

EASSONS TRANSPORT LIMITED		Pay Grid - Rev 15 (November 1, 2025)		
COMPANY DRIVER	MARITIME BASE RATES		ONTARIO BASE RATES (Ontario drivers licence and primary residence in Ontario)	
	Base (0.10 USA Premium on all USA miles)		Base	
Training school graduate, less than 12 months experience	0.470		0.490	
13 to 18 months experience	0.480		0.500	
19 to 24 months experience	0.490		0.510	
25 to 36 months experience	0.500		0.520	
37 months experience	0.510		0.530	
OTHER REVENUE RATES			PO requested by Driver?	PO given prior to work by Eassons Staff?
Bonus	up to \$2/hr			
First Linehaul Pick included in mileage rate up to 2 hours. Additional Picks max 2 hours each.	\$20	LTL Load / \$40		
First Linehaul Drop included in rate up to two hours. Additional Drops max 2 hours each.	\$20	LTL Load / \$40		
Local pickup and delivery	\$20+miles			
Truck Unavailability New Driver	\$17.75/hr			
Truck Unavailability Home Terminal Senior Driver	\$17.75/hr			
Waiting Time (after 2 hours - dispatch approved)	\$17.75/hr		Yes	
Hourly Pay (Fleet Manager approved - ie. actual loading or reworking of freight at a terminal or customer location, lumping or any other situation where Fleet Manager feels the driver is entitled to hourly pay - not to be paid in addition to any other pay rates in the grid.)	\$17.75/hr		Yes	Yes

Local Work (The greater of miles, picks and drops and the hourly rate)	Maritimes	\$23.03	Ontario	\$24.50
Online training as per standard completion times	\$17.75/hr		Yes	Yes
Switches (when part of Linehaul only)	\$10			
Shunting	\$10		Yes	Yes
Fuelling per trailer (as requested by Dispatch - does not include fuelling that is required as part of a trip)	\$20			Yes
Washing a trailer left unwashed by another Driver/Terminal	\$20			Yes
Border Crossing	\$50 / Crossing			
USA Return Trip Border Crossing Premium	\$150/Crossing			Yes
Layover	100 CAN (regardless of location)		plus 30 CAN in USA	Yes
Unreasonable Dispatch	100 CAN (regardless of location)		plus 30 CAN in USA	Yes
Ferry Delay	100 CAN (regardless of location)			Yes
Major Mechanical Breakdowns or delays due to forced road closure, while in transit, with no alternate route and in extenuating circumstances only (ex. Severe weather) - \$17.75/HR for a max of 8 hrs in a 24 hour period - commencing when the delay occurs. When approved by Shop/Fleet Manager as applicable.	If you cant stay in your truck overnight entitled to \$50 + hotel bill only and only if not at home		Yes	
NL Ferry crossing each way	\$80			
Labrador Ferry crossing each way	\$25			
Digby Ferry crossing each way	\$30			
PEI Ferry crossing each way	\$10			
FOGO Island Ferry crossing each way	\$10			
NFLD/Lab/Goose Flat Rate Dock Pay for building loads (only if present at time of loading)	\$120			
Time and one half after 60 hours - paid monthly				
Holiday Running Pay	\$200 Min after 1 month of service	Christmas (additional)	\$50	
Onboarding Driving Support	\$60/day			
Coaching Course	\$200/day plus \$100 daily per diem			
Coaching (4 weeks with student)	\$1000 by School	\$1400 by Eassons after internship evaluation	\$500 after student completes their probationary period	
DEDUCTIONS				
Long Term Disability (Pay x 60%)	100%			

Life Insurance (Pay x 2)	0			
Dependent Life (\$5000)	0			
Travel Insurance	50%			
Medical Benefits	50%			
Dental Benefits	50%			
Drug Benefits	50%			