



# PAY PLAN OVERVIEW

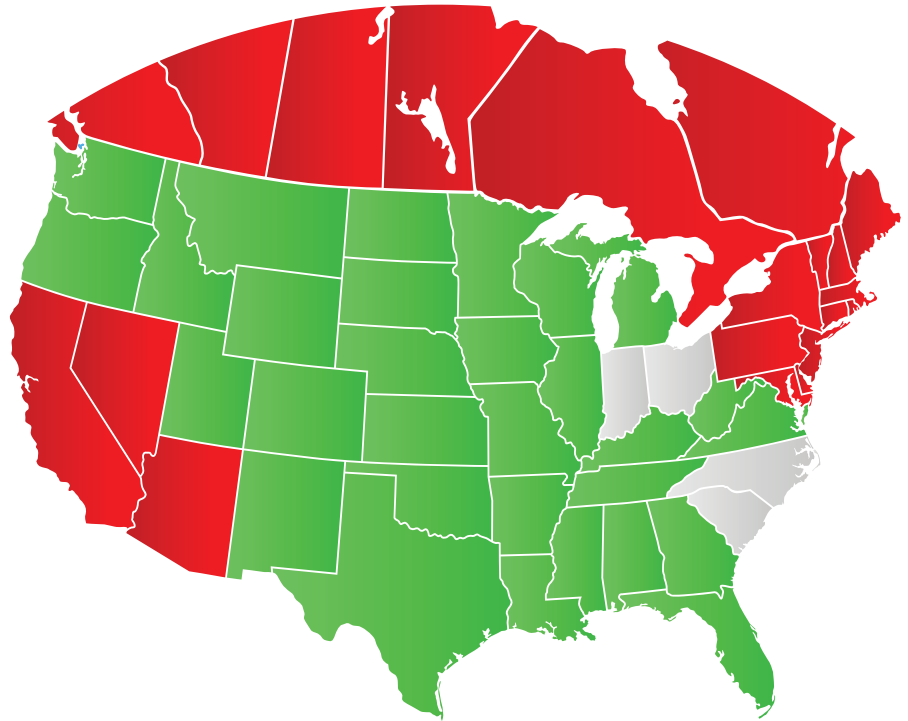
Cheeseman Drivers are averaging **70cpm** based on these factors

- Mileage Pay
- Stop Pay
- Handling Pay

## MILEAGE PAY

Paid for all routed miles using PC Miler with PRACTICAL / 53' trailer settings as follows:  
\* EFFECTIVE 05/01/2022

Mileage Pay			
Experience	Base Zone	Green Zone	Red Zone
< 12 months	\$0.54	\$0.63	\$0.66
< 36 months	\$0.55	\$0.64	\$0.67
>36 months	\$0.56	\$0.65	\$0.68
Placard ed +\$.04	Base	Green	Red
< 12 months	\$0.58	\$0.67	\$0.70
< 36 months	\$0.59	\$0.68	\$0.71
> 36 months	\$0.60	\$0.69	\$0.72



## STOP PAY

\* EFFECTIVE 01.30.2022

Stop Pay is paid for customer delivery, pick up, delivery/pickup or drop/hook. Stop pay depends on service area.

- Stop pay ranges from \$14-\$30 per stop.
- Average stops a Regional or OTR driver has a day is 4-10 per day.

## HANDLING PAY

Handling and Extra Pay paid in addition to Stop and Mileage Pay.

- **Blocking/Unblocking:** In the trailer securing freight with blocks; with or without a nail gun or crowbar.
- Freight handling, securement, pulling nails and blocks pays \$1.00 / 1,000 pounds.
- Example: If securing/unsecuring a 10,000 pound forklift, driver will be paid an additional \$10 to secure the forklift.*

### Cheeseman Transport Also Offers:

- Safety Bonus
- Referral Bonus
- Sign On Bonus (\$1,500-\$3,000)
- Exceptional Vacation Time
- Service Awards
- Benefits (\$300 monthly opt out)
- 401K - Company Match Available!
- Paid Holidays

**Apply Today: [cheeseman.com/careers](https://cheeseman.com/careers) | Call a Recruiter: 800-762-5793**



# BENEFITS OFFERING

## PERFORMANCE BONUS

Drivers are eligible for a quarterly performance bonus. The bonus will be paid at **\$.01** per mile.

## FIDELITY FUNDS 401(K) PLAN

401k - Company Match Available! The plan includes Roth, standard 401(k) deferrals and loan options.

## REFERRAL BONUS

If an employee refers a Full Time driver and the driver is hired, the referring employee will receive a **\$5,000** bonus. Employee is qualified for monthly drawing as well.

## HEALTH INSURANCE

We offer two health plans, one with a standard deductible and co-pays and a high deductible plan. Prescription plans available for both.

## WEEKLY PAYROLL

All driver pay will be processed automatically. Payroll is **direct deposit**.

## HEALTH INSURANCE CASH-OUT

Monthly Health Insurance Cash-Out option available. Those choosing this option will remain eligible for STD and Core Life Insurance and all Voluntary benefits.

## PERSONAL TIME OFF

Earn 2 weeks of PTO in 2 years! Recently enhanced PTO schedule to give employees more time off at a faster rate!

## VOLUNTARY BENEFITS

Dental, Vision, Life, Long Term Disability, Accidental Death and Dismemberment, Critical Illness and Accident.

## PER DIEM PAY OPTIONS

Each over-the-road driver has a voluntary pay option to convert 9 cents of their base mileage pay to a pre-tax reimbursable road expense.

## TELEMEDICINE OPTION

Speak with an Emergency Medicine Provider. Anytime. Anywhere. Prescriptions sent to your pharmacy, schedule consults from your app or computer and MORE!

## SERVICE AWARDS

We value all of our employees and feel we need to pay extra gratitude to those that have been with us for multiple years. Service awards are paid out at 3, 5, 10, 15, 20 and 25 years.

## DRIVER SIGN ON BONUS

Local Driver: \$1,500. Regional and OTR Drivers: \$3,000 Paid out over the course of the first 270 days of employment.

**We are able to get our Local drivers HOME DAILY and OTR drivers HOME WEEKLY to see their family.**

**START YOUR CAREER WITH US TODAY!**  
[www.cheeseman.com](http://www.cheeseman.com) | 800-762-5793