**Driver Pay as of July 12, 2022**

**Welcome:**

Leavitt’s Freight Services’ culture is built on being consistently safe, maximizing your earning potential, and working together.

Our driving team members are well known for being safe and productive professionals. We pay the highest wages in the industry and therefore expect to receive high performance, in all aspects, from our driving team members.

**New Hire Orientation & Training Pay:**

New Hires will be paid $1,250 provided they (1) complete orientation, (2) offered a permanent position and (3) sign this employment agreement. New Hire Pay will be paid at a flat rate of $1,250 and will be for any work provided between hire date and the following payroll cutoff date (Monday night).

Following the initial week of training, those who are not released solo will receive $200 per work day (documented via ELOG) until released solo. Drivers deemed to be DFP or Modified DFP will receive $150 per work day (documented via ELOG) until released solo.

**Mileage Pay and Tarp (Excludes Dedicated Lanes):**

**Semi Lanes:**

All semi lanes that do not fall under a customer specific dedicated lane will be paid at a flat rate of **$0.64** on all approved dispatch miles.

Team drivers will be paid a flat rate of $0.64 on all approved dispatch miles split between each driver.

**Quad Lanes:**

All quad lanes that do not fall under a customer specific dedicated lane will be paid at a flat rate of **$0.70** on all approved dispatch miles.

**Tarp Pay:**

Tarp pay is a one-time pay event at the time of tarping. Tarp pay will only be paid when the load is marked tarp by the CSR and the receiver signs the POD evidencing the load was tarped.

* Tarp pay of $100.
* Smoke tarp pay of $50.

**Accessorial / One Time Event Pay:**

The below events will still be paid at an accessorial/one time pay event.

|  |  |
| --- | --- |
| **Semi/Quad Accessorial Pay** | **CPM/Rate** |
| 61’ – 70’ Load Length | $0.02 |
| 71’ – 80’ Load Length | $0.04 |
| 81’ – 90’ Load Length | $0.11 |
| 91’ – 100’ Load Length | $0.13 |
| 101’ + Load Length | $0.17 |
| 10’ – 12’ Wide | $0.04 |
| 12’ + Wide | $0.06 |
|  |  |
| **LFS One Time Pay Events** | **Rate** |
| Float Load | $60 Per Event |
| Float Load Unload | $40 Per Event |
| Trainer Pay – In Cab | $65 Per Day |
| Trainer Pay – In Shadow | $32.50 Per Day |

**Loyalty Pay:**

Loyalty pay begins to accrue on the first mile you run, based on the below scale: Loyalty pay is not earned until you reach your date of hire anniversary. If you are not employed on your anniversary day, you will not receive any Loyalty pay.

|  |  |
| --- | --- |
| Loyalty Pay | CPM Rate |
| 1 Year Anniversary | $0.01 |
| 2nd & 3rd Year Anniversary | $0.02 |
| 4th Year Anniversary | $0.03 |
| 5th – 9th Year Anniversary | $0.04 |
| 10th – 19th Year Anniversary | $0.05 |
| 20th + Year Anniversary | $0.06 |

**Weekly Minimum:**

On a week where you are available to work, if a breakdown, detention, or other non-driver caused event results in you earning less than $1,350 gross, we will make up the difference, up to $1,350 minimum weekly pay.

This is not a guaranteed weekly minimum. The bump to $1,350 requires approval from an authorized operations manager.

Driver caused events include but are not limited to service failures, extended sleeper birth, not driving out your hours, a preventable at-fault accident, etc.

**Per Diem Pay:**

Per Diem pay will be paid at a rate of $.15 per mile, calculated using IRS guidelines.

**Dedicated Lanes:**

The daily rate for dedicated lanes $265 per day. You must be available to work to be eligible for the daily rate.

**Loyalty Pay:**

Loyalty pays begins to accrue on the first mile you run, based on the below scale: Loyalty pay is not earned until you reach your date of hire anniversary. If you are not employed on your anniversary day, you will not receive any Loyalty Pay.

|  |  |
| --- | --- |
| **0-1 Year of Service** | **$26.92 per Week** |
| **1-3 Years of Service** | **$53.84 per Week** |
| **4-5 Years of Service** | **$80.76 per Week** |
| **6-9 Years of Service** | **$105.76 per Week** |
| **10+ Years of Service** | **$128.84 per Week** |