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)*

<table>
<thead>
<tr>
<th></th>
<th>High Plan</th>
<th>Low Plan</th>
<th>HDHP</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Only</strong></td>
<td>80/60 after deduct.*</td>
<td>70/50 after deduct.*</td>
<td>100/70 after deduct.*</td>
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<tr>
<td></td>
<td>$272.00</td>
<td>$197.00**</td>
<td>$189.00</td>
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<td></td>
<td>$189.00</td>
<td>$114.00*</td>
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<tr>
<td><strong>Employee + Spouse</strong></td>
<td>$641.00</td>
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<td>$474.00</td>
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<td>$462.00</td>
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</tbody>
</table>

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

**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.