



SUPERPAY!

Independent Contractors

New Pay Scale Complete Load Length	New Solo Qualified
<100 Miles	\$1.53
101-200 Miles	\$1.28
201-300 Miles	\$1.13
301-400 Miles	\$1.03
401-500 Miles	\$0.99
501-600 Miles	\$0.96
601-700 Miles	\$0.93
701-1,000 Miles	\$0.91
1001+	\$0.90
Empty/Deadhead Miles	\$0.90

Company Teams

New Pay Scale Complete Load Length	After Training and CAT	6-12 Months	1-1.5 Years	1.5-2 Years	2-3 Years	3-4 Years	4-5 Years	5-6 Years	6-7 Years	7-8 Years	8-9 Years	9-10 Years	10+ Years
<100 Miles	\$0.450	\$0.480	\$0.515	\$0.520	\$0.525	\$0.530	\$0.540	\$0.550	\$0.560	\$0.570	\$0.570	\$0.570	\$0.570
101-200 Miles	\$0.430	\$0.460	\$0.495	\$0.500	\$0.505	\$0.510	\$0.520	\$0.530	\$0.540	\$0.550	\$0.550	\$0.550	\$0.550
201-300 Miles	\$0.410	\$0.440	\$0.475	\$0.480	\$0.485	\$0.490	\$0.500	\$0.510	\$0.520	\$0.530	\$0.530	\$0.530	\$0.530
301-400 Miles	\$0.390	\$0.420	\$0.455	\$0.460	\$0.465	\$0.470	\$0.480	\$0.490	\$0.500	\$0.510	\$0.510	\$0.510	\$0.510
401-500 Miles	\$0.370	\$0.400	\$0.435	\$0.440	\$0.445	\$0.450	\$0.460	\$0.470	\$0.480	\$0.490	\$0.490	\$0.490	\$0.490
501-600 Miles	\$0.350	\$0.380	\$0.415	\$0.420	\$0.425	\$0.430	\$0.440	\$0.450	\$0.460	\$0.470	\$0.470	\$0.470	\$0.470
601-700 Miles	\$0.330	\$0.360	\$0.395	\$0.400	\$0.405	\$0.410	\$0.420	\$0.430	\$0.440	\$0.450	\$0.450	\$0.450	\$0.450
701+	\$0.310	\$0.340	\$0.375	\$0.380	\$0.385	\$0.390	\$0.400	\$0.410	\$0.420	\$0.430	\$0.430	\$0.430	\$0.430
Empty/Deadhead Miles	\$0.310	\$0.340	\$0.375	\$0.380	\$0.385	\$0.390	\$0.400	\$0.410	\$0.420	\$0.430	\$0.430	\$0.430	\$0.430

Company Solos and Trainers

New Pay Scale Complete Load Length	After Training and CAT	6-12 Months	1-1.5 Years	1.5-2 Years	2-3 Years	3-4 Years	4-5 Years	5-6 Years	6-7 Years	7-8 Years	8-9 Years	9-10 Years	10+ Years
<100 Miles	\$0.415	\$0.425	\$0.445	\$0.450	\$0.455	\$0.460	\$0.465	\$0.475	\$0.480	\$0.485	\$0.490	\$0.495	\$0.500
101-200 Miles	\$0.380	\$0.390	\$0.410	\$0.415	\$0.420	\$0.425	\$0.430	\$0.440	\$0.445	\$0.450	\$0.455	\$0.460	\$0.465
201-300 Miles	\$0.360	\$0.370	\$0.390	\$0.395	\$0.400	\$0.405	\$0.410	\$0.420	\$0.425	\$0.430	\$0.435	\$0.440	\$0.445
301-400 Miles	\$0.340	\$0.350	\$0.370	\$0.375	\$0.380	\$0.385	\$0.390	\$0.400	\$0.405	\$0.410	\$0.415	\$0.420	\$0.425
401-500 Miles	\$0.320	\$0.330	\$0.350	\$0.355	\$0.360	\$0.365	\$0.370	\$0.380	\$0.385	\$0.390	\$0.395	\$0.400	\$0.405
501-600 Miles	\$0.300	\$0.310	\$0.330	\$0.335	\$0.340	\$0.345	\$0.350	\$0.360	\$0.365	\$0.370	\$0.375	\$0.380	\$0.385
601-700 Miles	\$0.280	\$0.290	\$0.310	\$0.315	\$0.320	\$0.325	\$0.330	\$0.340	\$0.345	\$0.350	\$0.355	\$0.360	\$0.365
701+	\$0.260	\$0.270	\$0.290	\$0.295	\$0.300	\$0.305	\$0.310	\$0.320	\$0.325	\$0.330	\$0.335	\$0.340	\$0.345
Empty/Deadhead Miles	\$0.260	\$0.270	\$0.290	\$0.295	\$0.300	\$0.305	\$0.310	\$0.320	\$0.325	\$0.330	\$0.335	\$0.340	\$0.345

** Regional and Dedicated runs may vary
 ** All pay includes Safety Bonus

Please Note: "Complete Load Length" is defined as miles from the original customer pickup to last delivery. Even if you pull only a segment of the load the rate will be determined by the complete load length.

Effective 06/03/07**