

Connors Transfer Limited

Owner Operator Pay Rates

January 19, 2023

| Base Compensation Loaded & Empty Miles | |
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| Canadian miles | \$1.24 |
| USA miles | \$1.57 |
| Tri-Axle +52,000 Lbs | \$1.31 |
| Tri-Axle with less than 52,000 Lbs | \$1.26 |
| Team | Base + \$0.08 |
| Compensation Rates - Accessorial (Subject to Dispatch Approval) | |
| City rate | \$45.00/ hour when working in the Toronto area. |
| Picks & Drops | \$35.00 each after the first (more than 3 and all are paid). If waiting time is involved, payment will be the greater of \$30/ pick or drop or \$30 for first drop or pick and accumulated waiting time after two hours. |
| Layovers | \$200 for 24 hours when waiting for dispatch away from home Terminal and driver has hours available. |
| Detention | Paid at \$35/hr after 2 hours when on time at a customer or at US border. Must be reported to Dispatch. Team rate is \$45/hr to the truck or \$22.50 each driver. Delays greater than 2 hours at CAD/US border will be paid. |
| Trailer Breakdown | Paid \$150 for first day and \$250 for each additional day of trailer breakdown |
| Trailer Wash | \$15 per trailer washed or sweep out. |
| USA Port Fee | \$50 Cdn – Paid to drivers who have a valid TWIC card. |
| On-route Trailer Switch | \$15 |
| Fuel Surcharge | Capped fuel priced at \$0.41/L in Canada and \$0.43L (Cdn \$) in the USA. Truck must maintain 7.0 MPG to be eligible for this pricing |
| Tolls & Bridges | Card Systems - Misc. Tolls receipts relating to trips are reimbursed based on PC Miler routes |
| Permits & Licensing | Paid by Connors Transfer |
| Plates, & Registrations | Paid by Connors Transfer |
| Workers Compensation | Broker required to obtain own coverage, subject to provincial regulations |
| Mileage | Paid by Connors Transfer by PC Miler Practical Miles (city center – city center) |
| Fleet Insurance | Paid by Connors Transfer |
| Accident/Claim Deductible | \$2500/incident |
| Escrow Holdback | \$150/ statement to a maximum of \$3000 per truck |
| NY Heavy Use Tax | Broker is responsible to pay for this |
| Truck Requirements | Unit age 5 years or newer, 5 th wheel height 47 inches |
| Referral Bonus | \$1000.00 paid to existing driver when they refer a driver, bonus is paid after referred driver completes 6 months full time employment |
| Monthly mileage required | A minimum of 10,500 miles per month must be maintained. A three-month average below this may make the contract void. |
| Short Lane Fee | Toronto to Montreal or Montreal to Toronto \$85 CAD, Toronto to Troy OH \$85 CAD |
| US Delivery Fee | Any deliveries to Kirkwood NY \$35 CAD |
| Orientation Fee | \$300.00 for completion of orientation and all assigned Carriers Edge courses |

O/O Signature _____ Connors Signature _____ Date _____