

EMPIRE TRANSPORTATION LTD.
Company Drivers Pay Rates - as of July 4th, 2010

Hourly Rates :	<u>Start</u>	<u>3 Months</u>	<u>6 Months</u>	<u>1 Year</u>	<u>3 Years</u>	
	\$ 18.75	\$ 19.25	\$ 19.75	\$ 20.25	\$ 20.75	per/hr

Hourly rate is paid for loads picking up and delivering within a 100 mile radius of Hamilton, ON

Mileage Rates :	Loaded	\$ 0.48	\$ 0.50	\$ 0.51	\$ 0.52	per/mile
	Empty	\$ 0.30	\$ 0.32	\$ 0.33	\$ 0.34	per/mile
Additional for US Miles		\$ 0.03				

Misc:	Pre-trip Inspection :	1/4 hour
	Post-trip Inspection :	1/4 hour
	Loading :	\$25.00
	Unloading :	\$25.00
	Customs Clearance :	1/2 hour

Tarping Rates :	Full Load	\$ 40.00
	Part Load	\$ 20.00
	Strip & Rerack a R&T	\$ 40.00
	O/D Load	\$ 50.00

Oversize Load Premiums for mileage runs:

Length :	Canada	Legal	to	100'	\$ 0.10	per/mile
		101'	and up		\$ 0.20	
	USA	Legal	to	80'	\$ 0.10	per/mile
		81'	and up		\$ 0.20	
Width :	Canada	Legal	to	12'-11"	\$ 0.10	per/mile
		13'-0"	to	13'-11"	\$ 0.15	
		14'-0"	and up		\$ 0.20	
	USA	Legal	to	11'-11"	\$ 0.10	per/mile
		12'-0"	to	13'-11"	\$ 0.15	
		14'-0"	and up		\$ 0.20	
Height :	Canada	14'-1"	to	14'-6"	\$ 0.10	per/mile
		14'-7"	and up		\$ 0.15	
	USA	Legal	to	13'-11"	\$ 0.10	per/mile
		14'-0"	to	14'-6"	\$ 0.15	
		14'-7"	and up		\$ 0.20	
Weight :	Canada	105,000#	to	120,000#	\$ 0.10	per/mile
		(permit loads only) 120,001#	and up		\$ 0.15	
	USA	85,000#	to	110,000#	\$ 0.10	per/mile
		110,001#	and up		\$ 0.15	

NOTE: When more than one premium applies 100% of the highest and 50% of the other premiums will be paid. Premiums are based on actual dimensions - not permitted dimensions. Overweight premiums apply only to SINGLE PIECE over weight loads that are permitted. Multi Piece Loads that are legal axle weights do not earn a premium

Oversize Load Premiums for hourly runs:

Legal Loads - regardless of trailer type	Regular Rate
O/D Loads (within annual permit limits) - Flats, Steps, Double Drops	\$1.00 per hour
O/D Loads (within annual permit limits) - Floats	\$2.00 per hour
O/D Loads (from annual limit up to escort limit) - Flats, Steps, Double Drops	\$1.50 per hour
O/D Loads (from annual limit up to escort limit) - Floats	\$2.50 per hour
O/D Loads - escorted Flats, Steps, Double Drops	\$2.00 per hour
O/D Loads - escorted Floats & all Float loads using a Jeep regardless of size	\$3.00 per hour

The "Float" rate applies to loads that require the neck to be split for loading and unloading, such as cranes, road machines, etc. as well as mini-deck loads that are over-height and extendable floats and double drops that need to be stretched. When Floats and Mini-Decks are used in lieu of Double Drops, the double drop rate applies.

Steering Dolly and Floats with Boosters:

In addition to regular mileage or hourly rates and premiums as noted above, an extra \$5.00 per hour will be paid for all hours incurred loading, unloading and driving while loaded. This does not get paid while returning empty or any waiting time for curfews, permits, etc. There is no premium paid for returning with empty oversize trailers.