

I. Wage & Fringe Benefits

- A. Compensation issues for employee will be discussed at orientation. Management will review compensation of an employee on an annual basis. Paychecks will be issued every week on Friday for the preceding week.**
- B. Benefits (Company Driver): The employee will be eligible for the following benefits on the first of the month following the 30 day probationary period.**
- 1. Health Insurance - MercyCare CO-90 HMO or Beechstreet/WPPN PPO CO-80 with no deductible
Employer pays portion of premium**
 - 2. Dental Insurance - Blue Cross/Blue Shield Nationwide PPO
Dental Blue Insurance**
 - 3. Vision Insurance- Vision Insurance Plan of America, Inc.**
 - 4. Life Insurance , Accidental Death & Dismemberment Insurance
Paid for in full by Kaiser Transport, Inc.**
 - 5. Short Term Disability Insurance - \$200 week for 26 weeks
Paid for in full by Kaiser Transport, Inc.**
 - 6. 401k Retirement Plan – Through US Bank after 6 months eligibility
Match Contributions 100% for first 3% and 50% of next 2% of compensation**
 - 7. Vacations - 1 week after 1 year
2 weeks after 3 years
3 weeks after 7 years
(Vacation Pay is the weekly average gross pay of the past 52 weeks)**
 - 8. Holiday Pay - Employee will receive fifty (\$50) pay for the following
Holidays:
New Years Day July 4th Thanksgiving Day
Memorial Day Labor Day Christmas Day**
 - 9. Personal Time Off: Leave of Absence – Personal Time off requests MUST be submitted to management at least two (2) weeks in advance.
Written requests are the best but verbal requests will be accepted.
Management will do their best to accommodate these requests depending on freight and other business demands.**
 - 10. DOT Physicals and DOT Drug Tests: Kaiser Transport, Inc. will pay for all DOT required Drug Tests that it has the employee take – except for follow-up tests required for a positive test result.

Kaiser Transport, Inc. will pay for all DOT required physicals after the employee has been working for Kaiser Transport, Inc. for twelve (12) consecutive months.**

11. Uniforms: Kaiser will offer drivers the option to take part in our uniform program that we currently have through Cintas Uniform Company. Kaiser will pay approximately half the cost of the uniforms.

C. Kaiser Transport, Inc. makes the above fringe benefits available to their Employees to provide a job that can support the employee and his/her family. These benefits make an environment where the employee can be productive and devoted employee when he is at work, taking away a lot of stress and worries of providing insurance, retirement and income. These fringe benefits also provide a chance for the employee to get away from work, to get refreshed and rejuvenated periodically to make him/her a more productive employee.