

VALDEN TRANSPORT, INC.
C/O 13703 FM 1458
SEALY, TEXAS 77474
OFFICE (979) 885-6004
FAX (979) 885-0004
valden_transport@hotmail.com

Driver Compensation Package (Effective: January 1, 2016)

- 29% of line haul freight until the month following the 1st 60 Day Probation Period (with exception of fuel surcharge)
- 35% of all accessorial charges paid to truck. This includes all demurrage, pump charges, in transit heat charges, steam time charges, etc.
- The month following the 60 Day Probation Period Employee is eligible for insurance benefits.
 - Employees choosing to obtain Health Insurance remain @ 29% of truck revenue (with exception of fuel surcharge)
 - Employees electing No Health Insurance Benefits will get bumped up to 33% of truck revenue (with exception of fuel surcharge)
- Other voluntary insurance coverage available the first month following the 60 Day Probation period at 100% cost to employee.
- 401 K Program—Employees will be eligible to participate in this program after 6 months of service. Employer will match up to 4% of employee contributions.
- Chargeable layovers are \$120.00 per day, plus any demurrage due for that day.
- Non-chargeable layovers are \$150 for a 34 hour layover; \$100 for a 24 hour layover
- Breakdown Delay—set per schedule as follows: \$20.00 per hour for the first 8 hours during each 24 hour period. This is for either truck or trailer mechanical problems.
- Yard work or hourly pay: \$20.00/hour
- Vacation—
 - 1 week after 1st year
 - 2 weeks after 2nd year
 - 3 weeks after 10th year
 - 4 weeks after 15th year
- Christmas/Safety Bonus (provided no accidents/spills or incidents during previous year)—
 - \$500.00 first year (prorated for new driver)
 - \$250 additional per year after 1st year
 - \$3,000 cap
- Paid Holidays—Six paid holidays per year. Driver receives \$150.00 per holiday. Paid holidays include:
 - New Years
 - Memorial Day
 - 4th of July
 - Labor Day
 - Thanksgiving
 - Christmas
- Weekly averages (based upon last year's averages and vary depending upon freight):
 - Regional Drivers—\$800.00 to \$1,000.00
 - System Drivers—\$1,000.00 to \$1,500.00+

This is a brief summary. If you need more information, please contact us with your questions.

Please note you **MUST** have the HazMat endorsement on your CDL before we will put you to work. A TWIC card will also be needed but can be obtained after being hired.