

EMPIRE TRANSPORTATION LTD.
Company Driver Pay Rates - effective APRIL 1st 2018

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Hourly Rates:	<u>Start</u>	<u>3 Months</u>	<u>1 Year</u>	<u>3 Years</u>	
	\$ 24.00	\$ 25.00	\$ 26.00	\$ 27.00	per hour

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

Mileage Rates:	Loaded	\$ 0.58	\$ 0.61	\$ 0.63	per mile
	Empty	\$ 0.38	\$ 0.41	\$ 0.43	per mile
	Additional for US Miles	\$ 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

Tarping Rates:	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:

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 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 \$10.00 per hour will be paid for all hours incurred loading, unloading and driving while loaded. This does not get paid while travelling empty.

The 13 axle trailer pays a premium of \$15.00 per hour.

Empty miles are paid at loaded mile rates.

There is no premium for travelling with empty oversize trailers.