



H.O. Wolding, Inc.®
 9642 Western Way
 PO Box 217
 Amherst, WI 54406
 Phone: 800-950-0045
 Fax: (715) 824-2942

H.O. Wolding, Inc. PAY PACKAGE

YOUR SUCCESS DRIVES US!®

THE LOGICAL CHOICE

Effective: July 1, 2011

H.O.Wolding, Inc. offers experienced and entry level drivers an exceptional compensation plan, which also takes quality home time into consideration.

While many trucking companies pay short (HHG) miles, H.O. Wolding pays **Practical Miles**, which translates into approximately 5% more miles (\$.025). This increase in mileage compensation is a real benefit. When taking into consideration scheduled pay increases, accessorial pay, loading & unloading pay PLUS all the bonuses that can be earned, our driver's futures are looking exceptionally good. Our drivers earn between \$38,000 and \$78,000 per year. Last year, our drivers earned an **average** yearly income of \$51,000.

MILEAGE PAY

H.O.W pays Practical Miles, not short route miles, on loaded and empty miles. This equates to approximately 5% more miles (\$.025 per mile)

ENTRY LEVEL BASE RATE:

First Six Months	\$.290
Six Months	\$.300
Nine Months	\$.310

EXPERIENCED DRIVERS BASE RATE:

One Year Experience	\$.330	Eight Years Experience	\$.370
Two Years Experience	\$.340	Nine Years Experience	\$.375
Three Years Experience	\$.345	Ten Years Experience	\$.380
Four Years Experience	\$.350	Eleven Years Experience	\$.385
Five Years Experience	\$.355	Twelve Years Experience	\$.390
Six Years Experience	\$.360	Thirteen Years Experience	\$.395
Seven Years Experience	\$.365	Fourteen Years Experience	\$.400

TEAM PAY:

Less than One Year Experience	\$.350
More than One Year Experience	\$.410

QUARTERLY PERFORMANCE BONUS

Drivers earn a Performance Bonus based on the miles earned in each quarter of the calendar year. Performance Bonus is paid approximately four weeks after the end of each quarter. The rate is based on the following schedule:

BONUS (Based on Practical Miles)

SOLO		TEAM	
28,250 – 30,875	\$.010	44,700 – 51,250	\$.010
30,876 – 33,500	\$.015	51,251+	\$.020
33,501+	\$.045		

TUITION REIMBURSEMENT \$200/Month (Up to \$10,000)

401K MATCH

First 5% of your contribution at \$.20 on the dollar

ORIENTATION **\$250 (After Hired)**

HOLIDAY PAY

Each Holiday **\$80.00**

Paid holidays are Easter, Fourth of July, Thanksgiving Day and Christmas Day. Holiday Pay will begin after one year of employment.

VACATION PAY

After 1 Year of Service **1 Week**
After 4 Years of Service **2 Weeks**
After 15 Years of Service **3 Weeks**
After 20 Years of Service **4 Weeks**
After 25 Years of Service **5 Weeks**

First year paid at 1.5% of previous year's wage. After first year, it is paid at 2% of previous year's wage for each week.

SAFETY BONUS

*Drivers that do not have any preventable accidents during the previous 4 calendar quarters are eligible for the quarterly safety bonus. The bonus is **\$.01 per mile** paid quarterly.

*Drivers will receive **1 extra week of vacation** following 5 consecutive years without having a preventable accident.

*A cash award of **\$50** following the first year and an additional **\$50** for each consecutive year thereafter, up to a maximum of **\$500 per year**, for driving without a preventable accident.

TRAINEE PAY **\$75.00/Day (\$450/Week Max)**

TRAINER PAY (Based on H.O. Welding TRAINING Experience)

Less than 1 year: **\$65.00/Day + Mileage Pay**
More than 1 year: **\$75.00/Day + Mileage Pay**

SHORT HAUL PREMIUM

Rate per Loaded Mile **\$.03**

Applies to mileage paid drivers for trips *260 miles or less in length* and segments of switched or dropped loads, *260 miles or less*, which are specifically authorized by dispatch. Does not apply to multi-pickup or drop loads when the total trip is over 260 miles.

ACCESSORIAL PAY

LOADING/UNLOADING

PROGRESSIVE STOP PAY PER LOAD

Second	Third	Fourth	Fifth
\$20.00	\$30.00	\$40.00	\$50.00

All other loading or unloading will be paid through operations authorization.

LAYOVERS

Progressive increments of 24 hours each.

24-48 Hours **\$ 50.00**
After 48 Hours **\$100.00/Each 24-Hour Period**

DETENTION PAY

Detention pay based on individual customer and/or load specifications.

Please Note: This schedule is a basic summary. It does not cover all scenarios, and is subject to change without notice. Contact a recruiter for further details on any pay questions.