

APPENDIX A-1

**BASE COMPENSATION
(Carrier-Originated Loads)**

1. Pursuant to Section 2.1.1 of Appendix A of the Independent Contractor Operating Agreement, Carrier shall compensate Contractor for Carrier-originated loads at the per-mile rate identified below based on the shipment origin and destination:

Origin →	ATL	COM LAX	CHI	CHR	CIN	CLV	COL	DET	DLS	HOU	IND	KCY
Destination ↓												
Alabama	\$0.00	\$1.25	\$1.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Arkansas	\$1.25	\$1.30	\$1.40	\$1.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Arizona	\$1.05	\$0.00	\$1.15	\$1.05	\$1.15	\$1.05	\$1.10	\$1.00	\$1.10	\$1.05	\$1.10	\$1.05
California So.	\$1.00	\$0.00	\$1.00	\$1.00	\$1.05	\$1.00	\$1.00	\$1.00	\$0.90	\$0.90	\$1.00	\$0.95
California So. SDG	\$1.00	\$0.00	\$1.05	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$0.90	\$0.90	\$1.00	\$0.95
California No.	\$1.10	\$0.00	\$1.05	\$1.10	\$1.10	\$1.10	\$1.10	\$1.00	\$0.95	\$0.95	\$1.15	\$1.00
California No. FRS	\$1.05	\$0.00	\$1.10	\$1.05	\$1.15	\$1.00	\$1.15	\$1.00	\$0.95	\$0.95	\$1.10	\$1.00
California No. SAC	\$1.02	\$0.00	\$1.07	\$1.05	\$1.10	\$1.00	\$1.10	\$1.00	\$0.95	\$0.95	\$1.10	\$1.00
Colorado	\$1.42	\$1.80	\$1.55	\$1.30	\$1.55	\$1.40	\$1.45	\$1.45	\$1.60	\$1.35	\$1.65	\$1.50
Connecticut	\$1.65	\$1.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1.25	\$0.00	\$0.00
Florida	\$1.50	\$1.35	\$1.50	\$0.00	\$1.50	\$1.50	\$1.50	\$1.45	\$1.30	\$1.30	\$1.60	\$1.50
Georgia	\$0.00	\$1.12	\$1.25	\$1.20	\$1.20	\$1.25	\$1.20	\$1.15	\$0.95	\$0.95	\$1.25	\$1.25
Iowa	\$1.10	\$1.15	\$0.00	\$1.15	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$1.00	\$1.25	\$0.00
Idaho	\$1.25	\$1.50	\$1.25	\$1.20	\$1.30	\$1.30	\$1.30	\$0.00	\$1.20	\$1.25	\$1.10	\$1.50
Illinois	\$1.00	\$1.15	\$0.00	\$1.10	\$1.15	\$1.15	\$1.15	\$0.00	\$0.95	\$0.95	\$0.00	\$0.00
Indiana	\$1.05	\$1.10	\$0.00	\$1.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.95	\$0.95	\$0.00	\$1.10
Kentucky	\$0.00	\$1.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$0.00	\$0.00
Louisiana	\$1.25	\$1.35	\$1.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Massachusetts	\$1.65	\$1.35	\$1.65	\$1.90	\$1.80	\$1.90	\$1.80	\$0.00	\$1.30	\$1.30	\$1.60	\$1.50
Maryland	\$1.65	\$1.35	\$1.80	\$1.45	\$1.80	\$1.60	\$1.80	\$0.00	\$1.20	\$1.20	\$1.50	\$1.50
Michigan DET	\$1.10	\$1.15	\$0.00	\$1.20	\$1.50	\$0.00	\$1.50	\$0.00	\$1.00	\$0.95	\$0.00	\$1.15
Michigan	\$1.15	\$1.15	\$0.00	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$0.95	\$0.00	\$0.00
Minnesota	\$1.05	\$1.15	\$0.00	\$1.05	\$1.10	\$1.15	\$1.10	\$0.00	\$0.95	\$0.95	\$1.10	\$1.10
Missouri	\$1.30	\$1.10	\$0.00	\$1.10	\$1.10	\$1.15	\$1.10	\$1.10	\$1.00	\$1.00	\$1.10	\$1.00
Mississippi	\$0.00	\$1.25	\$1.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Montana	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
North Carolina	\$1.20	\$1.10	\$1.35	\$1.20	\$1.20	\$1.30	\$1.20	\$1.15	\$1.00	\$0.95	\$1.20	\$1.25
North Dakota	\$0.00	\$1.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Nebraska	\$1.10	\$1.15	\$1.35	\$1.15	\$1.25	\$1.25	\$1.25	\$1.25	\$1.00	\$1.00	\$1.25	\$0.00
New Jersey	\$1.65	\$1.35	\$1.70	\$1.90	\$1.80	\$1.90	\$1.80	\$2.00	\$1.25	\$1.25	\$1.80	\$1.75
New Mexico	\$1.15	\$1.80	\$1.65	\$1.25	\$1.50	\$1.50	\$1.50	\$1.25	\$1.25	\$1.25	\$1.40	\$1.40
New York	\$1.65	\$1.35	\$1.90	\$1.90	\$1.80	\$1.90	\$1.80	\$2.00	\$1.25	\$1.25	\$1.80	\$1.75
New York City	\$1.75	\$1.40	\$1.95	\$2.00	\$1.90	\$1.95	\$1.90	\$2.00	\$1.25	\$1.30	\$1.85	\$1.75
Nevada	\$1.05	\$1.20	\$1.18	\$1.05	\$1.10	\$1.15	\$1.10	\$1.05	\$1.10	\$1.05	\$1.10	\$1.10
Nevada REN	\$1.10	\$1.20	\$1.18	\$1.05	\$1.10	\$1.15	\$1.10	\$1.05	\$1.10	\$1.05	\$1.10	\$1.10
Ohio	\$1.15	\$1.15	\$0.00	\$1.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.95	\$1.00	\$0.00	\$1.20
Ohio COL	\$1.15	\$1.15	\$0.00	\$1.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.95	\$1.00	\$0.00	\$1.20
Oklahoma	\$1.25	\$1.35	\$1.60	\$0.00	\$1.25	\$1.25	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$1.50
Oregon	\$1.15	\$1.75	\$1.20	\$1.10	\$1.15	\$1.20	\$1.15	\$1.20	\$1.25	\$1.05	\$1.25	\$1.20
Pennsylvania	\$1.65	\$1.35	\$1.90	\$1.90	\$1.80	\$0.00	\$1.80	\$0.00	\$1.20	\$1.20	\$1.80	\$1.75
South Carolina	\$1.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Tennessee	\$1.20	\$1.10	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.95	\$0.95	\$0.00	\$0.00
Texas DLS	\$1.15	\$1.15	\$1.35	\$1.10	\$1.30	\$1.30	\$1.30	\$1.15	\$0.00	\$0.00	\$1.35	\$1.50
Texas HOU	\$1.20	\$1.35	\$1.30	\$1.20	\$1.30	\$1.30	\$1.30	\$1.20	\$0.00	\$0.00	\$1.25	\$1.40
Texas AMR	\$0.00	\$1.50	\$1.30	\$0.00	\$1.25	\$0.00	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$1.40
Texas SAN	\$1.20	\$1.50	\$1.35	\$1.20	\$1.30	\$1.30	\$1.30	\$1.20	\$0.00	\$0.00	\$1.25	\$1.40
Texas	\$1.20	\$1.50	\$1.35	\$0.00	\$1.25	\$0.00	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$1.40
Utah	\$1.35	\$1.90	\$1.40	\$1.35	\$1.35	\$1.35	\$1.30	\$1.10	\$1.35	\$1.20	\$1.30	\$1.40
Virginia	\$1.65	\$1.35	\$1.80	\$1.45	\$0.00	\$0.00	\$0.00	\$1.60	\$1.20	\$1.20	\$0.00	\$1.50
Washington SEA	\$1.12	\$1.75	\$1.20	\$1.10	\$1.20	\$1.20	\$1.15	\$1.15	\$1.15	\$1.05	\$1.25	\$1.20
Washington	\$1.15	\$1.85	\$1.23	\$1.15	\$0.00	\$1.15	\$0.00	\$1.15	\$1.10	\$1.05	\$1.20	\$1.20
Wisconsin TWC	\$1.05	\$1.15	\$0.00	\$1.10	\$1.15	\$1.15	\$1.10	\$1.10	\$0.95	\$0.95	\$1.10	\$1.10
Wisconsin	\$1.00	\$1.05	\$0.00	\$1.10	\$1.10	\$1.10	\$1.10	\$1.10	\$0.95	\$0.95	\$1.10	\$1.10
West Virginia	\$0.00	\$1.40	\$2.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Wyoming	\$1.35	\$1.70	\$1.60	\$1.25	\$1.40	\$0.00	\$1.40	\$0.00	\$1.30	\$1.20	\$1.25	\$0.00

Origin →	MIA	MKE	MPS	NSH	BOS BUF SFD NJY NYM	PHI	BLT	PHX	SEA	SFS	STL	STP
Destination ↓	ORL					PTS						
Alabama	\$0.00	\$1.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$1.10	\$0.00	\$0.00
Arkansas	\$0.00	\$1.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Arizona	\$0.80	\$1.05	\$1.25	\$1.20	\$0.95	\$0.95	\$0.95	\$0.00	\$1.05	\$1.40	\$1.15	\$1.30
California So.	\$0.80	\$1.00	\$1.05	\$1.05	\$0.95	\$0.95	\$0.95	\$0.75	\$0.95	\$1.10	\$1.05	\$1.15
California So. SDG	\$0.80	\$1.00	\$1.05	\$1.05	\$0.90	\$0.90	\$0.90	\$0.00	\$0.95	\$1.10	\$1.00	\$1.15
California No.	\$0.85	\$1.10	\$1.05	\$1.10	\$0.95	\$0.90	\$0.90	\$0.00	\$0.95	\$0.00	\$1.05	\$1.20
California No. FRS	\$0.85	\$1.10	\$1.05	\$1.05	\$0.95	\$0.95	\$0.95	\$0.00	\$1.00	\$1.10	\$1.05	\$1.15
California No. SAC	\$0.85	\$1.05	\$1.05	\$1.05	\$0.90	\$0.90	\$0.90	\$0.00	\$1.00	\$1.10	\$1.05	\$1.15
Colorado	\$1.00	\$1.65	\$1.45	\$1.40	\$1.20	\$1.20	\$1.20	\$0.00	\$1.25	\$1.85	\$1.45	\$1.70
Connecticut	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Florida	\$0.00	\$1.55	\$0.00	\$0.00	\$1.30	\$1.30	\$1.30	\$0.00	\$1.15	\$1.20	\$1.50	\$1.50
Georgia	\$0.65	\$1.25	\$0.00	\$0.00	\$0.95	\$0.95	\$0.95	\$0.00	\$1.00	\$1.05	\$1.25	\$1.20
Iowa	\$0.00	\$0.00	\$1.20	\$1.20	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$1.10	\$0.00	\$0.00
Idaho	\$0.00	\$1.25	\$1.25	\$1.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1.10	\$0.00
Illinois	\$0.75	\$1.20	\$1.25	\$1.10	\$0.85	\$0.85	\$0.85	\$0.00	\$1.10	\$1.10	\$0.95	\$0.00
Indiana	\$0.85	\$0.00	\$1.05	\$0.00	\$0.85	\$0.85	\$0.85	\$0.00	\$1.00	\$1.05	\$1.10	\$0.00
Kentucky	\$0.00	\$0.00	\$0.00	\$1.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Louisiana	\$0.00	\$1.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1.10	\$1.25	\$0.00	\$0.00
Massachusetts	\$1.25	\$1.65	\$1.80	\$1.90	\$0.00	\$0.00	\$0.00	\$0.00	\$1.25	\$1.25	\$1.90	\$1.70
Maryland	\$1.10	\$1.80	\$1.80	\$1.90	\$0.00	\$0.00	\$0.00	\$0.00	\$1.15	\$1.25	\$1.50	\$1.55
Michigan DET	\$0.85	\$1.20	\$0.00	\$1.10	\$0.85	\$0.85	\$0.85	\$0.00	\$1.00	\$1.10	\$0.00	\$1.20
Michigan	\$0.00	\$0.00	\$0.00	\$1.10	\$0.85	\$0.85	\$0.85	\$0.00	\$1.00	\$1.10	\$0.00	\$0.00
Minnesota	\$0.85	\$1.20	\$1.10	\$1.05	\$0.85	\$0.85	\$0.85	\$0.00	\$1.00	\$1.05	\$1.10	\$0.00
Missouri	\$0.85	\$1.20	\$1.15	\$1.05	\$0.75	\$0.75	\$0.75	\$0.00	\$1.00	\$1.05	\$1.00	\$1.20
Mississippi	\$0.00	\$1.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$0.00	\$0.00	\$1.20
Montana	\$0.00	\$1.50	\$1.50	\$1.50	\$0.00	\$0.00	\$0.00	\$0.00	\$1.50	\$0.00	\$1.50	\$1.50
North Carolina	\$0.65	\$1.30	\$0.00	\$0.00	\$0.95	\$0.95	\$0.95	\$0.00	\$1.00	\$1.05	\$1.25	\$1.20
North Dakota	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Nebraska	\$0.00	\$0.00	\$1.10	\$1.05	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$1.10	\$0.00	\$1.20
New Jersey	\$1.25	\$1.85	\$1.90	\$1.95	\$0.00	\$0.00	\$0.00	\$0.00	\$1.15	\$1.30	\$1.90	\$1.70
New Mexico	\$0.00	\$1.45	\$1.25	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$1.50	\$1.30	\$1.25	\$1.50
New York	\$1.25	\$1.80	\$1.90	\$1.95	\$0.00	\$0.00	\$0.00	\$0.00	\$1.17	\$1.35	\$1.90	\$1.70
New York City	\$1.25	\$1.90	\$1.95	\$1.95	\$0.00	\$0.00	\$0.00	\$0.00	\$1.17	\$1.35	\$1.90	\$1.70
Nevada	\$0.00	\$1.10	\$1.10	\$1.05	\$1.00	\$1.00	\$1.00	\$0.00	\$1.05	\$0.00	\$1.05	\$1.20
Nevada REN	\$0.00	\$1.10	\$1.10	\$1.05	\$1.00	\$1.00	\$1.00	\$0.00	\$1.05	\$0.00	\$1.05	\$1.20
Ohio	\$0.85	\$1.20	\$1.15	\$1.15	\$0.85	\$0.85	\$0.85	\$0.00	\$1.04	\$1.05	\$1.20	\$1.20
Ohio COL	\$0.85	\$1.20	\$1.15	\$1.15	\$0.85	\$0.85	\$0.85	\$0.00	\$1.04	\$1.05	\$1.20	\$1.20
Oklahoma	\$0.00	\$1.50	\$1.30	\$1.25	\$0.95	\$0.95	\$0.95	\$0.00	\$1.05	\$1.20	\$1.15	\$1.40
Oregon	\$0.90	\$1.25	\$1.30	\$1.25	\$0.90	\$0.90	\$0.90	\$0.00	\$1.05	\$1.75	\$1.30	\$1.25
Pennsylvania	\$1.25	\$1.90	\$1.90	\$1.95	\$0.00	\$0.00	\$0.00	\$0.00	\$1.17	\$1.30	\$1.80	\$1.55
South Carolina	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Tennessee	\$0.00	\$1.25	\$0.00	\$1.00	\$0.85	\$0.85	\$0.85	\$0.00	\$1.00	\$1.05	\$0.00	\$1.20
Texas DLS	\$0.90	\$1.35	\$1.45	\$1.40	\$0.95	\$0.95	\$0.95	\$0.00	\$1.05	\$1.10	\$1.45	\$1.30
Texas HOU	\$0.95	\$1.30	\$1.40	\$1.40	\$0.95	\$0.95	\$0.95	\$0.00	\$1.05	\$1.25	\$1.50	\$1.35
Texas AMR	\$0.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Texas SAN	\$0.95	\$1.30	\$1.40	\$1.35	\$0.95	\$0.95	\$0.95	\$0.00	\$1.05	\$1.25	\$0.00	\$1.35
Texas	\$0.95	\$1.30	\$1.35	\$0.00	\$1.00	\$1.00	\$1.00	\$0.00	\$0.00	\$1.25	\$0.00	\$0.00
Utah	\$1.00	\$1.40	\$1.35	\$1.30	\$1.20	\$1.20	\$1.20	\$0.00	\$1.35	\$0.00	\$1.45	\$1.50
Virginia	\$0.00	\$1.80	\$1.80	\$1.80	\$0.00	\$0.00	\$0.00	\$0.00	\$1.15	\$1.30	\$1.50	\$0.00
Washington	\$0.90	\$1.25	\$1.30	\$1.25	\$0.90	\$0.90	\$0.90	\$0.00	\$0.00	\$1.65	\$1.30	\$1.25
Washington SEA	\$0.90	\$1.25	\$1.30	\$1.25	\$0.90	\$0.90	\$0.90	\$0.00	\$0.00	\$1.65	\$1.30	\$1.25
Washington	\$0.90	\$1.20	\$1.27	\$1.20	\$0.90	\$0.90	\$0.90	\$0.00	\$0.00	\$1.75	\$1.25	\$0.00
Wisconsin TWC	\$0.85	\$0.00	\$1.20	\$1.25	\$0.85	\$0.85	\$0.85	\$0.00	\$0.00	\$1.05	\$1.10	\$0.00
Wisconsin	\$0.85	\$0.00	\$1.20	\$1.20	\$0.85	\$0.85	\$0.85	\$0.00	\$1.10	\$1.10	\$1.10	\$0.00
West Virginia	\$0.00	\$2.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Wyoming	\$0.00	\$1.50	\$1.40	\$1.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1.30	\$0.00	\$0.00

- Shipments which are not covered by the above chart are to be negotiated with local Carrier representatives, and the agreed compensation sum shall be confirmed in writing, in advance of performance, which writing shall become a supplement to this Agreement. Carrier shall have the right to add to any load during intermediate stops following unloading. In such case, the compensation to Contractor shall not change unless delay of more than two (2) hours occurs, trip mileage increases, or an additional stop is required, in which case Contractor shall receive additional compensation in accordance with Section 2.2 of

Appendix A of this Agreement or, if compensation for such items is not provided for in Appendix A, Carrier and Contractor shall agree upon additional compensation for such items in writing, in advance of such occurrence.

This Appendix A-1 is agreed to by the undersigned parties on the latest date set forth below.

CARRIER: Roadrunner Transportation Service, Inc.

CONTRACTOR:

By: _____

By: _____

Printed Name

Printed Name

Dated: _____

Dated: _____