

## COMPANY DRIVERS

### PAY RATES

The Rate of Pay for each NEW CENTURY Driver is based upon the years of professional tractor-trailer driving experience he or she has on the date of hire with the Company. A minimum of two years of experience is required.

#### LTL ROAD PAY RATE (HAZMAT REQUIRED)

Experience (Years)	Rate (per Hour)	Rate (per Mile)
2– 10 Years (at time of hire)	\$19.28	\$0.437
11 Years (at time of hire)	\$19.86	\$0.446
12 Years and Over (at time of hire)	\$20.71	\$0.456

#### LTL NEW ENGLAND REGIONAL PAY RATE (HAZMAT REQUIRED)

Experience (Years)	Rate (per Hour)	Rate (per Mile)
2– 10 Years (at time of hire)	\$19.28	\$0.456
11 Years (at time of hire)	\$19.86	\$0.475
12 Years and Over (at time of hire)	\$20.71	\$0.485

Trips originating in the local pick-up zone and terminating in *New England* and/or trips originating in *New England* and terminating in the local pick-up zone will be paid at an applicable rate from chart above. *New England* includes the states of Maine, Massachusetts, Vermont, New Hampshire, Connecticut, and Rhode Island. This rate applies to Regional Drivers and Road Drivers.

#### TL ROAD PAY RATE

#### WITH HAZMAT

#### WITHOUT HAZMAT

Experience (Years)	Rate (per Hour)	Rate (per Mile)	Rate (per Mile)	Rate (per Mile)
2 – 10 Years (at time of hire)	\$19.28	\$0.38	\$17.35	\$0.34
11 Years (at time of hire)	\$19.86	\$0.39	\$17.87	\$0.35
12 Years and Over (at time of hire)	\$20.71	\$0.40	\$18.64	\$0.36

#### TL NEW ENGLAND REGIONAL RATE

#### WITH HAZMAT

#### WITHOUT HAZMAT

Experience (Years)	Rate (per Hour)	Rate (per Mile)	Rate (per Mile)	Rate (per Mile)
2 – 10 Years (at time of hire)	\$19.28	\$0.456	\$17.35	\$0.41
11 Years (at time of hire)	\$19.86	\$0.475	\$17.87	\$0.43
12 Years and Over (at time of hire)	\$20.71	\$0.485	\$18.64	\$0.44

Trips originating in the local pick-up zone and terminating in *New England* and/or trips originating in *New England* and terminating in the local pick-up zone will be paid at an applicable rate from chart above. *New England* includes the states of Maine, Massachusetts, Vermont, New Hampshire, Connecticut, and Rhode Island. This rate applies to Regional Drivers and Road Drivers.

#### LOCAL DRIVER RATE (HAZMAT REQUIRED)

Experience (Years)	Rate (per Hour)
2 – 10 Years (at time of hire)	\$19.28
11 Years (at time of hire)	\$19.86
12 Years and Over (at time of hire)	\$20.71

The hourly rate applies for local runs from Westampton, New Jersey and for determining pay for holidays, personal days and paid vacations.

In addition to the applicable mileage rate, each driver is compensated at the rate of \$15.00 per pick-up (split for Team Drivers) and \$15.00 per delivery (split for Team Drivers). This does not apply to picking up or delivering a load to the New Century terminal. If a driver must manually unload an entire floor load, he/she is paid \$85.00 (split for Team Drivers) in addition to the \$15.00 delivery pay.

HOURLY RATES are paid straight time. (No time deducted for lunch break.)

**TEAM DRIVER PAY RATE**

Team Drivers split .513 per mile. The hourly rate for teams is \$21.80. This is used for the purpose of calculating Paid Holidays, Paid Personal Days, and Paid Vacation