

REGIONAL BASE PAY	Dry Van No Hazmat	Dry Van Hazmat	Flatbed	Basis
Starting Pay	\$0.52	\$0.55	\$0.57	CPM
Minimum Miles				
Loads less than 150 miles paid at 350 miles	\$182.00	\$192.50	\$199.50	Load
Loads between 151 miles and 450 miles paid at 450 miles	\$234.00	\$247.50	\$256.50	Load
Per Diem	\$66	\$66	\$66	Day
REGIONAL ADDITIONAL PAY				
Layover (After a 24 hour period-allowed 50 miles)	\$200	\$200	\$200	Day
Stops (Not including origin and destination)	\$100	\$100	\$100	Stop
Detention (Paid after 120 minutes)	\$20	\$20	\$20	Hour
Breakdown (Paid after 120 minutes/Maximum \$200 per day)	\$20	\$20	\$20	Hour
Bump the Dock	\$10	\$10		Stop
Local Pickup & Delivery	\$50	\$50		Stop
Shuttle Runs		\$200		Run
Tarping (Flatbed only)			\$60	Stop
Re-Tarping (Flatbed only)			\$30	Stop
Load Secure Pay (Flatbed only)			\$15	Load
Average 5-Day Pay*	\$1,200	\$1,350	\$1,440	Week
Average Annual Pay*	\$62,400	\$70,200	\$74,880	Year
REGIONAL VARIABLE ADDITIONAL PAY/BENEFITS				
Profit Sharing (Portion of profits deposited into retirement account-Average 3.93% of pay in 2020)*	\$2,391	\$2,529	\$2,621	Year
Medical, Dental, Vision, Hearing Benefits (Weekly \$93.95 family or \$36.95 individual)	-\$36.95	-\$36.95	-\$36.95	Week
Orientation Pay (One Time/paid at 450 miles per day)*	\$234	\$248	\$257	Day
Paid Time Off (Paid at 450 miles per day or 2,250 miles per week)*				
One week after one year	\$1,170	\$1,238	\$1,283	Year
Two weeks after two years	\$2,340	\$2,475	\$2,565	Year
Three weeks after eight years	\$3,510	\$3,713	\$3,848	Year
Eight Paid Holidays (Paid at 450 miles per day)*	\$1,872	\$1,980	\$2,052	Year
Uniform Allotment	\$150	\$150	\$150	Year
Referral Bonus (No maximum)				
When your referral is hired for any position		\$1,000		After 30 days
Red Thinkin' Rewards (Use points on items from our catalog)				
MMPG, safe driving, length of service, and more		2,500 - 100,000		Points

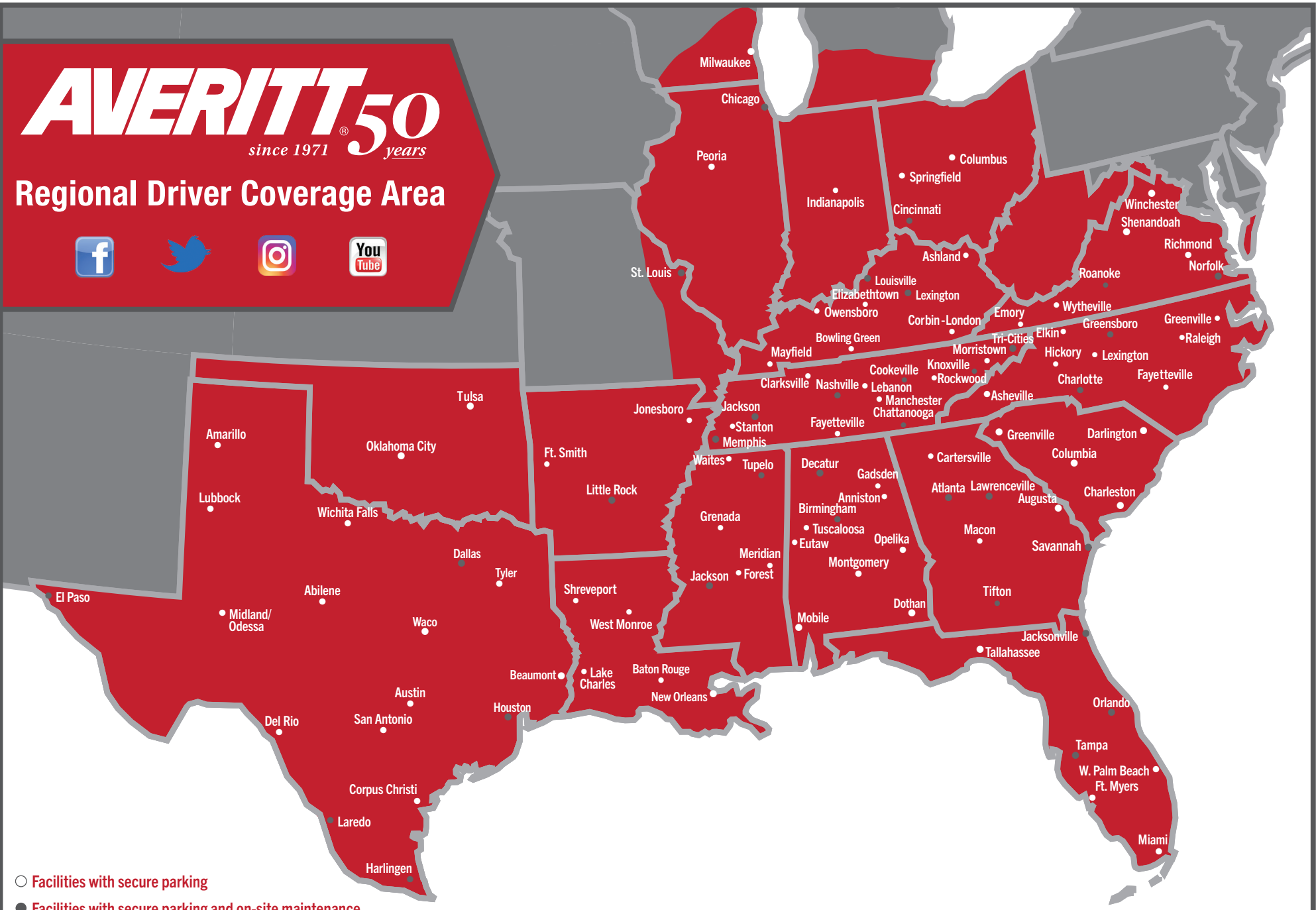
REGIONAL DRIVERS HAVE THE OPPORTUNITY TO TRANSFER TO OTHER DRIVING AND NON-DRIVING POSITIONS AFTER JUST 6 MONTHS.

See more details about career advancement at www.AverittCareers.com/PromoteFromWithin.

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