

VALDEN TRANSPORT, INC.
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Driver Compensation Package (Effective: January 1, 2022)

- 29% of line haul freight until the month following the 1st 60 Day Probation Period (with exception of fuel surcharge)
- 35% of all accessorial charges paid to truck. This includes all demurrage, pump charges, in transit heat charges, steam time charges, etc.
- The month following the 60 Day Probation Period Employee is eligible for insurance benefits.
 - Employees choosing to obtain Health Insurance remain @ 29% of truck revenue (with exception of fuel surcharge)
 - Employees electing No Health Insurance Benefits will get bumped up to 33% of truck revenue (with exception of fuel surcharge)
- Medical Insurance – 70% to 80% Company Funded (depending on plan and coverage)
- Other voluntary insurance coverage available (Life, Disability, Other)
- 401 K Program—Employees will be eligible to participate in this program after 6 months of service. Company will match up to 4%.
- Chargeable layovers are \$170.00 per day, plus any demurrage due for that day.
- Non-chargeable layovers are \$200 for a 34 hour layover; \$150 for a 24 hour layover
- Breakdown Delay—set per schedule as follows: \$25.00 per hour for the first 8 hours during each 24 hour period. This is for either truck or trailer mechanical problems.
- Yard work or hourly pay: \$25.00/hour
- Vacation—
 - 1 week after 1st year
 - 2 weeks after 2nd year
 - 3 weeks after 7th year
 - 4 weeks after 15th year
- Christmas/Safety Bonus (provided no accidents/spills or incidents during previous year)—
 - \$500.00 first year (prorated for new driver)
 - \$250 additional per year after 1st year
 - \$3,000 cap
- Paid Holidays—Seven paid holidays per year. Driver receives \$150.00 per holiday. Paid holidays include:
 - New Years
 - Memorial Day
 - 4th of July
 - Labor Day
 - Thanksgiving (2)
 - Christmas
- Weekly averages (based upon last year's averages and vary depending upon freight):
 - System Drivers—\$1,500.00 to \$2,000.00+
 - Regional LP Drivers—\$1,250.00 to \$1,600.00+

This is a brief summary. If you need more information, please contact us with your questions.

Please note you MUST have the HazMat endorsement on your CDL before we will put you to work. A TWIC card will also be needed but can be obtained after being hired.