



## Linehaul Driver Pay Plan

Swift announces significant improvements to its driver pay plan!

- Effective **October 1, 2006**, solo and team mileage rates increase and new drivers earn increases after only three and four months experience
- Driving experience and corresponding mileage rates are based **on the earlier of hire date and seniority date**, accelerating increases for new drivers.
- Effective **December 1, 2006**, new length of haul sliding scale will pay significantly higher rates for **loaded** dispatches under 300 miles. Empty miles, regardless of length of haul, will pay at the base 300+ miles rate.

Driving Experience	Rate	Dispatch Length					
		25-99 miles	100-149 miles	150-199 miles	200-249 miles	250-299 miles	300+ miles
Start	West	\$0.42	\$0.42	\$0.36	\$0.34	\$0.32	\$0.26
	East	\$0.42	\$0.42	\$0.36	\$0.34	\$0.32	\$0.26
	Team	\$0.49	\$0.49	\$0.43	\$0.41	\$0.39	\$0.33
3 months	West	\$0.43	\$0.43	\$0.37	\$0.35	\$0.33	\$0.27
	East	\$0.43	\$0.43	\$0.37	\$0.35	\$0.33	\$0.27
	Team	\$0.49	\$0.49	\$0.43	\$0.41	\$0.39	\$0.33
4 months	West	\$0.45	\$0.45	\$0.39	\$0.37	\$0.35	\$0.29
	East	\$0.46	\$0.46	\$0.40	\$0.38	\$0.36	\$0.30
	Team	\$0.49	\$0.49	\$0.43	\$0.41	\$0.39	\$0.33
6 months	West	\$0.47	\$0.47	\$0.41	\$0.39	\$0.37	\$0.31
	East	\$0.49	\$0.49	\$0.43	\$0.41	\$0.39	\$0.33
	Team	\$0.50	\$0.50	\$0.44	\$0.42	\$0.40	\$0.34
9 months	West	\$0.48	\$0.48	\$0.42	\$0.40	\$0.38	\$0.32
	East	\$0.50	\$0.50	\$0.44	\$0.42	\$0.40	\$0.34
	Team	\$0.51	\$0.51	\$0.45	\$0.43	\$0.41	\$0.35
1 year	West	\$0.49	\$0.49	\$0.43	\$0.41	\$0.39	\$0.33
	East	\$0.51	\$0.51	\$0.45	\$0.43	\$0.41	\$0.35
	Team	\$0.52	\$0.52	\$0.46	\$0.44	\$0.42	\$0.36
2 years	West	\$0.50	\$0.50	\$0.44	\$0.42	\$0.40	\$0.34
	East	\$0.52	\$0.52	\$0.46	\$0.44	\$0.42	\$0.36
	Team	\$0.53	\$0.53	\$0.47	\$0.45	\$0.43	\$0.37
3 years	West	\$0.51	\$0.51	\$0.45	\$0.43	\$0.41	\$0.35
	East	\$0.53	\$0.53	\$0.47	\$0.45	\$0.43	\$0.37
	Team	\$0.54	\$0.54	\$0.48	\$0.46	\$0.44	\$0.38
4 years	West	\$0.53	\$0.53	\$0.47	\$0.45	\$0.43	\$0.37
	East	\$0.55	\$0.55	\$0.49	\$0.47	\$0.45	\$0.39
	Team	\$0.56	\$0.56	\$0.50	\$0.48	\$0.46	\$0.40
5 years	West	\$0.55	\$0.55	\$0.49	\$0.47	\$0.45	\$0.39
	East	\$0.57	\$0.57	\$0.51	\$0.49	\$0.47	\$0.41
	Team	\$0.58	\$0.58	\$0.52	\$0.50	\$0.48	\$0.42
Effective Date		12/01/2006					10/01/2006

Loaded dispatches from 25-99 miles will also receive a \$25.00 premium (**effective December 1, 2006**).

Dispatches less than 25 miles will be governed by a Local Pay policy, which will ensure drivers are adequately compensated.



## Length of Haul Sliding Scale Examples

Driving Experience	Dispatch State	Loaded Miles	Mileage Rate	Mileage Pay	Premium Pay	Total Pay
6 months	Utah	275	\$0.37	\$101.75	--	\$101.75
3 years	Virginia	80	\$0.53	\$42.40	\$25.00	\$67.40

***Effective rate for the driver with the 80-mile dispatch is \$0.84 a mile!***

**East** rates are paid on all dispatches picked up and dropped off east of the Mississippi River.  
**West** rates are paid on all other dispatches.

**Flatbed** drivers will be paid \$0.01 more than the linehaul rates.

**Heavy Haul** drivers will be paid \$0.01 more than the linehaul rates. If they pull Rocky Mountain doubles, they will be paid \$0.04 more than the linehaul rates.

**Mentor** drivers receive their mileage rate for all miles driven by mentor and trainee. Mentors also receive \$0.01 for each mile driven by their trainees for one year, after their trainees complete 30 days of solo driving.

**Stop Pay** – Pick-up and last stops are included in the mileage rates above. Drivers will be paid \$15.00 for each additional stop.

**Productivity Bonus** – Linehaul drivers are eligible for monthly productivity bonuses.

Solo Drivers		Team Drivers	
9,500 miles.....	\$50.00	18,000 miles.....	\$100.00
10,000 miles.....	\$100.00	19,000 miles.....	\$200.00
10,500 miles.....	\$150.00	20,000 miles.....	\$300.00
11,000 miles.....	\$200.00	21,000 miles.....	\$400.00
11,500 miles.....	\$250.00	22,000 miles.....	\$500.00
		23,000 miles.....	\$600.00

This pay package applies to linehaul drivers. Dedicated, shuttle, regional and other pay plans are reviewed separately and modified when appropriate.