



Owner Operator Pay Summary  
November 1, 2011

<b>Owner Operators</b>	
Domestic Board (Ontario & Quebec Only)	\$1.15 per mile
Regional Board	\$1.25 per mile
Open Board	\$1.10 per mile
Hourly rated work	\$35.00 per hour

***ALL MILES PAID BY PC MILER, PRACTICAL ROUTE, CURRENT VERSION (Subject to company designated border crossing)***

**REGIONAL BOARD DEFINITION**

- Trips between Ontario or Quebec and named states (NY, NJ, MA, RI, CT, NH, VT, ME, MD, PA, DE) (load and re-load in named state).
- Paid on loaded miles from origin (load pick up point) to destination and empty miles in/between the named states.

**WE PAY FOR:**

- Mileage rate same for loaded or empty
- US Regional Mileage rate
- New York City premium
- Handbomb, from hour one
- Hourly Truck Work
- Fuel Tax and Permits
- Satellite Installation
- Tolls and Bridge Crossings
- All Other "On Road" Expenses (scales, fax, etc.)

**YOU PAY FOR:**

- Insurance
- Buy down insurance available
- Benefits
- WSIB Coverage
- On Site Maintenance = 70.00 per hour, parts at cost +3%
- On Road Maintenance = cost + 3%

**EXTRAS:**

- Fuel cap
- Safety & Performance Bonus Program entitles up to \$250.00 per quarter credit to your insurance
- \$3,000 Holdback Interest paid on it yearly

**A. SCALING LOADS**

If it is a customer requirement and the operator is instructed by dispatch to scale a load, the following will apply:

Scaling off site – mileage plus \$17.50 for each time an operator must scale if the scaling location falls in a different zip or postal code.

**B. HANDBOMBING**

If an operator is required to physically assisting in loading or unloading, he/she will be paid at their regular "hourly work" rate of pay as indicated on the compensation summary.

To be paid, the Owner Operator must complete the following steps:

1. **Arrive time/date, start unloading and finish unloading times** at customer must be noted on Trip Sheets and Bill of Lading.
2. **Bills of Lading** must be signed by shipper/receiver
3. Request a PO from your Operator Associate identifying handbomb/physical assist with your start and finish times.

**C. NEW YORK CITY PREMIUM**

(Applies **only** to pick up or delivery in NYC)

\$100.00 per trip plus pick up and/or delivery

**D. MULTIPLE DROP/PICK LOADS**

Owner Operators will be paid for **MULTIPLE DROP/PICK LOADS** beginning with the **SECOND** drop and **each subsequent one** following at \$35.00 each. So, for example you have a load that has 3 drops on it, the first one is included in the mileage rate and you will be paid \$35.00 for each one following (total pay for this one is \$70.00).

**E. LAYOVER**

Layovers will be paid at \$100.00 for each **FULL 24 hour period**.

**PAYROLL INFORMATION**

**Bi-weekly and Month-End Settlement**

- Your pay cheque is deposited automatically into any Canadian Banking Institution of your choice.
- Automatic deposit means not having to be at your home terminal to get paid.
- All paperwork (bills of lading, logs, etc.) must be submitted on a timely basis and may be dropped off at any of our terminals.
- If you are on the road and unable to submit required documentation by noon Tuesday of the pay week at ANY of our terminals, you may telephone your miles into the Safety Department for the pay period. Paperwork must then be submitted ASAP.

**INSURANCE**

Vehicle insurance is charged to the Owner Operator at \$1000.00 per annum and is billed to the Owner Operator on a monthly basis.

**BUY DOWN INSURANCE**

Kriska offers an “in house” insurance buy down package that allows the owner operator to reduce his deductible from \$5000.00 per occurrence to \$2500.00 per occurrence. Cost is \$500.00 per annum (subject to change without notice).

**SAFETY & PERFORMANCE BONUS PROGRAM**

Kriska has an established Safety & Performance Bonus Program that rewards Owner Operators for safe and efficient operation. The program (as amended from time to time) provides Owner Operators with a quarterly insurance reduction of \$250.00 based on a minimum of 25,000 miles per quarter.