



## 2018 Benefits Overview - Drivers

### Wage Adjustments

Wages are regularly reviewed and periodic adjustments are made as appropriate.

### Overtime

Overtime is paid after 48 hours every week.

### Paid Time Off\*

0 - 1 years: 64 hours (prorated based upon date of hire)

1 - 2 years: 64 hours

3 - 8 years: 104 hours

9+ years: 144 hours

### Bereavement Time\*

8 hours of the Team Member's regular, hourly pay rate for bereavement time will be paid. Up to three bereavement days will be granted depending upon circumstances.

### Jury Duty\*

The difference between a Team Member's regular daily earnings (based upon an 8 hour work day) and the amount they receive for jury duty service will be paid for up to three days.

### Holidays\*

8 hours of the Team Member's regular, hourly rate will be paid for the following Holidays: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

### Sign On Bonus

**Regional/OTR: \$5,000 / Local: \$3,500**

Paid in four installments (three, six, nine and twelve months) over the first year of employment.

### Recruiting Bonus

**Regional/OTR: \$2,500** (paid in 4 quarterly installments)

**Local: \$1,000** (paid in 2 installments)

### Safety Meetings

Safety meetings are held twice a year.

### Per Diem Reimbursement

When Drivers are asked to stay out overnight, per diem reimbursement is issued at \$35 per night spent away from their home base.

### Shoe Allowance

Boots are reimbursed up to \$100 once per calendar year.

### Uniforms

A full set of uniforms are issued at hire. Additional items needed

### Health Insurance\* (The premiums are listed as bi-weekly payroll deductions)

**Base Option:** Annual Deductible \$1,000 (Individual)/\$2,500 (Family) in-network & \$2,500 (individual) / \$5,000 (family) out-of-network.

**High Option:** Annual Deductible \$750 (Individual)/\$1,500 (Family) in-network & \$1,500 (individual) / \$3,000 (family) out-of-network.

Coverage	Team Member	Team Member & Spouse	Team Member & Child(ren)	Family
Base Option	\$105	\$220	\$169	\$301
High Option	\$139	\$291	\$223	\$400

Note: These premiums are based on non-tobacco user discounted rates. Tobacco users pay higher premiums.

### Dental Insurance\* (The premiums are listed as bi-weekly payroll deductions)

Annual Deductible \$50 (Individual) / \$150 (Family)

Team Member	Team Member & 1 Dependent	Team Member & 2 or more Dependents
\$10	\$19	\$29

### Life Insurance\*

BRT paid policy in the amount of \$10,000 for all benefit eligible Team Members. No medical questions asked.

### Aflac Supplemental Insurance\*

Short-Term Disability; Cancer and Critical Illness; and Accident policies are available to purchase at 100% to Team Members through payroll deductions.

### Vision Discount Program\*

BRT paid vision discount program (for health insurance participants) offers up to a 20% discount on eye exams, glass and/or contact lenses at participating providers.

### Flexible Spending Account\*

Allocate up to \$2,600 in pre-tax dollars (via payroll deductions) to use for non-covered medical expenses incurred during the calendar year. (Federal allowance may change each year.)

### 401(k) Plan\*

Empower Retirement Services administers our 401(k) plan. Team Members are eligible to participate the first of the month following their 90 day probationary period. BRT matches 25% on the first 6% contributed by the Team Member after one year of employment.

\* All Team Members are eligible for this benefit after successful completion of a 90 day probationary period.