



## PRECISION MOTOR TRANSPORT GROUP

### Summary of Driver Benefits

Precision Motor Transport Group offers the following benefits to over-the-road and regional drivers:

Summary of Benefits	
Benefit	Description
<u>Wages</u>	The average PMTG driver wage for the last 3 years was \$72,000 plus benefits. Driver wages (other than training wages) are paid at approximately 20% of the revenue for all outbound loads. Wages average approximately \$0.55 per mile for <u>all miles driven</u> .
<u>Training Wages</u>	PMTG drivers receive a minimum of two weeks of training prior to assignment for “solo” deliveries. Trainees are paid at a rate of \$75 per day during classroom & hands-on training sessions.
<u>Driver Recruitment Bonus Program</u>	PMTG drivers can earn \$0.01 per mile per driver referred, hired, and employed for over a year by PMTG. <i>Please Contact a recruiter for details</i>
<u>Health Insurance</u>	PMTG drivers enjoy the benefit of health insurance beginning the month following the driver’s first day of employment. Health insurance is available to employee, spouse and dependents.
<u>Dental Insurance</u>	PMTG drivers enjoy the benefit of dental insurance beginning the month following the driver’s first day of employment. Dental insurance is available to employee, spouse and dependents.
<u>401(k) Program</u>	PMTG offers drivers the benefit of a 401(k) program. Employees can enroll on January 1 or July 1 after one year of employment.
<u>Section 125 Medical and Dependent Care Flexible Spending</u>	Section 125 Flexible Spending Accounts are also available to employees. We offer a Medical Spending Account which allows employees to “set aside” pre-tax dollars to pay for qualified unreimbursed medical, dental and vision expenses. Many over-the-counter drugs are also eligible for reimbursement. The Dependent Care Spending Account allows you to “set aside” pre-tax dollars to pay for child/dependent care while you are working. You can “set aside” up to \$5,000 per year for each account providing you with significant tax savings.

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<u>Time Off</u>	PMTG provides multiple home-time schedule options to meet the varied needs of drivers and the business. Drivers are able to manage their home time schedule via the PMTG Web Portal.
<u>Vacation</u>	Paid vacation time is accrued as follows: <ul style="list-style-type: none"><li>• One week following one year of continuous service;</li><li>• Two weeks following two years of continuous service;</li><li>• Three weeks following five years of continuous service; and</li><li>• Four weeks following ten years of continuous service.</li></ul>
<u>Travel Advances</u>	PMTG drivers can draw up to \$100 per week for travel advances for company expenses. Fuels, oils and additives are paid for using a ComData Fuel Card (similar to using a credit card). This same fuel card can be used as a phone card for business related calls. Trucks are equipped with EZ Pass transponders for tolls.
<u>Uniforms</u>	PMTG drivers are issued uniforms consisting of shirts, trousers, jackets, and caps provided by PMTG.
<u>Direct Deposit</u>	PMTG drivers may opt to have their paychecks directly deposited into their own bank accounts.
<u>Assigned Equipment</u>	PMTG drivers (and teams) are assigned tractor/trailer units and are not required to “slip seat” unless necessary for repairs.
<u>Qualcomm</u>	PMTG trucks are equipped with the Qualcomm satellite communication system.

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<u>Paid Holidays</u>	PMTG observes the following eight (8) holidays: New Year's Day                      Memorial Day Independence Day                      Labor Day Thanksgiving Day                      The Day After Thanksgiving Christmas Day                      Employee Birthday
<u>Year-Round Work</u>	PMTG drivers have full schedule work opportunities available to them throughout the entire year.

For additional information regarding payroll or benefit information please call the PMTG office located in Okemos, MI at (866) 701-JOBS.