Head Office	Location	Avg Income ($) - Co	Avg Miles - Co	Avg Gross ($) - O-O	Avg Miles - O-O	Salary Range	Bonus/Incentive Pay	Bonus - Co	Bonus - O-O	Health Benefits	Days to Qualify	401K/Pension Plan	Paid Time Off	Formal Policy Comm	Retention score	Total Work Envmt	Diversity Program	% Women	Retention Program	Driver Committee/Forum	Dress Code/Uniform	Co Tractor Age (yrs)	Prev Maintenance	Safety Record	Safety Policies	Safety Technology	Efficiency Technology	Shipper Issues	Forced Dispatch	Manager contact	Performance Eval	Perf Recognition/Rewards	Benchmarking	Raises/Promotions	Infraction Prevention	Advancement Opps	Training Days (new hires)	Training Days (current drivers)	Compensated for Training?	Types of Training	Continuing Ed	Coaching/mentoring programs	Best Practices	Industry Participation	Choice of Routes	Terminal Facilities	Family Support	Health & Wellness	Finan/Legal Assis	Social Events	Community Involvement	Industry Image	Environmetal Efforts
		Compensation								Benefits					HR Strategy							Ops Strategy								Perf & Rec						Dev & Career Opp									Work Life							
Batesville Logistics/ Batesville Casket Co	Batesville IN	69,600 •	115,000	n/a	n/a	N	*Notes	Y	n/a	Y/P	0	Y/3-4%	Y	Y	10.9	1	1	0	1	N	Uni Allow	6	1	0.224	2	1	1	1	Y	3	1	Y	N	Sen	1	Y	3+	1	Y	2	Y	1	1	N	2	1	2	1	1	Y	3	1	1
Celadon Trucking Services	Indianapolis IN	45,000 •	115,000	150,000 •	120,000	Y Exp	*Notes	Y	N	Y/N	90	Y/25% of 1st 5%	Y	Y	3.2	2	1	14	3	Y	DC	1.5	2	0.3	3	3	3	2	Y	3	3	Y	Y	Miles	3	Y	3+	3+	N	3	N	1	3	N	2	3	3	3	3	Y	3	2	3
Creekbank Transport	Mississauga ON	55,000 •	110,000	120,000 •	110,000	N	*Notes	Y	Y	Y/P	90	N	Y	Y	9.64	1	3	0	3	N	DC	5	2	0.375	2	2	3	1	N	3	3	Y	Y	Ann/ Perf	2	Y	3	3	N	3	Y	1	2	N	2	2	1	2	1	Y	2	1	1
Con-Way Truckload	Joplin MO	52,016 •	120,000	103,200 •	120,000	N	*Notes	Y	Y	Y/N	60 (1)	Y/7%	Y	Y	2.21	3	1	16	2	Y	DC Sub	<3	3	0.62	2	2	3	3	N	3	2	Y	Y	Miles	3	Y	Dep	1+	N	3	N	2	2	Y	2	2	1	3	1	Y	3	3	3
Dart Transit Company	Eagan MN	n/a	n/a	160,000 •		N	*Notes	n/a	Y	Y/N	0	Y	n/a	Y	2.03	3	2	3.6	3	Y	Sub	n/a	3	0.55	2	3	3	2	N	3	1	Y	Y	Perf	3	Y	1+	2+	N	2	Y	3	3		3	3		2	3	Y	3	3	3
Don Hummer Trucking	Oxford IA	34,993 •	118,000	151,000 •	121,500	N	*Notes	Y	Y	Y/P	90(1)	Y/1-4%	Y	Y	6.24	3	3	7	2	N	Sub	3	3	0.4	2	1	1	2	N	3	1	Y	N	Comp/ Perf	2	Y	10	4	Y	1	N	1	1	Y	2	2	1	2	1	Y	2	2	1
Erb International	New Hamburg ON	63000 •	103,000	148,000 •	117,000	N	*Notes	Y	Y	Y/P	30	Y/100%	Y	Y	10.6	3	1	2	3	Y	Uni Sub	5.1	3	0.029	2	2	3	2	Y	3	3	Y	Y	Ann/ Perf	3	Y	10	4+	Y	3	Y	2	3	Y	2	3	3	3	3	Y	3	2	2
Fremont Contract Carriers, Inc.	Fremont NE	50,970 •	134,281	187,067 •	136,712	Y Exp	*Notes	Y	Y	Y/P (70%	30	Y/3%	Y	Y	8.69	3	1	7	3	Y	DC Sub	1.5	3	0.38	2	2	3	3	Y	3	3	Y	Y	Ann/ Perf	3	Y	2+	2+	Y	3	Y	1	3	Y	2	3	1	3	1	Y	3	2	2
Hi-Tech Express	Brooklyn Park MN	40,900 •	107,000	160,000 •	139,000	N	*Notes	Y	Y	Y/P	90	N	Y	Y	9.03	2	2	0	3	N	N	4	2	0.5	3	2	3	3	N	3	3	Y	Y	Perf	3	Y	15	10	N	3	N	1	1	Y	3	2	1	1	1	Y	2	3	2
Huenaman Farms Trucking	Garner IA	45,000 •	125,000	150,000 •	125,000	N	*Notes	Y	Y some	as needed P	n/a	Y/3%	Y	Y		1	1	0	1	N	DC	4	3	0.34	3	1	1	2	N	3	3	Y	Y	Ind	1	Y	1	1	Y	1	N	1	1	N	2	2	1	1	1	Y	2	1	1
Kindersley Transport Ltd.	Saskatoon SK	60,000 •	10,500	120,000 •	11,500	N	*Notes	Y	Y	Y/P (80%)	90-180	Y/1%	Y	Y	9.3	3	2	2.15	3	N	DC	6	2	0.24	1	2	2	2	Y	3	2	Y	Y	Sen	1	Y	2+	2	Y	3	Y	1	2	?	1	1	2	2	N	Y	2	1	2
Laidlaw Carriers Van LP	Guelph ON	50,000 •	115,000	200,000 •	130,000	N	*Notes	Y	Y some	Y/F	90	N	Y	Y	8.86	2	3	2.3	3	N	DC	<4	3	0.41	2	1	1	2	Y	3	2	Y	Y	Ind/ Perf	2	Y	5	1	N	1	N	1	1	N	1	2	3	1	3	Y	2	1	1
Mackinnon Transport	Guelph ON	63,000 •	96,000	152,000 •	134,400	Y Exp	*Notes	Y	Y	Y/P yr 1 / then F	90	Y/$1000	Y	Y	6.95	3	3	2.3 co 5.1 o/o	3	Y	DC Prov	3.5	3	0.199	2	2	2	3	Y	3	1	Y	Y	Perf	3	Y	15	2+	Y	2	Y	3	1	Y	1	3	2	1	3	Y	3	3	2
Melton Trucklines	Tulsa OK	53,000 •	120,000	117,000 •	120,000	Y Exp	*Notes	Y	Y	Y/P	60 (1)	Y/3.5%	Y	Y	-3.7	3	3	<5	3	Y	N Sub	1.5	2	0.72	2	3	3	3	Y	3	3	Y	Y	Perf/ Exp	3	Y	10	10	Y	3	N	2	2	Y	1	3	3	2	3	Y	3	3	2
Pottles Transportation	Hermon ME	50,000 •	115,000	120,000 •	115,000	N	*Notes	Y	Y most	Y/P	90	Y/$500	Y	Y	10.24	2	1	3	2	N	Prov	3	3	0.5	3	1	1	2	Y	3	2	Y	Y	Ind/ Perf	1	Y	3	3	N	1	N	2	1	Y	2	2	1	1	1	Y	3	3	2
Shulist Trucking Ltd.	King City ON	50,000 •	150,000	n/a	n/a	Y Exp	N	n/a	n/a	N	n/a	N	Y	Y	9	2	1	8	2	N	DC Prov	4	2	n/a	1	1	1	1	N	3	1	N	N	Exp	1	N	1	1	Y	1	N	N	1	Y	1	1	1	1	1	Y	1	1	1
TransX Group of Companies	Winnipeg MB	43,000 •	120,000	125,000 •	132,000	Y	*Notes	Y	Y	Y/P	90/180	Y	Y	Y	3.2	2	3	10	2	N	N	2	3	0.559	2	1	2	2	N	3	1	Y	Y	Sen	2	Y	5	2	Y	2	Y	3	3	Y	2	2	3	2	N	Y	3	3	1
Tri-Alexander	Muskogee OK	49,000 •	140,000	137,500 •	100,000	Y Exp	*Notes	n/a	n/a	Y/P	30	N	Y	Y	9	2	1	8	2	N	N	2	3	0.57	2	1	1	2	N	3	3	N	Y	Ind	2	N	2	2	N	1	N	N	1	N	3	1	1	1	N	Y	2	3	1
Wannemacher Enterprises, Inc.	Lima OH	54,000 •	125,000	n/a	n/a	Y Exp	*Notes	Y	n/a	Y/P	30 (1)	Y/5%	Y	Y	7.92	1	3	0	2	N	PA Prov	2	3	0.5	2	2	2	2	N	3	3	Y	Y	Exp/ Perf	3	Y	14-Feb	2	Y	2	Y	2	1	Y	1	1	1	?	N	Y	3	3	2
Yanke Group of Companies	Saskatoon SK	55,000 •	110,000	195,000 •	110,000	N	*Notes	Y	Y	Y/P 50%	0	Y/1-4%	Y	Y	9.29	1	3	5	2	Y	N	2	3	0.47	2	2	2	2	Y	3	1	Y	Y	Perf	3	Y	up to 17 weeks	2	Y	3	Y	1	1	Y	2	3	3	2	1	Y	2	2	2

• Denotes USD • Denotes CAD

*NOTES:

Batesville	Accident free miles and years of service bonuses.
Celadon	Safety bonus; lease-pruchase program; Mileage bonus.
Creekbank	Recruitment bonus; safety bonus.
Con-Way	Safety bonus; Layover pay; Detention pay; Lodging allowance; Coaching bonus; Service awards.
Dart Transit	Recruiting Bonus; Safety, Mileage, & Longevity Bonus; Fully paid licensing; Trucks and Financing at good rates.
Don Hummer	Anniversary bonus; Referral bonus; Safety award; Fuel efficiency rewards; Per diem.
Erb	Profit sharing; Safe workers program; Motel allowance; Lease-to-own; show and shine; Pro Drive program; Discounted insurance rates for O-O.
FCC	Profit sharing; Referral bonus; Mileage bonus; Customer service bonus.
Hi-Tech	Safety bonus; health & safety bonus; Top driver challenge; Longevity bonus; Referral bonus; VIP program.
Huenaman	Safety bonus; Mileage bonus.
Kindersley	Safety bonus; VIP Program.
Laidlaw	Fuel performance awards; safety awards, show & shine.
Mackinnon	Truck show passes and entry fees; Safety performance bonuses; Mac Bucks; O-O get percent bonus based on cents/mile and safety; Monthly compliance reward; Rewards for fuel efficiency, hard brake, etc.
Melton	Fuel bonuses; Profit sharing for million milers and Blue Knights; Referral bonus; Customer Referral bonus; Lease Purchase Plan; O-O have service contract completion bonus; Truck show passes; Show & Shine.
Pottles	Longevity bonus; Idle Dividend bonus; Lease/Purchase program; Referral bonus.
Trans X	Driver incentive program.
TriAlexander	Christmas bonus.
Wannecmacher	Performance bonus (safety, mileage, on-time, idle time;Referral bonus;Million mile club, Service awards.
Yanke	Safety bonus; Fuel conservaton bonus; Inspection bonus.