

Mission Petroleum Carriers, Inc. Driver Pay and Benefits Summary

Driver Referral/Sign-on Bonus

Referring driver is eligible to receive up to \$750.00, if experienced, referred driver is hired.

Drivers Paid Weekly

Every Friday ~ Direct Deposit available

Training Pay

\$12.00

Vacation Pay

Completion of 1 year of service ~ 2 weeks of vacation
Completion of 10 year of service ~ 3 weeks of vacation
Completion of 20 year of service ~ 4 weeks of vacation

Additional Driver benefits:

- ★ Haz-Mat Renewal [X endorsement] fee on drivers license [\$78.20 Texas]
- ★ Steel Toe Boot Reimbursement [up to \$75.00 each 12 months]
- ★ Company Provided Uniforms
- ★ TWIC Card Fee (if required) [\$129.75]
- ★ Zero Defects/No Violations Roadside Inspection Incentives
- ★ Christmas Bonus (based on seniority)
- ★ Drivers physical exam paid by Mission
- ★ Yearly MVR paid by Mission
- ★ Medical Policy (Employee shared costs ~ see below)
- ★ Core Term Life insurance Policy (Employer Paid)
- ★ Long Term Disability (Employer Paid)

401(k) Retirement Plan:

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

Mission Petroleum Carriers, Inc. Driver Pay and Benefits Summary

Insurance paid by driver / Payroll Deduction (Monthly Costs):

(Includes: Medical, & Prescription Drugs)

	<u>High Plan</u>	<u>Low Plan</u>	<u>HDHP</u>
	80/60 after deduct.*	70/50 after deduct.*	100/70 after deduct.*
Employee Only	\$237.00 / \$162.00**	\$166.00 / \$91.00**	\$85.00 / \$29.00**
Employee + Children	\$391.00 / \$316.00**	\$292.00 / \$217.00**	\$211.00 / \$136.00**
Employee + Spouse	\$521.00 / \$371.00**	\$403.00 / \$253.00**	\$323.00 / \$173.00**
Employee + Family	\$612.00 / \$462.00**	\$454.00 / \$304.00**	\$325.00 / \$175.00

*Difference in % are based on in network vs. out of network costs

**Discounted premiums are achieved by taking a health assessment

Optional Coverage Available:

- Flexible Spending Accounts (Health Care Account & Dependent Care options)
- Health Spending Account (Available only with choice of the HDHP plan)
- Accidental Death & Dismemberment
- Dental Coverage
- Short Term Disability, Long Term Disability buy-up
- Term Life Insurance buy-up
- Vision Materials Coverage

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