

# **Owner-Operator Pay & Qualification Package**

## **July 2015: Percentage Program for EFW Owner Operators**

Thank you for your interest in a career with Eastern Freight Ways, a division of New England Motor Freight/Shevell Group family of companies, the largest privately owned carrier in the Northeastern USA.

Listed below are answers to the questions we are most commonly asked. We understand what it takes to succeed in today's challenging economic conditions, and we built this competitive program to attract the safest, most reliable owner operators on the road today.

We look forward to hearing from you and we appreciate your interest and questions.

**Question:** Will I be paid the same for all the miles I run, empty or loaded?

**Answer:** Yes, you will be paid the same for all dispatched miles, whether empty or loaded. You will receive 71% of revenue, plus 100% of the fuel-surcharge, based on PC-Miler shortest miles, using an EFW trailer. Accessorial such as stop off will be paid as follows.

**Stop-offs:** \$40 each

**Detention pay:** \$40 per hour, after three (3) hours free time. (Detention will be paid only if EFW is compensated by its customer and the owner-operator notifies EFW within one-hour of arrival at a pick up or delivery.)

**Fuel-surcharge:** the owner-operator will receive 100% of the fuel-surcharge that is billed to the shipper by EFW.

**Question:** Will I be home on weekends?

**Answer:** We do not have forced dispatch. An owner-operator is free to accept or reject any load offered to him/her, including work that involves working on the weekends.

**Question:** Will I need to have my tractor equipped with a mobile satellite communication system?

**Answer:** YES. EFW will install tracking/communication system in your cab. The cost to you is \$15 per week. You must return the communications system in the condition you received it, or you will be charged back accordingly.

**Question:** Does Eastern offer a rider program?

**Answer:** There is no rider program at this time.

**Question:** Where will I run?

**Answer:** The Northeast and New England and Mid-Atlantic regions, primarily.

**Question:** Will EFW pay for my cargo coverage and liability insurance?

**Answer:** YES. You must provide proof of \$1,000,000 in bobtail coverage and \$1,000,000 in workers compensation coverage. (There is a \$2500 deduction for preventable accidents and freight claims. Our safety department will make the appropriate determination of preventability, which the owner-operator can appeal, to the General Manager). If you don't have workers compensation insurance, EFW will provide it, and deduct the cost from your settlement.

**Question:** Are there advances?

**Answer:** YES. There is a limit of \$200 per week, excluding road repairs, which are restricted to the amount of funds in your escrow account.

**Question:** Will I be assigned a driver manager?

**Answer:** YES. We also provide you with 22 hour dispatch coverage, per day. (There is no dispatch coverage from 3 am to 5am). Weekend coverage is provided via our driver-managers cell phones.

**Question:** Will I have a Fuel-card?

**Answer:** YES. You will receive an EFS card for use at all Pilot Travel Centers and Flying J's. We have negotiated discounts that reach as high as 55 cents per gallon with these fuel providers. You may buy fuel wherever the card is accepted, but there is no discount from fuel providers other than Pilot and Flying J's.

**Question:** Are tolls re-imbursed?

**Answer:** Tolls are not reimbursed, however, there is an additional payment built into the rate for loads destined to NYC/LI.

**Question:** What are your tractor requirements?

**Answer:** Your tractor must weigh less than 21000 pounds, and be approved by our maintenance department. (A sleeper berth is mandatory). All tractors must be registered to haul a gross weight of 80,000 pounds. You are required to submit monthly maintenance reports, as well.

**Question:** Will I have to file road tax reports?

**Answer:** No. EFW will file your road tax reports and charge you back for necessary fuel-taxes.

**Question:** What are the other reasons I should lease with EFW?

**Answer:** We have a referral bonus plan. When you recommend a driver to EFW, you will receive a \$500 bonus after the driver is leases onto EFW for 30 Days, \$500 after 60 days and \$500 after 90 days. (The driver you refer receives \$500 after working for 30 days).

We are a sister company of New England Motor Freight, one of the largest privately owned trucking companies in America. We also do a considerable amount of line-haul work for NEMF, and utilize their terminals for trailer storage and other support services, we are financially stable and have the resources of NEMF behind us.

If you have additional questions, we would be delighted to answer them for you. Please call our Manager of Recruitment & Retention, Mitch Bookbinder, toll-free: 800-428-6193, extension 49210.

Thanks again for your interest. We are looking forward to hearing from you!

**NOTE: The information contained in this guide is subject to change. This is a guide, not a promise of a lease. The Eastern Freight Ways lease agreement takes precedence over any information contained in the Q&A form.**