

Mission Petroleum Carriers, Inc.

Driver Pay and Benefits Summary

Driver Referral - Referring Driver is eligible to receive up to \$750.00, if experienced, referred driver is hired

Driver Paid Weekly – Every Friday – Direct Deposit

Training Pay - \$15 per hour

Vacation Pay - Completion of 1 year of service – 2 weeks of vacation
 Completion of 10 years of service – 3 weeks of vacation
 Completion of 20 years of service – 4 weeks of vacation

Additional Driver Benefits

- ✓ Haz-Mat Renewal (X endorsement) fee on Driver’s License
- ✓ Steel Toe Boot Reimbursement (up to \$75.00 each 12 months)
- ✓ TWIC Card Fee
- ✓ Driver’s Physical Exam Paid by Mission
- ✓ Yearly MVR Paid by Mission
- ✓ 500 Club Ring after 5 years of Safe and Continuous Service
- ✓ Christmas Bonus (based on seniority)
- ✓ Medical Policy (employee shared cost – See Below)
- ✓ Core Life Insurance paid by Mission
- ✓ Long Term Disability Paid by Mission
- ✓ Zero Defects/No Violations Roadside Inspection Incentives

401 (k) Retirement Plan

- ✓ Mission Petroleum matches 50% of employee contributions up to 6%
- ✓ Matching company funds are vested 20% after the first year of employment. Account is 100% vested after 5 years of employment.

Insurance Paid by Driver / Payroll Deduction (Monthly Cost)

(Includes: Medical and Prescription Drugs)

	High Plan		Low Plan		HDHP	
	80/60 after deduct.*		70/50 after deduct.*		100/70 after deduct.*	
Employee Only	\$272.00	\$197.00**	\$189.00	\$114.00*	\$133.00	\$58.00**
Employee + Spouse	\$641.00	\$491.00**	\$474.00	\$324.00**	\$418.00	\$268.00**
Employee + Child	\$512.00	\$437.00**	\$351.00	\$276.00**	\$298.00	\$223.00**
Employee + Family	\$808.00	\$658.00**	\$548.00	\$398.00**	\$462.00	\$312.00**

* Difference in % is based on in network vs. out of network costs
 ** Discounted premiums are achieved by taking a Preventative Wellness Exam

2019 rates

Optional Coverage Available

- ✓ Flexible Spending Accounts (Health Care Account and Dependent Care Options)
- ✓ Health Spending Account (Available only with choice of the HDHP plan)
- ✓ Accidental Death and Dismemberment
- ✓ Dental Coverage
- ✓ Short Term Disability
- ✓ Term Life Insurance Buy-UP
- ✓ Vision Coverage
- ✓ Critical Illness / Accident
- ✓ Hospital Indemnity

Please note, all items discussed on this form are summaries. See forms and handbooks for full guidelines and rules.