

OTR and Regional Van Driver Pay Scale

Effective: 08/01/2026



Verifiable Experience	Single	Team
0-6 Months	OTR \$ 0.4450	OTR \$ 0.2500
7+ Months	\$ 0.5200	\$ 0.3000

NOTE:

(1) Individual Team Drivers will be paid according to verifiable experience. The individual with the most seniority with the Company is the Lead Driver and accepts responsibility.

(2) Military Veteran's providing a DD214 confirming an honorable discharge, will start out at the 13+ Months Rate of Pay, upon completion of any required training.

ACCESSORIAL PAY The following rates apply:

STOP-OFF OR PICK-UP	(Teams Split, excludes point of origin & final destination)	\$ 10.00 per stop
SWITCH-OUT	(Teams Split, excludes point of origin & final destination)	\$ 5.00 per switch
HOURLY - Non-revenue producing		\$ 16.90 per hour
HOURLY DRIVING - Revenue producing		\$ 21.30 per hour
DETENTION	(Teams Split, Not to exceed \$120 per 24 hour period-All qualifying customers)	\$ 15.00 per hour
LAYOVER	(After 24 hrs and every 24 hour period, thereafter, excluding Saturday, Sunday, Holiday)	\$ 96.00
BREAKDOWN	(After 24 hrs and every 24 hour period, thereafter, excluding Saturday, Sunday, Holiday)	\$ 96.00
UNLOADING	(All qualifying Customers - Teams Split)	\$ 70.00 per load
HAZMAT	(Teams Split)	\$ 40.00 per load
NYC (Zip Range 100-119)	(Teams Split)	\$175.00 per load
CANADA	On Ford Loads to Calgary, Alberta the amount is \$100 per load, all others at \$40 per load (Teams Split)	\$ 40.00 per load

TRAINING PAY Drivers in training will be paid \$80 per day, or minimum wage at hourly rate (\$15/hr)

TRAINER PAY Driver Trainer Pay will be paid \$40 per day.

ORIENTATION PAY Driver Orientation Pay will be paid \$100 per day.

RECRUITMENT BONUS Employees that are responsible for the successful hire of a driver that has a minimum experience of 12 month, will be paid weekly 1 cent per mile (teams split) on all miles that the driver is paid on. This mileage bonus will be paid on each driver for a maximum of 3 years.

For those drivers with less than 12 months of experience that have to go through the company training program, when the driver has completed one year of driving with the company, the same program applies but limited to 2 years at 1 cent per mile (teams split).

HOLIDAY PAY The first of the month following sixty days from full-time start date, you are eligible for holiday pay. The six paid holidays at \$100 each are New Years Day, Memorial Day, July 4th, Labor Day, Thanksgiving and Christmas. Drivers need not be on the road to collect but must be actively working and currently employed.

PAID VACATION Full-time employees receive one week after one year, two weeks after five years, and three weeks after twenty years of service. Vacation pay is \$700 per week or \$140 per day.

ALTERNATIVE BENEFIT PAY Those full-time drivers who want to maximize their mileage* pay and forego the standard Vacation Pay and Holiday Pay, at the drivers choice, may increase their base rate by: Years 0 to 5, 1.0 cents per mile* and years 6+, 1.5 cents per mile* for single drivers (Teams split).

Those full-time drivers who want to maximize their mileage* pay and forego the standard Medical Benefit, at the drivers choice, may increase their base rate by 2.0 cents per mile* for single drivers (Teams split).

MEDICAL INSURANCE A.N. Webber, Inc. provides your choice of single or family health coverage. A substantial portion of the cost is paid for your benefit by the company. Weekly contributions deducted from your pay check are: Single \$52.25 or Family \$110.10. Please check with your recruiter or personnel manager for all details.

SAFETY AWARD Single driver earns 1 cent per mile* and team driver 1/2 cents per mile* as recognition for safe driving with no minimum miles required. The safety award, less annual cumulative equipment and property damage claims, will be paid within sixty days of September 6th. Driver must be actively working and currently employed at September 6th.

BIRTHDAY PAY Effective the first of the month following sixty days from full-time start date, you are eligible for Birthday Pay. You will receive an additional \$100 on your birthday.

TENURE PAY After drivers achieve their 1st Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.

After drivers achieve their 5th Anniversary with the Company, they will earn an additional 1 cent per mile*. Team drivers will earn an additional 1/2 cent per mile* for all team miles*.

After drivers achieve their 10th Anniversary with the Company, they will earn an additional 2 cents per mile*. Team drivers will earn an additional 1 cent per mile* for all team miles*.

*Calculated using Rand McNally Household Goods shortest route. This may be less than actual miles traveled.