

OTR Straight

# of Years with Millis	Credited Experience with other Companies					
	0	1	2	3	4	5
0	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53
1	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54
2	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55
3	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56
4	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57
5	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58
6	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.58
7	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.58	\$ 0.58
8	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.58	\$ 0.58	\$ 0.58
9	\$ 0.57	\$ 0.58	\$ 0.58	\$ 0.58	\$ 0.58	\$ 0.58
10	\$ 0.58	\$ 0.58	\$ 0.58	\$ 0.58	\$ 0.58	\$ 0.58

1.) Performance Bonus: Paid Weekly

Miles Per Week	Extra Pay
2400 to 2999	.06 cpm
3000 Plus	.07 cpm

2.) Vacation: No Paid Vacation

1 Year	=	1 Weeks
2 - 4 Years	=	2 Weeks
5 - 9 Years	=	3 Weeks
10 Years	=	4 Weeks
20 Years	=	5 Weeks

Fuel Bonus:

10 Cents Per Compliant Gallon

NY Loads:

\$100.00

Safety Bonus:

Quarterly	=	.01cpm
Annually	=	.01cpm

OTR Per Diem

# of Years with Millis	Credited Experience with other Companies					
	0	1	2	3	4	5
0	\$ 0.415	\$ 0.420	\$ 0.430	\$ 0.440	\$ 0.450	\$ 0.460
1	\$ 0.425	\$ 0.435	\$ 0.445	\$ 0.455	\$ 0.465	\$ 0.475
2	\$ 0.435	\$ 0.445	\$ 0.455	\$ 0.465	\$ 0.475	\$ 0.485
3	\$ 0.445	\$ 0.455	\$ 0.465	\$ 0.475	\$ 0.485	\$ 0.495
4	\$ 0.455	\$ 0.465	\$ 0.475	\$ 0.485	\$ 0.495	\$ 0.505
5	\$ 0.470	\$ 0.480	\$ 0.490	\$ 0.500	\$ 0.510	\$ 0.520
6	\$ 0.480	\$ 0.490	\$ 0.500	\$ 0.510	\$ 0.520	\$ 0.520
7	\$ 0.490	\$ 0.500	\$ 0.510	\$ 0.520	\$ 0.520	\$ 0.520
8	\$ 0.500	\$ 0.510	\$ 0.520	\$ 0.520	\$ 0.520	\$ 0.520
9	\$ 0.510	\$ 0.520	\$ 0.520	\$ 0.520	\$ 0.520	\$ 0.520
10	\$ 0.520	\$ 0.520	\$ 0.520	\$ 0.520	\$ 0.520	\$ 0.520

1.) Performance Bonus: Paid Weekly

Miles Per Week	Extra Pay
2000 to 2399	.06 cpm
2400 to 2999	.10 cpm
3000 Plus	.11 cpm

2.) Sign on Bonus: \$1,000

\$250 after first load delivered
\$250 after completion of 4 months
\$250 after completion of 8 months
\$250 after completion of 1 Year

Fuel Bonus:

10 Cents Per Compliant Gallon

NY Loads:

\$100.00

3.) Vacation: Paid out on average pay

1 Year	=	3 Weeks	(1WK after 6 mos, 2 wks in next 12 mos)
2-4 Years	=	2 Weeks	
5-9 Years	=	3 Weeks	
10-19 Years	=	4 Weeks	
20 Years	=	5 Weeks	

Vacation taken between Dec. 15 & March 15

Driver will be paid 1.15% times their normal Vac Pay

4.) Safety Bonus:

Quarterly	=	.01cpm
Annually	=	.01cpm