

A Guide For Flatbed Drivers Considering A Career With Eastern Freight Ways: Driver Pay & Qualification Package July 2015

Thank you for your interest in a career with Eastern Freight Ways, a member of New England Motor Freight/ the 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 environment, and we've built this competitive pay & benefits program to attract the safest, most reliable, flatbed-driving professionals on the American road today.

We appreciate your consideration of Eastern Freight Ways as your employer. We understand that to make a good decision, you require plenty of information. And, unlike many carriers, we don't hesitate to put the information you need into print, in a language that can be understood without the assistance of a lawyer.

We realize that you are bombarded by recruiters with one goal: to convince you that their job is best for you. We are different. **We aren't the right carrier for everyone and we don't pretend to be. We simply provide you with the facts and let you decide for yourself, in an atmosphere free of pressure or high-powered attempts to persuade you of anything.** We present the facts as they are and allow you make up your own mind.

Go ahead: check out all our competitors' websites and recruitment literature, but ask yourself one question when you read what they have to say: **"Which flatbed carrier provides me with the most straight-forward answers to my questions, in writing, without beating around the bush?"** Compare Eastern's open and honest approach to the competition. Notice how many carriers refuse to put their pay, benefits, home-time and other facts and figures in writing or on their recruitment literature. Then, ask yourself one last question: **"What do they have to hide?"**

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

Question #1: "Why should I consider joining Eastern Freight Ways, and not one of the many other carriers seeking my services?"

Answer: First advantage to consider: we are family-owned and know our drivers by name. You are not a number at Eastern: we are not a mega-carrier and don't wish to become one. Our goal is to be the most reliable, hassle-free and respected carrier in the flatbed sector, not the biggest...

Second advantage to consider: when New England Motor Freight, a sister company of Eastern Freightways was founded in 1977, it didn't have a truckload division. At that time, New England Motor Freight only had about fifty tractors. More than thirty years later, New England Motor Freight operates a fleet of almost 1500 tractors and 5500 trailers, serving more than 14,400 customers, from thirty-two strategically located terminals. Eastern Freight Ways is the truckload arm of the New England Motor Freight/Shevell Group family of carriers. NEMF/Shevell Group is now the largest family-owned carrier in the Northeastern USA. Eastern's affiliation with NEMF gives us access to the resources of their almost seventy sales reps, as well as the use of NEMF's thirty-two terminals for fuel, parking, and as staging areas. (Nice friends to have at times like these).

Question #2: “How much can I expect to earn per week?”

Answer: Our flatbed drivers earn an average of \$1132 per week, plus outstanding benefits. How much you will earn depends upon your abilities, weather and business conditions, amongst other factors.

Question #3: “What is the cost share for family medical benefits and prescription coverage?”

Answer: Benefits are a prime reason why many drivers come to Eastern Freight Ways, and then stay with Eastern. (Our insurance provider is United Healthcare, the second largest medical provider in the USA). The cost for family medical benefits is only \$80 per week. (After one year, dental benefits are included, at no extra cost). The cost for medical benefits for a single driver is \$37 per week, and the cost for husband and wife coverage is only \$63 per week. Single parent coverage cost \$54 per week. (Your medical coverage begins after ninety-days of continuous employment). Our cost share is pre-tax so this saves you money as well.

We also provide you with life insurance the first of the month after 90 days of active service, as well as long-term disability benefits, at no additional cost, when your medical benefits take effect.

Question #4: “Will I be home for the weekend?”

Answer: There is rare weekend work, but approximately 90% of our flatbed drivers are home on Friday and 10% are home on Saturday, unless they wish to run the weekend. We respect our drivers need for a home life and work hard to get you home for the weekend.

Question #5: “What is Eastern’s driver turnover rate?”

Answer: Good question. Think about it: carriers can make all the claims and promises they want. If the carrier’s turnover rate is high, you can be safe in assuming that driver morale and treatment are not good. At Eastern, our turnover rate, as of December, 2014 is 52%. This is considerably below industry average and a good indicator of how our drivers feel about their jobs at Eastern.

Question #6: “Does EFW have a driver referral bonus program?”

Answer: We have a referral bonus plan. When you recommend a driver to EFW, you will receive a \$500 bonus after the driver delivers his or her first load, plus \$500 after 30 days and \$500 after 60 days. (The driver you refer will receive \$500 after 30 days)

Question #7: “Are there advances?”

Answer: YES. (Advances are to be utilized for extraordinary expenses, not as an everyday event). Advances are paid in \$100 increments, with a \$200 maximum per week, excluding emergencies.

Question #8: “Will I be assigned a driver manager?”

Answer: YES. We also provide you with 24 hour dispatch coverage, Monday thru Friday. Weekend coverage is provided via our driver-managers cell-phones. Communications normally flow between you and your driver-manager, which makes life easier for all involved. (All driver-managers are located in our North Brunswick headquarters).

All EFW flatbed drivers are assigned a driver-manager that understands their driver’s likes and dislikes, capabilities and desires. The driver manager balances these factors with the needs of the driver, the customer, and EFW itself, with DOT compliance and safety being the paramount concern.

Question #9: “What percentage of the loads I deliver are “no touch?”

Answer: At this time, virtually all loads are no touch, and we anticipate no change in this number, but tarping & untarping are a part of the job, along with load securement.

Question #10: “Will I be assigned a fuel card from EFW?”

Answer: Yes. You will be assigned an EFS card which can be utilized to purchase fuel from Pilot Travel Center or Flying J. EFW has negotiated discounts from Pilot, and Flying J. but you are required to buy fuel at an NEMF terminal, whenever there is an NEMF terminal within ten miles of a Pilot or Flying J facility.

Question #11: “Will I be assigned an EZ Pass unit for tolls?”

Answer: YES. All Eastern tractors are assigned EZ Pass units.

Question #12: “Will my tractor be equipped with a mobile satellite communication system?”

Answer: YES. EFW will install a GPS/communication system in your cab, to help you communicate with dispatch. This service is required by a growing number of our customers, who want to trace their shipments. You can also obtain directions directly from the GPS system in your cab.

Question #14: “Is there direct-deposit?”

Answer: Yes. Direct-deposit is the preferred method of payment, but it is not mandatory. Funds can be split between checking and savings. (It usually takes 2-3 weeks for direct-deposit to take effect).

Question #15: “Does Eastern offer a passenger rider or pet program?”

Answer: There is no passenger rider program at this time. (Pets are permitted, in most cases). Ask for details about our pet policy.

Question #16: “What are your tractor specifications?”

Answer: Our fleet is a mixture of conventional Volvo’s and Freightliners. All tractors are assigned and there is no slip seating. Most engines generate 370-435 horsepower. Tractors are governed at 68 mph. Our tractors are mid-rise condo sleepers with automatic and ten-speed transmissions. Heated mirrors, custom-interiors, air-conditioning and power windows are standard. All suspensions are air-ride. Cruise control is standard in most tractors. Tractors are equipped with AM/FM radios with CB hookups. Wheelbases are 203-208” long. We are continuously modernizing and upgrading our fleet, with driver comfort in mind. (We purchased 60 new tractors in 2015).

Question #17: “Is there parking available at most NEMF terminals?”

Answer: All thirty-two (32) NEMF terminals, excluding the Owego facility, have room for tractor parking, which Eastern drivers are required to utilize. (Only trailers are parked in Owego). No trailer can be left unattended under any circumstance. (The tractor and trailer must stay hooked together). If you wish to park away from the terminal, you must obtain permission of the Operations Manager and the Safety Director.

Question #18: “Who pays for the physical and drug-test?”

Answer: We pay for your DOT physical and drug test. All physicals and drug tests must be performed at EFW approved facilities.

Question #19: “Will I need to serve NYC/LI?”

Answer: Although the percentage of loads into the five boroughs of NYC/LI is less than 4%, all drivers are needed to run in and out of the five boroughs of NYC, as well as Long Island, when necessary. We pay drivers an extra \$30 to serve the five boroughs and Long Island.

Question #20: “What is the policy on fines?”

Answer: Hopefully, you won’t have to deal with fines, but if you do, here is our policy: overweight fines are the responsibility of the driver. If you believe you are overweight, notify dispatch before proceeding with the load, to prevent fines. (All loads weighing more than 50,000# must be weighed, either at the shipper or at a public scale). EFW does not condone the movement of overweight loads.

Question #21: “Do Eastern drivers need to handle chains & binders?”

Answer: We don’t handle over-dimensional commodities or permit loads and we rarely haul products that require chains and binders.

One Last Reminder

Eastern Freight Ways is a part of the New England Motor Freight/Shevell Group, one of the largest privately owned trucking companies in America. We utilize their terminals for fuel, trailer storage,

maintenance and other support services. We are financially stable, and have the resources of NEMF/Shevell Group behind us. Very few carriers can offer this benefit to their drivers: we can and we do....

By the way, we have an open-door management policy. We realize that our flatbed drivers are a great resource and we depend on them to help us achieve our most important goal: "to be the safest, most hassle-free and respected truckload regional carrier in America". We learn from our flatbed drivers: they are our consultants, as well as the heart of our company.....

If you have additional questions, we would be delighted to answer them for you. Please call our Director of Recruitment & Retention, Mitch Bookbinder, at (800) 428-6193, extension 49210

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

COMPENSATION/BENEFITS FOR MILEAGE BASED DRIVERS

How will I be paid?

Miles driven and accessorial services will be compensated for as follows:

- Stop-offs (no touch):** \$22 each (no payment for the final delivery)
- NYC/LI arbitrary:** \$30 for loads delivered to NYC/LI
- Live pick-up pay:** \$22 each
- Tarp pay:** \$22 per load
- Driver trainer pay:** \$40 per day, plus credit for the trainee's miles driven for student drivers and \$20 per day for training experienced drivers.
- Mileage pay:** .48 cents per mile, empty and loaded, for all miles (calculated weekly), plus attendance bonus, if applicable, of 2 cents per mile. (.50 cents per mile if you drive less than 2000 miles for the week) plus 2 cents per mile attendance bonus, if applicable.
- Sick/Personal days:** \$120 per day, five days maximum
- Breakdown pay:** \$15 per hour/\$120 maximum per day
- Orientation pay:** \$120 per day for experienced hires that are joining EFW
- Holidays:** \$120 per day: six paid holidays
- Vacations:** Pro-rated portion of five vacation days after first year/ten vacation days after two years/three weeks' vacation after seven years
- Drop & Hook pay:** \$5.50 each

Mileage pay: You will be paid the same for all dispatched miles, whether empty or loaded. You will be paid .48 cents per mile for all miles for the week, or .50 per mile if you run less than 2000 miles. (Miles run from and to home are not compensated). Your load paperwork must be received by Saturday, for you to receive payment by Friday, which is when direct deposits are issued to drivers. (You will receive a detailed settlement sheet each week). At this time, drivers are running approximately 2000-2200 miles per week. This target is subject to the capabilities of the driver, as well as business and weather conditions, amongst other factors. It is a goal, not a guarantee, and we expect the amount of miles run to increase in the coming months.

Holidays: If you are hired, you will be paid \$120 per day, for the following Holidays:

New Year's Day/Memorial Day/Independence Day/Labor Day/Thanksgiving Day/Christmas Day. (You are eligible for holiday pay after 90 days of employment with EFW).

Paid Time Off (PTO): If hired, you will receive a pro-rated portion of five days' vacation pay after your first year of employment. After two years of employment, you will receive ten days of vacation pay. After seven years employment, you will receive three weeks of vacation pay. (You must be actively working for Eastern to be eligible for vacation). Vacation pay is currently \$120 per day.

401K Plan: There is a 401K plan at EFW. There are four enrollment periods per year, with a 50% match by EFW, of half of your contribution, with a 3% maximum company contribution.

Dispatch & Home-time: There is rare weekend work, but almost all our flatbed drivers will be home for all or part of the weekend, unless they wish to stay out on the weekend, to get more miles.

Service-Area: Flatbed drivers serve the Northeast, Mid-Atlantic plus Ohio and North Carolina. All states from Maine, west to Ohio are served, as are all states from Maine, south to North Carolina.

Driver Qualifications: EFW is committed to safety and reliability. This requires us to maintain high standards for drivers. Many drivers cannot meet these requirements: they are high and make recruitment difficult. (Only the best belong at EFW, and we recruit and screen accordingly). We hope you understand. Without the most professional drivers we cannot provide our customers with the level of service they have come to demand from us.

Our requirements are listed below:

A---You must be twenty-one years of age, or older.

B---You must have at least one year of verifiable over-the-road/regional Class A experience.

C---Your references must be verifiable. (You may provide a SSA-7045, W2 or employment letters if employment can't be verified).

D----You must pass a drug-test, physical and company road test, and receive a DOT-card good for at least 6 months.

E---You may not have a DUI/DWI in the past five years

F---You must receive up to five days of orientation and safety training from an EFW safety representative and flatbed trainer. (You receive paid lodging and \$120 a day during your training/break-in phase).

G---You may not have a careless or reckless driving violation in the past five years.

H---You must possess a CDL-A in your state of residence.

I---Refusals to test for drugs or alcohol, or failed alcohol/drug tests without a SAP certification of completion are not permitted.

J---Clean, neat appearance required. The flatbed driver is the face of Eastern Freightways to our customers, as well as our goodwill ambassadors and best sales representatives.

This is not a complete list of every requirement to be considered for hire by Eastern Freight Ways. Other tasks and requirements may be required by the driver, at the discretion of the management of Eastern Freight Ways.

www.easternfreightways.com

"On The Ball"

AT WILL EMPLOYMENT

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