

Carolina Freightways, Inc.

Company Dedicated Rail Drivers

REQUIREMENTS:

Driver Requirements

1. Minimum age 24
2. Possess a class "A" CDL, hazmat helpful but not required
3. Must have or have applied for a TWIC card
4. Minimum 3 years OTR tractor-trailer driving experience
5. Good MVR
 - No DWI or DUI
 - No excessive speeding – 15 miles per hour or greater above speed limit
 - No reckless driving
 - No more than two speeding tickets 15 miles per hour and less
 - No driving on a suspended, revoked or cancelled license
6. Good PSP (Safety Report)
 - No more than 1 Preventable Accident within a 3 year period
 - No more than 3 Non Preventable Accidents or Incidents within a 3 year period
 - No excessive log violations
 - Employment history in line with application
7. Stable work history
8. Must be able to pass a DOT physical with Carolina Freightways approved physician
9. Must be able to pass and meet all company, DOT and FMCSA requirements

COMPENSATION:

Base Pay

The rate will be paid on all dispatched miles (loaded & empty) and based on verifiable years of experience.

Extra/Accessorial Pay

The following items are current additional pay items.

1. Detention – since most of Carolina Freightways dedicated local customers are quick live loads and drops unload, there is no standard additional compensation for detention pertaining to Carolina Freightways normal course of customer business. For excess detention, additional compensation will be determined and agreed to on a case by case basis.

Paperwork

The following paperwork is required to be turned in per dispatch for Carolina Freightways to process and for the driver to be compensated.

1. Trip Sheet per dispatch
2. Signed Bill of Lading for delivered loads
3. Fuel Receipts
4. Reimbursement Receipts for Lumpers, Tolls, Scales, Tractor Repairs and Trailer Repairs.
5. Vehicle Inspection Reports
6. Logs – If the last driver's log on file is 14 days or older, the driver's paycheck will be held and he /she will be fined \$25 a day until he turns in all his current logs.

Paychecks will be paid each Friday at 2pm for all work performed the previous week provided that all paperwork is properly completed and turned in by 12noon Tuesday. Work performed is at following,

1. Outbound loads dispatched over the weekend (Saturday/Sunday) scheduled to deliver Monday or Tuesday start the week.
2. Inbound loads that you pick up Thursday and you deliver on Friday or Saturday end the week. **OR** inbound loads that you pick Friday and you deliver it on Saturday or deliver it on Monday end the week.

BENEFITS:

All benefits will be available to you after your first 90 days of employment.

Vacation

The amount of time off is based on years of service,

1. 5 days after one year of employment,
2. 10 days after two years of employment,
3. 15 days after five years of employment,

The amount of compensation is based on your weekly gross earnings for the year. The year runs from your hired date of employment to your hired date and not the actual calendar year.

After vacation time is earned, it can be used either by the day or for an entire week. Vacation time can always be paid out instead of being used. If at your hire date you have any unused vacation time, you will be paid for unused days because the company has a policy of not carrying forward vacation time.

Holidays

Company currently has four paid holidays that a driver receives \$100 for the following,

1. New Years Day,
2. Independence Day – July 4th,
3. Thanksgiving,
4. Christmas,

Insurance

The company offers health insurance, currently with United Health Care, and dental insurance, currently with MetLife. An employee is eligible for coverage the 1st of the month following 60 days of employment.

The company is currently paying 50% of both monthly premium amounts. Our current health insurance is based on the individuals' age and therefore the monthly premiums are not a fixed rate based on the type of coverage, employee or family. Therefore, the amount of an employee cost cannot be determined until the application is submitted to United Health Care.

COMMUNICATION:

Daily Check Calls

Driver is responsible to make following daily check calls. Failure to do so, the driver could be fined up to \$25 per each missed check call.

1. **Morning Check Call** – required to call dispatch between 7:30am and 10am Eastern Time.

2. **Empty Check Call** – required to call dispatch when you are empty in order to get your next dispatch assignment.
 - a. If you empty before 7:30am, you can make your empty call with your morning check call.
 - b. If you know you will be empty earlier than 7:30am the next morning, check with dispatch on your next load so you will know where to head when empty.
3. **Loaded Check Call** – required to call dispatch when you are loaded on your dispatch. This includes when you pick up a loaded trailer at a customer's location.
4. **Evening Check Call** – required to call dispatch by 5pm Eastern Time with a location update.
 - a. DO NOT call after 4:30pm if you need assistance with a broker load or directions because it will be difficult for us to contact someone to help after business hours.
 - b. Take care of normal daily business before the end of the normal day.

Communication after normal business hours is also extremely important. Carolina Freightways will have the office phones forwarded to a dispatcher on call. If anything (from safety issue to a breakdown) comes up after hours that will make you late for your appointment, call our office number immediately.

Home Time

It is the intent of Carolina Freightways to get you home at night and on weekends. We ask that you understand that events can prevent us from getting you in every night. For those who request more time off, a two week notice is required to approve the request. Since availability of extended time off is limited, requests are approved on first come first serve basis.

Service Area

Majority of Carolina Freightways local area is within a 360 mile radius of Eden NC.

General Information

Carolina Freightways maintains an open door policy. As a Carolina Freightways driver, you will be called by your name and not by truck number. It is important to Carolina Freightways that we maintain quality and respectful relationships. Dispatchers will reflect this attitude and dispatches will be made within legal logging procedures.

Receipt

I hereby acknowledge receipt of the

“Company Local Driver Handbook”

Signature

Print Name

Date