

SCHEDULE, BONUS, AND SENIORITY PAY

Our compensation package is composed of 10 distinct segments:

- Load and Accessorial Pay – Paid Bi-Weekly
- Safety Bonuses – Paid Quarterly with an Annual Kicker
- Seniority and Productivity – Paid Bi-Weekly
- Holiday & Paid Time Off – Paid Bi-Weekly
- Health Benefits available from day one. Retirement Package including 401k with up to 5% company match.
- Reimbursement on TWIC & Medical Cards. Company supplied uniforms.
- Shift incentives, including night and weekend differential pay.
- Annual pay increased based on experience.
- Incentive pay to work 6th day per week.
- Guaranteed Weekly Minimum.

LOAD PAY – WEEKLY GUARANTEE

We offer a weekly minimum designed to protect our drivers during slow demand seasons, transitional business periods or even pipeline disruptions. Our drivers consistently earn more than these weekly minimums:

- \$1,250 Weekly Guarantee for PM Shift and 10+ year Tenure Drivers.
- \$1,150 Weekly Guarantee for AM Shift and less than 10 year Tenure Drivers.

SAFETY BONUSES – QUARTERLY AND ANNUAL

We utilize a points-based system that accrues at the start of each new quarter and annually. This is to incentivize our entire workforce to always think Safety First!

- Quarterly Incentive: \$500
- Annual Incentive (Kicker): \$1,000
- Total Bonus Potential: \$3,000 per year.

SENIORITY AND TENURE PAY – ANNUAL INCREASE

We want to honor our tenured drivers by offering annual pay increases. Each year you will see a 1% increase per mileage bracket. Although 1% does not seem like much, it certainly adds to your gross pay numbers year after year.

- After 1st year: 1%
- After 5th year: 5%
- After 10th year: 10%
- After 15th year: 15%
- After 20th year: 20%
- After 25th year: 25%



PAID TIME OFF, HOLIDAY, AND REFERRAL PAY

We understand that every driver needs a good work-home balance in their lives, so we offer a program that allows just that! We also value drivers that prefer to earn the maximum by offering a buyback program for unused PTO days.

Paid Time Off

Day one eligibility!

- 1st Year: 1 week - \$230 per day
- 2nd Year: 2 weeks - \$235 per day
- 3rd Year: 3 weeks - \$240 per day

*This time is not eligible for buyback. Use it or lose it.

Additional Paid Time Off

Day one eligibility!

- 1-9 years: 5 days - \$230 per day
- 10 + years: 10 days - \$240 per day

*Buyback available for unused additional PTO.

Paid Holidays

\$230 per holiday

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

[Referral and New Hire Bonuses Also Available!](#)

ACCESSORIAL PAY SCHEDULE

Effective June 28, 2021

• Demurrage:	\$20 per hour. Paid in 15 minute increments after 1 hour.
• Breakdown:	\$20 per hour. Paid at point of breakdown until repairs are made or returned to domicile.
• Truck Wash:	\$20. Picture taken prior to wash & submitted via email to Dispatch.
• Trainer:	\$75 per day in addition to mileage pay (or weekly minimum).
• Split Loads:	\$20 per occurrence.
• Pre-Loading:	\$20 per occurrence, approved by Dispatch.
• Dead-Head:	\$20 per hour.
• Pump Load:	\$20 per occurrence.
• Pump Out:	\$40 per hour.
• Additive:	\$10 per customer location.
• Trainee:	\$17.50 per hour.
• Safety Meeting:	\$20 per hour for two hours.
• Emergency Relief:	\$400 per day with \$50 per diem.
• Extra Hose:	\$5 per extra hose over 20ft.
• Drop & hook:	\$15 per day maximum
• Weekend Warrior:	\$75 per day approved

This schedule of fees is not indicative of a contract and may be amended at any time.

EARNING POTENTIAL FOR 3 YEAR DRIVER

**Assuming Minimum Pay as baseline
 Drivers likely to exceed annual minimum pay**

Earnings:	\$1,150 per week (49 weeks)	\$56,350
Safety:	\$500 per quarter + \$1,000 annually	\$3,000
Vacation:	\$240 per day (3 weeks)	\$3,600
Holiday:	\$230 per day (6 holidays)	\$1,380
PTO:	\$230 per day (5 days)	\$1,150
Total:		\$65,480

EARNING POTENTIAL FOR 10 YEAR DRIVER

**Assuming Minimum Pay as baseline
 Drivers likely to exceed annual minimum pay**

Earnings:	\$1,250 per week (49 weeks)	\$61,250
Safety:	\$500 per quarter + \$1,000 annually	\$3,000
Vacation:	\$240 per day (3 weeks)	\$3,600
Holiday:	\$240 per day (6 holidays)	\$1,440
PTO:	\$240 per day (10 days)	\$2,400
Total:		\$71,690

EARNING POTENTIAL CEILING IS UP TO YOU!

