

| EASSONS TRANSPORT LIMITED | | Pay Grid - Rev 9 (August 1, 2021) | | | |
|---|--|--------------------------------------|-----------------|---|--|
| COMPANY DRIVER - TEAM | Driver Eligibility | MARITIME BASE RATES | | ONTARIO BASE RATES (Ontario drivers licence and primary residence in Ontario) | |
| | | Base (0.05 premium on all USA miles) | Base + Bonus | Base | Base + Bonus |
| Base Pay | Training school graduate, less than 12 months experience | 0.2475 | 0.2675 | 0.2675 | 0.2875 |
| | 13 to 24 months experience | 0.2525 | 0.2725 | 0.2725 | 0.2925 |
| | 25 to 36 months experience | 0.2575 | 0.2775 | 0.2775 | 0.2975 |
| | 37 to 48 months experience | 0.2625 | 0.2825 | 0.2825 | 0.3025 |
| | 49 to 60 months experience | 0.2675 | 0.2875 | 0.2875 | 0.3075 |
| | 60+ months | 0.2725 | 0.2925 | 0.2925 | 0.3125 |
| Quarterly Bonus | Bonus | | | | |
| Idle | 0.0075 | | | | |
| Preventable Accident/Incident | 0.0100 | | | | |
| Safety Prevention | 0.0025 | | | | |
| Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation) | 0.02 | | | | |
| OTHER REVENUE RATES | | | | PO requested by Driver? | PO given prior to work by Eassons Staff? |
| First Linehaul Pick included in mileage rate up to 2 hours. Additional Picks max 2 hours each. | 50% Split | \$20 | LTL Load / \$40 | | |
| First Linehaul Drop included in rate up to two hours. Additional Drops max 2 hours each. | 50% Split | \$20 | LTL Load / \$40 | | |
| Local pickup and delivery | 50% Split | \$20+miles | | | |
| Waiting Time (after 2 hours - dispatch approved) | Per Driver | \$15/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.) | Dispatch Approved 50% Split | \$15/hr | | Yes | Yes |

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|--|-----------------------------|---|----------------------------|------|-----|
| Local Work (The greater of miles, picks and drops and the hourly rate) | Maritimes \$16 50% Split | Ontario / Quebec \$18 50% Split | | | |
| Online training as per standard completion times | Per Driver | \$15/hr | | Yes | Yes |
| Switches (when part of Linehaul only) | 50% Split | \$10 | | | |
| Shunting | 50% Split | \$10 | | Yes | Yes |
| Fuelling per trailer (as requested by Dispatch - does not include fuelling that is required as part of a trip) | 50% Split | \$20 | | | Yes |
| Washing a trailer left unwashed by another Driver/Terminal | 50% Split | \$20 | | | Yes |
| Cross Border | 50% Split | \$20/Crossing | | | |
| Layover | Per Driver | 100 CAN (regardless of location) | | Yes | |
| Unreasonable Dispatch | Per Driver | 100 CAN (regardless of location) | | Yes | |
| Ferry Delay | Per Driver | 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) - \$15/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. | Per Driver | If you cant stay in your truck overnight entitled to \$50 + 1 hotel bill only and only if not at home | Revision February 12, 2015 | Yes | |
| NL Ferry crossing each way | 50% Split | \$40 | | | |
| Labrador Ferry crossing each way | 50% Split | \$25 | | | |
| Digby Ferry crossing each way | 50% Split | \$30 | | | |
| PEI Ferry crossing each way | 50% Split | \$10 | | | |
| FOGO Island Ferry crossing each way | 50% Split | \$10 | | | |
| Yarmouth/Portland Ferry crossing each way | 50% Split | \$150 | | | |
| Time and one half after 60 hours - paid monthly | | | | | |
| Holidays | Per Driver | \$200 Min after 1 month of service | Christmas (additional) | \$50 | |
| Orientation | Per Driver | \$100/day + Accomodations | | | |
| RRSP (6 months-5 years) | Per Driver | 2% | | | |
| RRSP (5-10 years) | Per Driver | 4% | | | |
| RRSP (10 +) | Per Driver | 6% | | | |
| Signing Bonus (As per company pay grid - if received loyalty or signing bonus in past not eligible) | | | | | |
| Referral Bonus (As per company driver pay grid) | | | | | |
| Training Pay (with PO# from Human Resources) - Courses that are issued and expire due to incompleation will be re-issued at the drivers expense. | Per Driver | \$12/hr | paid up to max time/course | Yes | |
| DEDUCTIONS | | | | | |

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|-----------------------------------|--|------|--|--|--|
| Short Term Disability (Pay x 60%) | | 100% | | | |
| 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% | | | |