

Effective MAY 1, 2007
For all drivers assigned to J. W. Stenger Trucking, Inc.

PAY SCALE

NEW HIRES:

All Drivers (Dump & Steel) - 22 % (If you are a trainee with a trainer)

All Drivers - 25% (after you are released from trainer)

All Drivers after 90 days - 25% plus Health Coverage*
(Employer & Employee Contribution)

For the First 2 years of Employment – 25%

After 2 Years – 26%

After 4 Years – 27%

After 6 Years – 28%

Your percent of pay will be based on -

Direct Customer Billing - 93% Revenue

Loads Brokered to Company - 93% Revenue

ACCIDENTS:

Preventable accidents of \$500.00 and under will result in your percentage being reduced by 1 % for 6 months.

Preventable accidents of \$500.00 and over will result in your percentage being reduced by 1 % for 1 year.

VACATIONS:

After 2 Years - 1 week

After 4 Years - 2 weeks

After 6 Years - 3 weeks

Vacation pay will be based on your average weekly pay for the previous 12 months. Vacation eligibility will be based on continuous employment without loss time.

HEALTH COVERAGE:

Provided By: Effective 5-1-07

Carelink Health Plans
141 Summers Square
P.O. Box 1711
Charleston, WV 25326-1711
(800) 348-2922

Cost: (Your Contribution) - 4 TIMES A MONTH

New Hires - Insurance Becomes Effective First of Month after 90 Day
Probationary Period

		H6-500	H6-1000
New Hires	Single	\$48.42	\$42.92
	Family	\$134.22	\$120.71
After One Year	Single	\$43.52	\$37.92
	Family	\$129.22	\$115.71
After Two Years	Single	\$41.02	\$35.42
	Family	\$116.72	\$103.21
After Three Years	Single	\$41.02	\$35.42
	Family	\$106.72	\$93.21
After Four Years	Single	\$41.02	\$35.42
	Family	\$101.72	\$88.21
After Five Years	Single	\$33.52	\$27.92
	Family	\$89.22	\$75.71

Dental & Vision Option: (Your Contribution) - 4 TIMES A MONTH

Rates effective 5-1-07

Single - \$6.27
Parent & Child - \$12.68
Husband & Wife - \$12.59
Family - \$19.16

Policy Date 5-1-05

Driver Signature: _____ Date: _____