

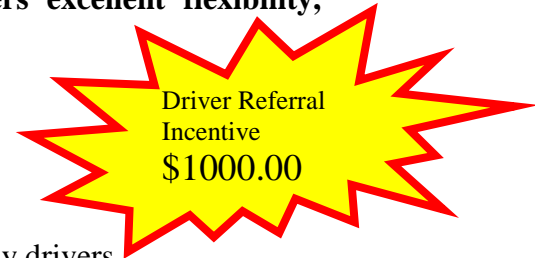
THE ROSEDALE GROUP – GENERAL INFORMATION

What you can expect...

Over 40 years in the making, The Rosedale Group offers excellent flexibility, security, and opportunities.

Opportunities:

- ✓ Local company positions DZ and AZ
- ✓ Highway company positions AZ
- ✓ Owner Operator highway and city opportunities
- ✓ Coaching program for both experienced and new company drivers
- ✓ Warehouse positions – full and part time
- ✓ Internal positions – Various locations



The Rosedale Group offers the above opportunities, however all positions may not be available at the current time. All are welcome to submit resumes, however due to volume, only successful candidates will be contacted.

Over the years many company drivers have been promoted within and are now successful city and highway owner operators.

The Rosedale Group is proud to offer a coaching program for both experienced and new company drivers. The program helps ensure the success of new recruits by reassuring them support is always there. Employees learn company procedures hands on while receiving personal introductions to company associates. Financially, new hires, experienced or not, receive total compensation from day one.

A word about our Coaching Program for the newly licenced driver:

Although it is our hope and intention that all newly licenced drivers selected for the Coaching Program succeed, it is not always possible. There are no guarantees. Newly licenced drivers entering the program do so for a minimum of 6 weeks. No new driver will be released on their own until The Rosedale Group is satisfied they are safe competent operators.

Upon successful completion of the Coaching Program, the sky is the limit - from driver to owner operator, to fleet owner operator or a position within. We wish everyone nothing but success. It is our associate's success that contributes to ours.



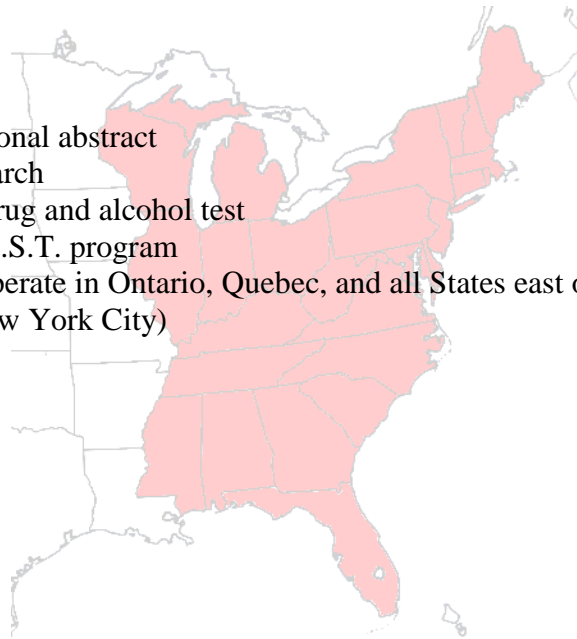
Company Drivers

We offer...

- ✓ Home time
- ✓ 100% legal running
- ✓ Steady year round work
- ✓ Flexibility – “You work with us, we’ll work with you”.
- ✓ Coaching program
- ✓ Excellent remuneration
- ✓ Paid PC Miler Practical Miles (Highway)
- ✓ Excellent benefit package
- ✓ Referral Incentive (AZ/DZ drivers only)
- ✓ R.R.S.P. and Canada Savings Bond Programs
- ✓ Service bonus
- ✓ Performance bonus
- ✓ Bi-weekly direct deposit
- ✓ Employee Assistance Program (EAP)
- ✓ Out of province coverage from day one (Highway) – company paid
- ✓ F.A.S.T, approved carrier
- ✓ 90% full load (Highway)
- ✓ Late model tractors
- ✓ Satellite communications (Highway)
- ✓ 80,000 square foot warehouse
- ✓ Drivers room
- ✓ Secure parking

You offer...

- ✓ Excellent attitude
- ✓ Clean C.V.O.R. and personal abstract
- ✓ Clean criminal record search
- ✓ Clean pre-employment drug and alcohol test
- ✓ Ability to qualify for F.A.S.T. program
- ✓ Flexibility – willing to operate in Ontario, Quebec, and all States east of the Mississippi River (no New York City)



The Rosedale Group

Tel: 877-588-0057 or 905-696-4612

Fax: 905-696-7373

Email: recruiting@rosedale.ca

Owner Operators

We offer...

- ✓ Home time
- ✓ 100% legal running
- ✓ Steady year round work
- ✓ Fuel subsidy
- ✓ Start up assistance
- ✓ Continuous ongoing support
- ✓ Flexibility – “You work with us, we’ll work with you”
- ✓ Excellent remuneration
- ✓ Weekly settlements
- ✓ Referral Incentive (AZ/DZ drivers only)
- ✓ Paid PC Miler Practical Miles
- ✓ Company paid tolls and scales
- ✓ Benefits available for purchase
- ✓ Performance bonus
- ✓ Employee Assistance Program (EAP)
- ✓ Roadside Edge – WSIB equivalency coverage
- ✓ F.A.S.T. approved carrier
- ✓ No charge decals
- ✓ No charge Qualcomm Satellite Communication
- ✓ Secure parking – hydro hook available (based on availability)
- ✓ 90% full load (Highway)
- ✓ Insurance and licensing at a reasonable cost
- ✓ Company administered fuel tax reporting – if there is a credit, you get it. If there is a debit, you pay it.



You offer...

- ✓ Excellent professional attitude
- ✓ Qualified to run U.S.A.
- ✓ Clean C.V.O.R. and personal abstracts
- ✓ Clean criminal record search
- ✓ Clean pre-employment drug and alcohol test
- ✓ Minimum 2 years experience
- ✓ Ability to qualify for the F.A.S.T. program
- ✓ Clean, safe, well-maintained equipment
- ✓ Flexibility – willing to operate in Ontario, Quebec and all States east of the Mississippi River (no New York City)

Equipment Requirements...

- ✓ Maximum 244” wheelbase
- ✓ Tandem axle only, no straight trucks
- ✓ Maximum 47” fifth wheel height
- ✓ Maximum 21,000 pounds full of fuel

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- ✓ Maximum of 5 years of age on sign on

**LOCAL AZ COMPANY DRIVERS – PAY RATES EFFECTIVE APRIL 2010
MISSISSAUGA BASED**

3 month probation period \$18.75 per hour
After 3 months - \$19.25 + Benefits*

HIGHWAY COMPANY DRIVERS – PAY RATES EFFECTIVE APRIL 2010

3 month probation period 42 cents per mile
After 3 months 42 cents per mile + benefits
\$19.25 per hour for approved waiting time after two hours (after probation period)
\$19.25 per hour for down time (maximum of 10 hours daily) i.e. breakdowns
\$60.00 flat rate for approved layover
Broker rate - \$10.75 for every broker drivers have to physically report to.

BENEFITS – AFTER 3 MONTHS

All company employees are entitled to company paid benefits including:

- ✓ Dental – 80% capped at \$1300 per year
- ✓ 80% prescriptions
- ✓ Basic life insurance
- ✓ Eye glasses \$200 every 2 years

Long Term disability insurance – paid by the employee
There is no short-term disability insurance available.

***All highway USA employees are covered for out of province insurance from day one.**

Optional additional life insurance is available to employees at an additional cost after 3 months employment.

COMPANY UNIFORM ALLOWANCE

Once an employee has settled in at Rosedale Transport and a mutual comfort level has been achieved (3 months) the company will provide the employee with a certificate redeemable at Marks Work Warehouse for \$200.00 to purchase company uniforms. The company will issue additional vouchers every 18 months thereafter. Safety shoes – \$85.00 every year and available from day one.

BONUS

The Rosedale group offers years of service bonus to all employees. Each employee will receive \$100.00 for each one year of service to a maximum of 10 years. To be entitled a year must be completed by Dec 1st.

The Rosedale Group also offers a performance bonus each year to all drivers.

OWNER OPERATOR – HIGHWAY PAY RATES EFFECTIVE SEPT. 2009

The following is a brief overview of the owner operator pay schedule and is not intended as a legal binding contract. For exact details, The Rosedale Group Owner Operator Highway Contract must be consulted.

The Basics

Owner Operators can expect to acquire approximately 2500 miles per week or average of 10,000 miles per month. Dispatch operates on a rotation system. Typically, dispatch does their best to treat each operator fairly. For example, if you come in from a run totaling 2000 miles, you can expect to get a short trip to finish the week out. Another Owner Operator with shorter mileage will get a longer run if available to finish the week out.

Owner operators can expect 1 to 2 days home time.

Owner Operators have the flexibility of adding additional units (consult and gain approval before doing so).

Mileage Rates:

Single Operators – Canadian Funds

\$1.15 per mile for Ontario, Quebec, Nova Scotia and New Brunswick

\$1.17 per mile from or to Ontario, Quebec, Nova Scotia and New Brunswick to or from the USA (add \$0.02 per mile if the operator is F.A.S.T. approved).

\$1.21 per mile for Ontario and Quebec to or from the Seaboard. Basically – Maine, Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island, New Jersey, New York (no New York City) and Pennsylvania (see Owner Operator contract for exact details).

Empty miles – Although minimal they are paid at a rate of \$0.93 per mile.

Team Operators – Canadian Funds

\$1.23 per mile for Ontario, Quebec, Nova Scotia, and New Brunswick

\$1.25 per mile for Ontario, Quebec, Nova Scotia, and New Brunswick to or from the USA

Owner Operator – Single or Team Pick and Drop Rates

\$30.00 for the first pick up and \$40.00 for each additional pick up

\$30.00 for the first delivery and \$40.00 for each additional delivery

Waiting time is on a per case basis. Approved waiting time will be at the rate of \$25.00 per hour after the first two hours.

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Any hourly work from our terminals is paid at \$35.00 per hour.

Shunting at a customer's facility is paid at \$10.00 per shunt.

Approved layovers are \$60.00 per night.



Directions to our facilities:

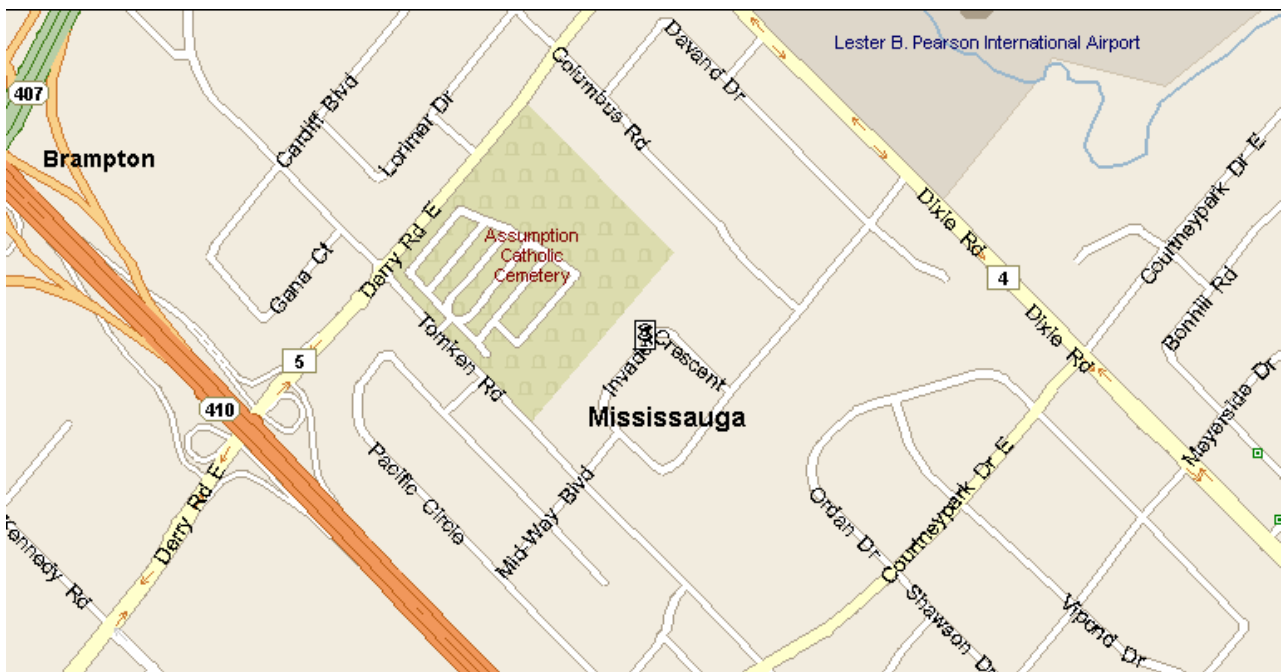
6845 Invader Crescent
Mississauga, Ontario, L5T-2B7

Recruiting hours – 8:00 AM to 4:30 PM

Please call ahead to ensure someone will be available or to make after hour arrangements.

From highway 401 (east of Mississauga) follow west and exit on Dixie Road, go north to Mid-Way Blvd. and turn left. Travel 0.2 miles and turn right on Invader Crescent. You will see The Rosedale Group Head Office directly in front of you. If you are driving a car please park in the visitor parking lot and report to reception. If you are driving a tractor-trailer please enter at the main gate and the security guard will instruct you to a secure parking area.

From highway 401 (west of Mississauga) follow east to highway 410 and go north. From 410 exit at Courtney Park Drive (**note:** there is no south bound exit for Courtney Park Drive). Take Courtney Park Drive east to Tomken road and turn left. Follow Tomken road to Mid-Way. Turn right onto Mid-Way and follow to where the road “T’s” and go left. Go around the bend and you will see The Rosedale Group Head Office.



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Check list for pre-employment at The Rosedale Group (AZ or DZ drivers)

- ✓ Current C.V.O.R. abstract (Commercial Vehicle Operator Record) must be current within 30 days.
- ✓ 5-year statement of driving record – must be current within 30 days.
- ✓ Police/Criminal Search – must be current within 30 days.
- ✓ Optional – bring a copy of your F.A.S.T. card if you have it.
- ✓ Any other relevant documents – example: Training Certificate.

Note: The Rosedale Group realizes that acquiring these documents is expensive however, it is imperative to have these documents before any condition or offer of employment can be made. Please do not ask if The Rosedale Group will accept something older than the above-noted dates.

Canadian Drivers - Company and Owner Operators

Be prepared to have three years of employment history including correct phone and fax numbers.

USA/Canada Drivers

Be prepared to have 10 years of employment history including correct phone and fax numbers.

Note: Employment history means just that. It does not have to be all driving related. In the event you don't have the required years of employment history, simply indicate on your application the reason. Example: Student from ---- and to --- etc.

Yes, all drivers must undergo a professional road test (no exceptions). Be prepared to do it by the book. Proper circle check methods (hands on) are not only expected, they are required.

If a current Rosedale employee has referred you, be sure and indicate who referred you as The Rosedale Group has a driver referral incentive. All current Rosedale Associates are entitled to a \$1,000.00 incentive for referring a driver as follows:

- ✓ If the referred driver is hired and completes 6 months of employment with Rosedale, the referring associate will be paid \$500.00.
- ✓ Then if the referred associate completes his/her one-year anniversary with Rosedale, the referring associate will be paid a final payment of \$500.00.

Referral for dock associates pays out the same as above, only with \$250.00 increments and a final total of \$500.00.

Visit our website for more information at: www.rosedale.ca

We look forward to meeting with you soon...

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