

**EMPIRE TRANSPORTATION LTD.**  
**Company Driver Pay Rates - effective JANUARY 1st 2016**

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<b>Hourly Rates:</b>	<u>Start</u>	<u>3 Months</u>	<u>1 Year</u>	<u>3 Years</u>	
	\$ 22.50	\$ 23.50	\$ 24.50	\$ 25.50	per hour

Hourly Rate is paid for loads moved within a 100 mile radius of Hamilton, Ontario

<b>Mileage Rates:</b>	<b>Loaded</b>	\$ 0.55	\$ 0.58	\$ 0.60	per mile
	<b>Empty</b>	\$ 0.35	\$ 0.38	\$ 0.40	per mile
	<b>Additional for US Miles</b>	\$ 0.03			

**Misc:** Pre and Post-trip Inspections, Fueling, Paperwork, etc.: 3/4 hour per day  
 Loading: \$ 30.00  
 Unloading: \$ 30.00  
 Customs Clearance: 1/2 hour

<b>Tarping Rates:</b>	Full Load:	\$ 40.00
	Part Load:	\$ 20.00
	Strip & Re-Rack a Rack and Tarp:	\$ 40.00
	O/D Load:	\$ 50.00

**Oversize Load Premiums for Mileage Runs:**

<b>Length:</b>	Canada	Legal	to	100'	\$ 0.10	per mile
		81'	and up		\$ 0.20	
	USA	Legal	to	80'	\$ 0.10	per mile
		81'	and up		\$ 0.20	
<b>Width:</b>	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	
<b>Height:</b>	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	
<b>Weight:</b>	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 overweight loads that are permitted.

Multi Piece Loads that are legal axle weights do not earn a premium.

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**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 and 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.

The 13 axle trailer pays a premium of \$10.00 per hour.

Empty miles are paid at loaded mile rates.

There is no premium for returning with empty oversize trailers.