

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

COMPANY DRIVERS

We offer...

- ✓ Late model Kenworth or Freightliner trucks – (dedicated trucks – “based on availability”.)
- ✓ Paccar Engines or Detroit power coupled with Eaton-Fuller 13spd or DT 12’s
- ✓ Satellite communications.
- ✓ Excellent home time.
- ✓ Weekly direct deposit payroll.
- ✓ Excellent benefit package.
- ✓ Out of province coverage from day one – company paid.
- ✓ R.S.P. program - company contributes after 1yr service.
- ✓ All drops and picks paid – no freebees.
- ✓ Paid PC **practical** routing.
- ✓ 95 % skidded freight.
- ✓ 97% of the time your load is preloaded at our yard.
- ✓ 90% of the time your return load is dropped in our yard.
- ✓ Steady year round work.
- ✓ Full service facilities on premises including:
 - Truck wash – staffed Monday through Saturday.
 - Full service shop for tractors, trailers and reefers.
 - 30,000 square foot warehouse.
 - On site scale.
 - On site outside vacuum.
 - Secure parking.
 - Excellent driver facilities.

You Provide...

- ✓ Excellent professional attitude.
- ✓ Minimum two years verifiable experience.
- ✓ Combined 5 years’ experience for teams.
- ✓ Clean drivers record – C.V.O.R. and personal.
- ✓ Clean Police Search.
- ✓ Ability to qualify for FAST program.
- ✓ Flexibility – the ability to operate in all States and Provinces as required.
 - BKT operates in all 48 States + Canada. Our dispatch team works hard to keep drivers in lanes they prefer to operate in, however in order to provide optimum service to our customers we require the flexibility of our drivers to occasionally go outside of their chosen lanes.



\$2,000.0

Sign On Bonus

Teams Split Sign on Bonus

Our driver’s flexibility is never abused!

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

OWNER OPERATORS

We offer...

- ✓ Bi-monthly settlements.
- ✓ Satellite communications.
- ✓ Excellent home time.
- ✓ All drops and picks paid – no freebies.
- ✓ Paid PC Practical routing.
- ✓ 95 % skidded freight.
- ✓ 97% of the time your load is preloaded at our yard.
- ✓ 90% of the time your return load is dropped in our yard.
- ✓ Steady year round work.
- ✓ Full service facilities on premises including:
 - Truck wash – staffed Monday through Saturday.
 - Full service shop for tractors, trailers and reefers.
 - 30,000 square foot warehouse.
 - On site scale.
 - On site outside vacuum.
 - Secure parking.
 - Excellent driver facilities.

Company paid:

- Insurance - \$5,000.00 deductible.
- Tolls.
- Permits.
- Heavy User Tax.
- Company administrated fuel tax reporting – If there is a credit, you get it. If there is a balance you pay it.
- Same mileage rate - loaded or empty.

You provide...

- ✓ Excellent professional attitude.
- ✓ Minimum two years verifiable experience.
- ✓ Combined 5 years' experience for teams.
- ✓ Clean drivers record – C.V.O.R. and personal.
- ✓ Clean Police Search.
- ✓ Ability to qualify for FAST program.
- ✓ Flexibility – the ability to operate in all States and Provinces as required.
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You are responsible for:

- Maintaining safe equipment within 5 years of age.
- IRP Apportioned taxes – payable each year as plates are renewed.

Equipment...

- ✓ Late model equipment – no more than 4 years old – replacement by the 5th year.
- ✓ No more than 19, 600 # with ½ tank of fuel.
- ✓ Able to pass bi-annually company inspections and all M.T.O. required inspections.
- ✓ Fifth wheel height of no more than 47 inches.
- ✓ Wheelbase – 244 inches or less.

Startup costs...

- ✓ Decals.
- ✓ One time satellite installation – no monthly charges.

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

Brian Kurtz Trucking Ltd.

What you can expect...

Brian Kurtz Trucking Ltd. team works hard to provide an exceptional environment for drivers by providing excellent: security, equipment, facilities, home time, remuneration and communication.

Drivers are asked to be flexible regarding traffic lanes, however dispatch works hard to ensure drivers are kept in lanes they prefer. We require flexibility to provide exceptional service to our customers. If we have a load destined to an area that you are not particularly fond of but are next up for dispatch, we will expect you to take the load without argument.

“You work with us and we’ll work with you”.

We employ drivers with preference in all lanes including Eastern USA, Southern USA, and Midwestern USA etc. This diversity enables us to keep drivers in the lanes they prefer 85% of the time.

Our hottest lanes for single drivers are Virginia, Carolinas, Georgia, Tennessee, Minneapolis, Great lakes area and the Eastern seaboard. Singles can expect to get a *fair share* of Texas, and Florida etc. From time to time and if interested, singles will be offered a West Coast runs.

Priority is given to teams for West Coast runs such as Phoenix, Los Angeles, San Diego, San Francisco and the North West. From time to time a team may be dispatched to Florida Texas etc.

Brian Kurtz Trucking Ltd specializes as an LTL temperature controlled and Dangerous Goods carrier. We have been working with LTL since our beginning, about 35 years ago. When it comes to LTL we know what we’re doing! On average drivers can expect about 7 drops per load. This means you may get a straight load or an LTL load with 30 drops. LTL loads are well organized giving drivers the time needed to stay on schedule. Back hauls are both LTL and truckload.

We invite you to stop by and tour our facilities in Breslau Ontario.

Coming from Cambridge Ontario – Take hwy 24 North and follow to Wellington County Road 32 (approximately 4 miles) and turn left (Superior Propane is on the left). As soon as you make the turn you will cross a set of railroad tracks, continue on for about approx 3 miles until you cross another set of tracks. As soon as you cross the tracks you will see a traffic light, turn left (Speedvale). Travel about ¾ mile and you will see us on the right (fenced in yard, blue buildings and blue trucks).

From Kitchener – Take hwy # 7 east to Wellington County Road # 32 and turn right. Follow to next traffic light and turn right. Travel about ¾ mile and you will see us on the right (fenced in yard, blue buildings and blue trucks).

From Guelph - Take hwy # 7 west to Wellington County Road # 32 and turn left. Follow to next traffic light and turn right. Travel about ¾ mile and you will see us on the right (fenced in yard, blue buildings and blue trucks).

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

* Any driver with a balance owing on their “safety bonus” up to and including July 5th 2015 is subject to 0.02 per mile reduction in their rate of pay until the amount owing is paid in full.

<i>SINGLE DRIVERS</i>		
<i>3 month probation period</i>	<i>\$.47/mile</i>	<i>*</i>
<i>After 3 months</i>	<i>\$.48/mile</i>	<i>*</i>
<i>After 1 year</i>	<i>\$.49/mile</i>	<i>* RSP ** see page 9</i>
<i>After 2 years</i>	<i>\$.50/mile</i>	<i>* RSP ** see page 9</i>
<i>After 5 years</i>	<i>\$.51/mile</i>	<i>* RSP ** see page 9</i>

DROPS OUTBOUND

\$30.00 (First included/no freebies)
 \$35.00 each for the eastern seaboard
 \$50.00 each for New York City and Long Island

PICK-UP INBOUND

\$30.00 each (First included/no freebies)

HAZMAT\TDG Bonus

A flat fate of \$50.00 per trip “HAZMAT” must be indicated on back of envelope.

Second Trip Bonus: \$50.00 bonus will be paid on the completion of second trip exceeding 750 miles in a pay period.

Weekend Bonus: \$50.00 bonus for leaving on the weekend -- Friday, Saturday and Sunday before 2:00 PM. (Qualifying Criteria: Trucks leaving Friday through Saturday noon must travel at least two full driving shifts (20 hrs) before midnight Sunday night. Those leaving Saturday noon up to 2 PM Sunday afternoon must drive at least one full shift (10hrs) or be at their 1st stop and able to book off their full 10 hour sleeper berth time so they have a clean log available first thing Monday morning and able to work a full shift through the Monday.)

Smart Phone Bonus: Brian Kurtz Trucking Ltd offers a monthly bonus of \$40.00 for any driver that:

- Has a smart phone
- Has a data plan
- Keeps their number and data available for dispatch.
- Scans and sends customs documents by email (No fax charges to the company)

RSP **

See RSP – How will it work and who is eligible?

PART TIME EMPLOYEES DO NOT QUALIFY FOR RSP CONTRIBUTIONS

PART TIME DRIVERS DO NOT QUALIFY FOR HEALTH BENEFITS

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

* Any driver(s) with a balance owing on their “safety bonus” up to and including July 5th 2015 is subject to 0.02 per mile reduction in their rate of pay until the amount owing is paid in full.

TEAM DRIVERS (MUST MEET TEAM REQUIREMENTS LISTED BELOW)		
3 month probation period	\$.58/mile	*
After 3 months	\$.59/mile	*
After 1 year	\$.60/mile	* RSP ** <i>see page 9</i>
After 2 years	\$.61/mile	* RSP ** <i>see page 9</i>
After 5 years	\$.62/mile	* RSP ** <i>see page 9</i>

DROPS OUTBOUND

\$30.00 (First included/no freebies)
 \$35.00 each for the eastern seaboard
 \$50.00 each for New York City and Long Island

PICK-UP INBOUND

\$30.00 each (First included/no freebies)

HAZMAT\TDG Bonus

A flat rate of \$50.00 per trip “HAZMAT” must be indicated on back of envelope.

All miles, drops, picks, smart phone bonus and RSP contributions etc. are **SPLIT** between team drivers.
 [Everything is split]

Smart Phone Bonus: Brian Kurtz Trucking Ltd offers a monthly bonus of \$40.00 for any driver that:

- Has a smart phone
- Has a data plan
- Keeps their number and data available for dispatch.
- Scans and sends customs documents by email (No fax charges to the company)

Team Requirements

Teams to run a minimum of 4 west coast trips if available. Once a team has completed the fourth trip they *may* take one week off (minimum of 5 days)

You must meet the following requirements to be considered a team and be eligible for your week off:

- You must be able to run an average of 48-miles per hour minimum (Weather, drops, picks or problems beyond your control will be factored in).
- You must be available for dispatch within 24 hours after returning to the yard. This means if you arrive at 11:00 PM you must be ready to leave by 11:00 PM the following night.
- You must be available for inbound dispatch at all times once empty.
- Should you return to the yard early on the last week before your week off, i.e. (Wednesday of the 4th week), you will be required to remain available for dispatch until the end of the week unless you are told otherwise as we may expect you to do a short run to complete your week.
- It would be appreciated on weeks when there is a lack of coast freight, if teams would split up and run separate units, if equipment availability permits. This will ensure both drivers make a suitable wage and Brian Kurtz Trucking Ltd. utilizes their equipment. Any company team not meeting these expectations will NOT be paid as a team.

PART TIME EMPLOYEES DO NOT QUALIFY FOR RSP CONTRIBUTIONS
PART TIME DRIVERS DO NOT QUALIFY FOR HEALTH BENEFITS

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

* Any Owner Operators with a balance owing on their “safety bonus” up to and including July 5th 2015 is subject to 0.02 per mile reduction in their rate of pay until the amount owing is paid in full.

Brokers		
\$1.21 Base rate	+ Fuel Surcharge **	See *

Brokers

All miles paid P.C. Miler Practical miles.

HAZMAT\TDG Bonus

A flat fate of \$50.00 per trip “HAZMAT” must be indicated on back of envelope.

Drops and Picks

All drops and pick-ups paid a flat rate of \$45.00 each (including first and last).

“FLOATING” FUEL SURCHARGE

** Paid on gross mileage and based on US Diesel Fuel National average.

Rates are adjusted on a weekly basis.

Fuel Price Range:

Fuel Price Range

Fuel Surcharge

2.46-2.50	15%
2.51-2.55	16%
2.56-2.60	17%
2.61-2.65	18%
2.66-2.70	19%
2.71-2.75	20%
2.76-2.80	21%
2.81-2.85	22%
2.86-2.90	23%
2.91-2.95	24%
2.96-3.00	25%
3.01-3.05	26%
3.06-3.10	27%
3.11-3.15	28%
3.16-3.20	29%
3.21-3.25	30%
3.26-3.30	31%
3.31-3.35	32%
3.36-3.40	33%
3.41-3.45	34%
3.46-3.50	35%
3.51-3.55	36%

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

Insurance:

- \$5,000.00 deductible.

Equipment:

- Less than 5 years of age
- Maximum weight – 19,500#
- Maximum wheelbase – 244”

THERE ARE NO HEALTH BENEFITS AVAILABLE FOR CONTRACTORS

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

* Any driver(s) with a balance owing on their “safety bonus” up to and including July 5th 2015 is subject to 5% per hour reduction in their rate of pay until the amount owing is paid in full.

LOCAL DRIVERS			
3-month probation	\$18.75/hour		
After 3-months	\$19.25/hour		
After 1 Year	\$19.50/hour	RSP ** see page 9	
After 2 Years	\$19.75/hour	RSP ** see page 9	
After 5 Years	\$20.25/hour	RSP ** see page 9	

PART-TIME LOCAL DRIVERS		
6-month probation	\$18.75/hour	
After 6-months	\$19.25/hour	

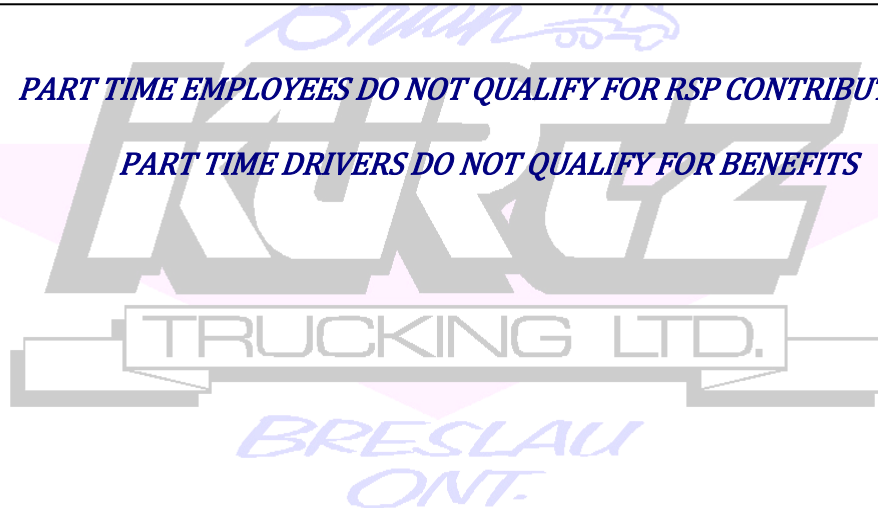
Smart Phone Bonus: Brian Kurtz Trucking Ltd offers a monthly bonus of \$20.00 for any driver that:

- Has a smart phone
- Has a data plan
- Keeps their number and data available for dispatch.
- Scans and sends customs documents by email (No fax charges to the company)

Weekend Bonus: Any full time or part time AZ or DZ Driver that works a Saturday, Sunday or Statutory Canadian Holiday is entitled to a \$50.00 bonus over and above their regular pay.

PART TIME EMPLOYEES DO NOT QUALIFY FOR RSP CONTRIBUTIONS

PART TIME DRIVERS DO NOT QUALIFY FOR BENEFITS



BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

GROUP RSP** – HOW WILL IT WORK AND WHO IS ELIGIBLE?

IMPORTANT NOTICE: *SUBJECT TO CHANGE ONCE THE RULES OF THE NEW ONTARIO REGISTERED PENSION PLAN ARE MADE AVAILABLE.*

- All employees must complete one-year full time service.
- RSP contributions are calculated based on your regular weekly earnings. RSP is not paid on your safety bonus.
- Owner-operators do not qualify.
- Part time employees do not qualify.
- All employees must maintain permanent full time status.

MILEAGE & HOURLY PAID DRIVERS:

- After one-year service – 1.5 % of gross regular earnings paid once per week and capped at \$1,000.00 per year.
- After two-years service – 2 % of gross regular earnings paid once per week and capped at 1400.00 per year.
- After five-years service – 3 % of gross regular earnings paid once per week and capped at \$2000.00 per year.
- After seven-years service – 3.5 % of gross regular earnings paid once per week and capped at \$2400.00 per year.



\$1,000.0

Teams – Referral is \$1,000.00 per Team

\$1,000.00- REFERRAL INCENTIVE

(All Driver Employees & Owner Operators are eligible to receive the Referral.)

Should you refer a qualified** driver to Brian Kurtz Trucking Ltd and:

1. The qualified** driver is hired
2. Must be a hired as and maintain full time status
3. Both the referrer and the referred driver are still employed with Brian Kurtz Trucking Ltd after 6 months from the effective starting date the referrer will be paid \$500.00
4. If both the referrer and the referred driver are still employed with Brian Kurtz Trucking after 1 (one) year from the effective starting date, the referrer will be paid an additional \$500.00.
5. Referred drivers who require training as determined by BKT Safety Department ARE NOT CONSIDERED “Qualified” drivers and therefore do not qualify for the Referral Incentive.

** Meets or exceeds requirements as outlined in Brian Kurtz Trucking Ltd. Pay Package

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

\$2,000.0

Sign On Bonus

Teams Split Sign on Bonus

SIGN ON BONUS - EFFECTIVE APRIL 1ST 2015

To qualify, on hire - you must have:

1. A valid AZ license in good standing with no more than 2 points against your CVOR and Drivers Abstract.
2. Two years verifiable AZ experience.
3. Must be hired as and maintain full time status.
4. No at fault accidents/incidents within the last 2 years.
5. Pass a Brian Kurtz Trucking Ltd administered road test.
6. Have or acquired and maintain a valid F.A.S.T. card.

How and when does it pay out?

To qualify you must maintain your employment status as an AZ Driver with Brian Kurtz Trucking Ltd for the period of time stipulated on the Sign On Bonus Certificate.

During orientation, you will be issued:

- A certificate for \$1,000.00 Canadian that matures on completion of six consecutive months of employment at Brian Kurtz Trucking Ltd of Breslau, Ontario. On or after your six month anniversary submit your Sign On Bonus Certificate to Brian Kurtz Trucking Ltd payroll department and they will issue you a payment of \$1,000.00.
- A second certificate for \$1,000.00 Canadian that matures on your 1 year anniversary of consecutive employment at Brian Kurtz Trucking Ltd of Breslau Ontario. On or after your 1 year anniversary of consecutive employment, submit your Sign On Bonus Certificate to Brian Kurtz Trucking Ltd payroll department and they will issue you a final payment of \$1,000.00.

Question: If a driver is referred to Brian Kurtz Trucking Ltd by a current BKT driver in good standing, will both the referrer receive the referral incentive and the new hire receive the sign on bonus?

Answer: So long as both the new hire and the referrer are employed as AZ Drivers in good standing at the date of maturity for the Sign On Bonus and the Referral Bonus Certificates, then yes both qualify.

BRIAN KURTZ TRUCKING – OFFICIAL PAY PACKAGE JULY 2015

WE ARE PROUD OF OUR DRIVERS. WITHOUT OUR DRIVERS WE COULD NOT HAVE ACHIEVED THESE ACCOMPLISHMENTS.

- 2013 National Fleet Safety Award – First Place Division II 5-14.99 Million Miles
- 2013 Best Fleet To Drive For
- 2013 National Fleet Safety Award – Excellence in Safety 5-14.99 Million Miles
- 2013 Smartway Transport Partnership – Smartway Excellence Award
- 2012 Grand Prize TLC under 25 Million Miles
- 2012 National Fleet Safety Excellence in Safety Third Place Division II 5-14.99 Million Miles
- 2010 Best Fleet to Drive For
- 2010 Grand Prize TLC under 25 Million Miles
- 2010 National Fleet Safety Award – Excellence in safety First Place Division II 5-14.99 million miles

Interested in a career at Brian Kurtz Trucking Ltd – Contact our Recruitment department at:

800-265-2835 or (519) 836-5821 Ext: 231 or 223

Fax: (519) 836-9396

Email: safety@kurtztrucking.com

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