.

Clean DOT Inspections:
- Level 1: $250
- Level 2: $200
- Level 3: $150

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Benefits & Perks

Health Insurance: Employer-employee contribution; 4 different plans to choose from; eligible on the 1st of the month following 30 days of employment

OTR Health: Access to board-certified doctors via video chat or phone 24/7 for a wide range of minor conditions and prescriptions

Dental & Vision: Dental and vision plans are included at no cost if enrolled in the medical plan, but you may choose the coverage as a standalone option

Life Insurance: Free of cost for coverage of $25,000; you also have an option to buy up to $250,000 in coverage

Employee Assistance: Employee Assistance Program available free of charge for all employees

Other Coverage: Other voluntary lines of coverage available: short-term and long-term disability, accident and critical illness insurance

401(k): 401(k) Savings Plan with a 5% match: dollar-for-dollar match for the first 3%; fifty cents-for-dollar match for the following 2%

Paid Vacation: One (1) week paid vacation per working year:

- $1,000 flat rate; eligible 6 months after hire
- New week renews at work anniversary date
- Eligible for 2 weeks after 4 years of employment
- Can work through the week and get the vacation pay in addition

Paid Holidays: Six (6) paid national holidays: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, Christmas Day; $100 per day

Orientation Pay: Paid 2-day orientation - $100 per day; added on the 1st paycheck. Travel to Onboarding Bootcamp is covered by GP Transco. Hotel stay during the onboarding bootcamp is taken care of as well.

Other Goodies

Referral Bonus: $2,000. First $500 paid after 30 days of referred driver's employment; remaining $500 paid after 3 months; $1,000 after 6 months; no cap on number of referrals

Riders: A passenger is allowed onboard upon approval and completion of a passenger authorization form; passenger must be 18 years or older

Pets: Pets are allowed upon approval at no charge; if excessive damage is caused by pet(s), you may be liable for damages

Loaner Cars: Courtesy cars available at the main terminal for drivers' use at no cost

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Referral Bonus:

$2,000/driver

$500 paid after referred driver's orientation

$500 paid after referred driver's 30 days of employment

$1,000 paid after referred driver's 6 months of employment

There is NO cap on referrals or referral pay.

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OTP: Qualification

How to get a 1 cpm raise every 6 months

You will be evaluated weekly in 6 different categories outlined here.

OTP Performance Evaluation

We expect that each GP Transco Driver is an **Outstanding Trucking Professional (OTP) -** someone who meets the criteria listed here on a continuous basis. This criteria will be a weekly performance evaluation tool - your OTP Scorecard, which will later be used to determine if you qualify for a raise every 6 months.

Safety

No violations received on DOT inspections
No tickets
No hours-of-service violations
No at-fault accidents
No harsh events showing aggressive or unsafe driving
Completing monthly online training

On-Time

On time to all pick-ups and deliveries
** if any adverse weather conditions, mechanical breakdowns or incidents prevent being on-time, proper and timely notification must be communicated to your dispatcher or afterhours.

Attendance & Hours-of-Service Utilization

Utilizing your full available hours during all agreed work days.
No excessive or unauthorized use of Personal Conveyance
No occurrences of no shows

Proper Maintenance

No at-fault truck or trailer damages
Ensuring that all required preventative maintenance is completed
All Pre-Trip and Post-Trip Inspection procedures followed
Photos from walkaround inspections uploaded to Samsara each time (DVIR) No trailer rejections at shippers
Timely reporting of any incidences of damages or mechanical issues

Proper Communication

Answering and returning calls or messages in a timely manner
Providing all documents in a timely manner (BOL's, lumper receipts, etc.)
Providing updates (status, delays, trailers, in and out times, etc)
Using MacroPoint tracking and communicating with brokers as needed on your own device

Professionalism

No unprofessional behavior, such as:
Yelling or inappropriate language
Unauthorized use of company equipment
Substantiated reports of erratic driving
Failing to follow directives

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FUEL: Fuel Savings Bonus

All company drivers are eligible to participate starting on the first day of employment.

This is a monthly program to incentivize efficient fuel consumption and reducing downtime for equipment maintenance. An extra 1 cent per mile is added for all miles driven the previous month if the driver is in the top 50% of the fleet.

Drivers are assigned to categories depending on their equipment (Year, make, model, with or without EPU/APU)

Optional Driver-Facing Camera

Driver-facing cameras are covered by default. You can choose to have your driver-facing camera uncovered for an additional 2 cents. Cameras do not provide a live feed of the cabin – footage is retrieved during harsh events and in case of an accident to protect the driver and the company legally. Sound is not recorded at any time – no microphone on the camera.

Drivers who elect to have their camera uncovered can change their mind at any time and cover it back up, which would mean they would no longer receive the extra 2cpm base pay; prior to doing this, the driver must notify his or her safety manager.

Driver-facing cameras will remain a disciplinary measure for drivers who display distracted driving-related behaviors – without the additional incentive.

- For example, if a driver decided he or she does not want to voluntarily open up his or her camera for an extra 2cpm, yet later, safety concerns would arise regarding distracted driving, the company may uncover the camera for a probationary period in order to improve the driver's safety.

Equipment

All trucks are year 2018 and newer. Trucks are extremely well-maintained via our in-house maintenance shop.

Most trucks are Freightliner Cascadias, with about 10% of the fleet being Volvo VNL.

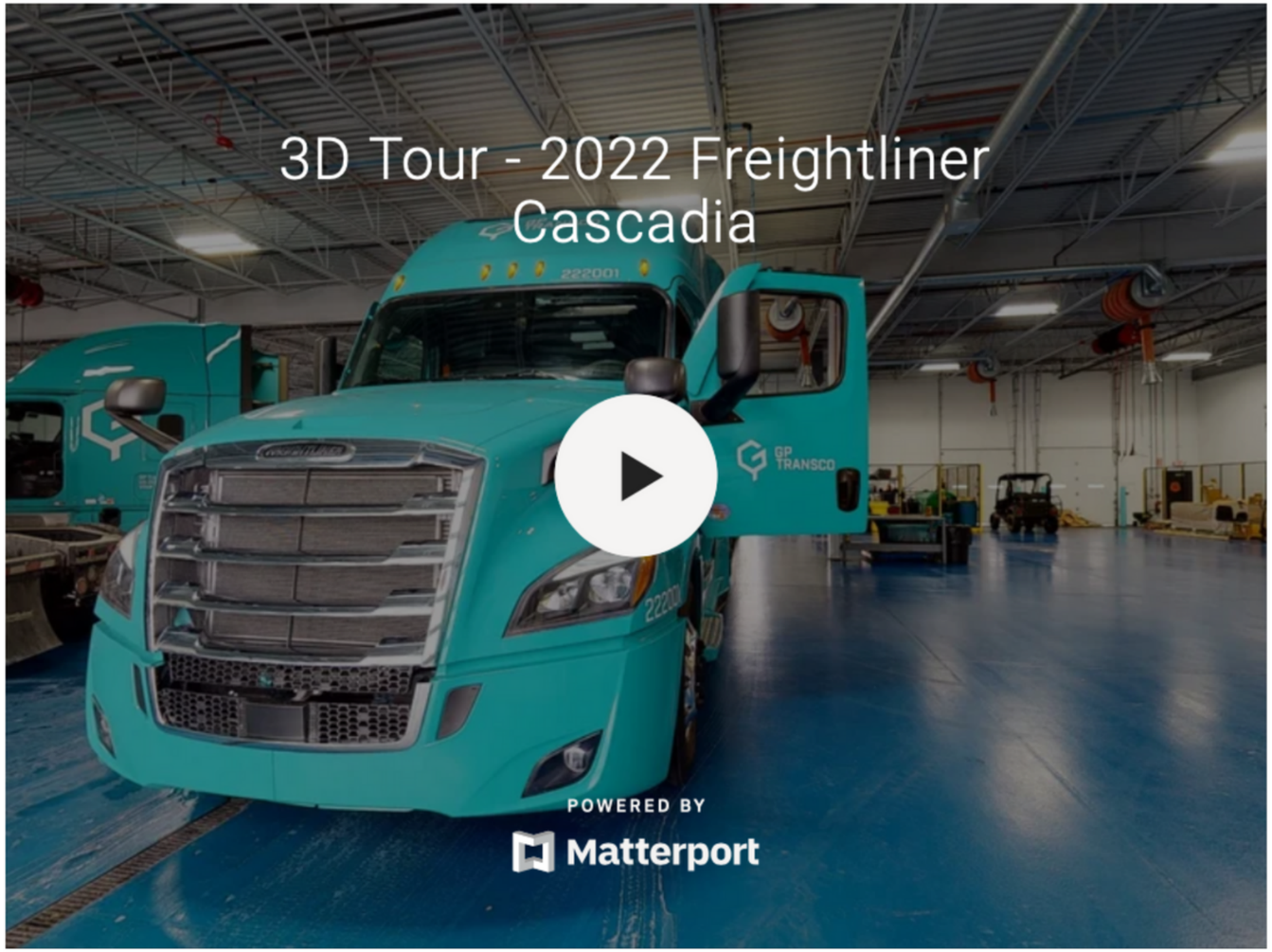
All trucks are automatic. Disc brake system on all tractors, which reduces braking distance by 30%. 2019+ Freightliners – fifth wheel auto release button. 2019+ year trucks have an EPU system. If repairs cannot be made promptly, you are able to get a replacement truck if available (if you are near the GP Transco Headquarters)

All trucks have refrigerators, power inverters, collision mitigation systems, xenon or LED headlights. NO slip seating.

Trucks are governed at 65 mph on the pedal, and 67 mph on cruise: SmartPass available in some trucks

Trailers not older than 2 years (about 70% of current trailers). All trailers air rides, no spring rides. State-of-the art trailers with air release tandems. All trailers are shock-less with air-suspension, and most are equipped with disc brakes, which reduces braking distance by 30%.

24/7 road-side service is available – MasterFleet, TA's RoadSquad. PrePass is used for scales and I-pass/E-ZPass is used for tolls. Truck and trailer washing is available as needed at Blue Beacon.



Virtual Walkthrough of a GP Transco Freightliner Cascadia

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Operations

Utilizing OpenRoad TMS – our in-house developed transportation management system

- Tracking links provided to brokers, so you are not bothered for updates
- Alerts to management if trucks are not covered for extended periods of time
- Real-time situational awareness of all trucks allows reduced downtime

No hazmat, rail, or reefer loads. Truck can be taken home, if distance is approved by the fleet manager each time. A single dispatcher assigned to you for one-on-one personal service. Dispatch is available 24 hours/day, 365 days/year. Drivers can fuel at all major fuel stops. Fuel stops not designated, but must stay within network. Emergency fueling up to 50 gallons allowed at other fuel providers.

Approximately 35% of drop-and-hook available. Reserved parking is not reimbursable; If necessary, non-reserved parking reimbursed with receipts provided. All bill of landings to be turned in through the Transflo app within 24 hours from delivery.

E-log system used – Samsara; Tablet and Wi-Fi in the truck provided for work-related use. You don't have to use your own data for logbooks, or document transfer. 1GB limit
per month, slows down to 3G after that

1 day of home time is accrued for every full week out on the road; 7-day cap to be used at one time (7 weeks out – 7 days)

Transporting PPE

24 GP Transco trucks and trailers lining up at the Chicago Rockford International Airport, getting loaded with 600,000 pounds of essential medical supplies. April 2020.

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