

OWNER OPERATOR OUTLINE

PAY

\$1.15 per mile in Canada (Ontario, Quebec, Nova Scotia and New Brunswick)

\$1.17 per mile for U.S. miles (from or to Ontario, Quebec, Nova Scotia and
New Brunswick to or from the USA)

\$1.21 per mile for eastern seaboard as defined in contract

\$.95 per mile for empty miles

Teams

\$1.23 per mile in Canada

\$1.25 per mile for U.S. miles

\$.95 per mile for empty miles

- Pick ups and deliveries are paid at \$30.00 for the first and \$40.00 for each additional one. (This will not be paid for a terminal to terminal move)
- Miles are calculated using PC Practical Mileage Software
- Waiting time is paid at \$25.00 after the first 2 hours providing the shipper/consignor is paying Rosedale
- Local tractor work will be paid at \$35.00 per hour
- Shunting a trailer will be paid at \$10.00 per shunt
- Layover are paid at \$60.00 per night
- Attendance at a Safety Meeting is paid at \$20.00 per hour

DEDUCTIONS

- Insurance will be deducted at a rate of \$90.00 per week which will give the Owner Operator a \$2000.00 deductible
- Ontario IRP Plates will be deducted at \$60.00 per week and includes U.S. Federal Heavy Use Tax. Vehicle are licensed at 39,500 kgs
- Fuel subsidy will be paid out as per contract
- The Edge Benefits will be required and the cost is based on coverage selected by Owner Operator at approximately \$35/week.

THE TRACTOR

- 5 years of age or newer
- Maximum 244 inch wheel base
- Maximum height of 5th wheel is 47 inches
- Total weight of tractor full of fuel and driver is no more than 21,000 lbs
- Equipment must be maintained in a state of good repair and represent a good image of the company at all times (ie: body damage must be repaired)
- Communications: Shaw Tracking is required (basic install paid for by Rosedale)
- The decaling of the tractor for all new initial hires will be provided by Rosedale

HEALTH BENEFITS

Health Benefits are available for Owner Operators to purchase (dental, etc.)

Cost for single \$249.30* per month

Cost for family \$511.56* per month

*These figures are approximate and are subject to change

FUEL

Fuel Subsidy Program is available. This will be discussed in detail during contract negotiations.

DRIVER HIRING STANDARDS

Rosedale has established a guideline for hiring all Owner Operators and Drivers. The following criteria must be met:

- Must carry Clean Drivers Abstract (no more than 30 days old)
- Must carry Clean CVOR (no more than 30 days old)
- Must hold a valid class of license for the type of equipment being operated
- Insurance requires a Minimum age of 25 years
- Minimum of two (2) years of verifiable driving experience on the type of equipment being hired to operate
- Must have good command of the English Language (legal requirement for FMCSA)
- Must provide a clean Criminal Record (no more than 90 days old)
- Willingness and Ability to participate in the F.A.S.T. (free and secure trade) program
- Must carry proof of citizenship and driver's license at all times
- Must carry F.A.S.T. card (if applicable) or a valid passport
- Must conform to any requirements outlined in Rosedale's Owner Operator contract
- Must conform to any company policies that are outlined in Rosedale's Associate manual
- Ability to pass a written knowledge, traffic and driving test
- Must have a flexible schedule