



ERB INTERNATIONAL INC. — Company Drivers
RATES EFFECTIVE: OCTOBER 16, 2022

Hourly rate	\$ 27.00
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<u>MILEAGE:</u>	TRUCKLOAD	LTL or STRAGHT	TEAM & ENTRY LEVEL
Rate per mile (U.S. qualified & primary work is U.S. bound)	\$ 0.64	\$ 0.67	\$ 0.36
Rate per mile (Not U.S. qualified / Canada only)	\$ 0.55	\$ 0.55	n/a
East of and including PA, WV, VA & OH (loads with final delivery or originating pickup from this region)	\$ 0.69	\$ 0.72	\$ 0.38

<u>RATES:</u>	TRUCKLOAD	LTL or STRAGHT	TEAM & ENTRY LEVEL
Per Drop or Pickup (Hourly delay pay* after 1 hour)	\$ 35.00	\$ 42.00	\$ 21.00
Per Drop or Pickup (Hourly delay pay* after 1 hour) - East as per above definition	\$ 38.00	\$ 46.00	\$ 23.00
Trailer Washout or Sweepout	\$ 14.00	\$ 14.00	\$ 8.00
Meat Inspection (Hourly delay pay* after 1 hour)	\$ 34.00	\$ 60.00	\$ 20.00
Customs Clearance (Hourly delay pay* after 1 hour)	\$ 10.00	\$ 28.00	\$ 5.00
Pre/post trip	\$ 21.00	\$ 42.00	\$ 14.00
Drop Trailer	\$ 7.00	\$ 7.00	\$ 4.00
Drop & Hook	\$ 14.00	\$ 14.00	\$ 8.00
New York City Bonus	\$ 42.00	\$ 42.00	\$ 25.00
Layover Pay	\$ 104.00	\$ 104.00	\$ 52.00
Delay Rate of Pay per hour	Hourly Rate	Hourly Rate	Hourly Rate

<u>ALL</u>	
Certified Coach daily rate (entry level program)	\$ 71.00
Trainer daily rate (non entry level)	\$ 56.00



OWNER OPERATOR RATES PACKAGE

The Erb Group of Companies

290 Hamilton Road

New Hamburg ON N3A 1A2

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Another Cool Move



Erb International Inc. Owner Operator Pay Summary

An Owner Operator (Contractor) at Erb International Inc. can expect on average 10,000 miles per month depending on the availability and work ethic of the owner operator.

Owner Operators are responsible for the following:

- Insurance, Administered by Erb, paid by the Owner Operator...3.75% of Gross Income, (schedule "B") insurance premium will be reduced for safe driving years at Erb.(schedule "C") Approx. cost \$5700.00 /year based on average income
- Fleet Protector Plus - Benefits package (WSIB alternative): Administered by Erb, paid by the Owner Operatorapprox. \$250.00 per month
- WSIB coverage for any Erb approved driver they hire to drive their truck
- Fuel Tax, Administered by Erb, paid by the Owner Operator or rebate if applicable
- Group Health Benefits (*optional) For Family coverage approx. \$312.00/month and for single coverage approx. \$115.00/ month

Erb International is responsible for the following:

- Ontario Prorate Base Plate
- IRS Heavy Vehicle Use Tax
- All Permits and Tolls
- Pre-pass Transponder
- Standard Erb decal package for truck

If any further assistance is required, please contact:

- Kevin Erb 800-265-2182 ext. 3235 or kerb@erbgroup.com
- Randy Steckly 800-265-2182 ext. 3292 or rsteckly@erbgroup.com

Kevin Erb
SR Director of International Operations
Erb International Inc.

Randy Steckly
Sr Director of International Solutions
Erb International Inc.



**Erb International Inc.
Contractor Pay Rates Schedule "A"**

As of February 19, 2023

Contractor Mileage Rates:	<u>Truckload</u>	<u>LTL</u>	<u>Walmart</u>
Loaded per mile	\$1.53 /mi	\$1.58 /mi	\$ 1.530 /mi
Loaded East including MD,WV,VA & OH	\$1.58 /mi	\$1.63 /mi	
Team Bonus	\$0.04 /mi	\$0.04 /mi	
Empty	\$1.32 /mi	\$1.32 /mi	\$ 1.32 /mi
Tridem (48,000lbs or more)	\$0.07 /mi	\$0.07 /mi	

Drop Rates (Flat Rates)	<u>Truckload</u>	<u>LTL</u>	<u>Walmart</u>
Each delivery or pickup (Hourly delay paid after 1 hour)	\$40.00	\$50.00	\$25.00
Meat Inspection (Hourly delay paid after 1 hour)	\$35.00	\$60.00	per TL/LTL
Customs Clearance (Hourly delay paid after 1 hour)	\$10.00	\$50.00	per TL/LTL
Hourly rates for delay (\$400 max/24hrs)	\$50.00	\$50.00	per TL/LTL
Drop and hook	\$14.00	\$14.00	per TL/LTL
Drop or hook only	\$ 7.00	\$ 7.00	per TL/LTL
Pre trip (at home terminal, Includes fuelling trailer at any Terminal)	\$25.00	\$45.00	\$25.00
Washout or sweep out trailer	\$14.00	\$14.00	per TL/LTL
New York City Bonus	\$75.00	\$125.00	per TL/LTL
Layover Pay	\$100.00	\$100.00	per TL/LTL



Delay Pay

Delays are paid after:

- 1 hours waiting time to load/unload, 1 hour waiting time on Walmart deliveries
- 1 hour delay time clearing customs/FDA
- 1 hour delay time clearing meat inspection

Notes:

- a) You must be on time for scheduled appointments or if late through no fault of your own, for delay pay to apply, or call dispatch to have appointment rescheduled.
- b) You will be paid delays if you are backed into a dock waiting whether or not a lumper has been hired to unload/load.
- c) Hourly delay pay begins 1 hour from your scheduled appointment time.
- d) To verify your on-time arrival at customers, you must send in your appropriate macros when picking up or delivering.
- e) Anytime a delay exceeds 1 hour you must send in a delay notification.
- f) To collect delay pay the “Request for Delay Pay” notification message must be sent.

This will trigger 3 events:

1. Your hourly pay will continue.
2. We will begin to charge our hourly demurrage to the shipper.
3. We notify shipper of the delay and request assistance to get you unloaded etc. (If you know you have a problem before 2 hours have elapsed, do not wait to let us know).

Layover Pay

Layover is paid anytime a contractor is empty before noon and has not been reloaded before 9:00am the next morning.

Notes:

- a) When the driver is empty he must have at least 3 hours of available driving time.
- b) Not applicable on west coast trips (anything west of and including SK, MT, WY, UT, AZ) with single drivers that require time off duty before reloading and or a reset time period.
- c) If you are dispatched empty in excess of 200 miles, to load the next day, the layover pay is not applicable.



Erb International Inc. Owner Operator Fuel Surcharge Calculations

(Based on weekly average cost of all company purchased fuel. Price per litre shown excludes H.S.T.)

Price/Litre Between		Mileage Surcharge in Cents Per Mile
200	200.9	\$0.96
199	199.9	\$0.96
198	198.9	\$0.95
197	197.9	\$0.95
196	196.9	\$0.94
195	195.9	\$0.93
194	194.9	\$0.93
193	193.9	\$0.92
192	192.9	\$0.91
191	191.9	\$0.91
190	190.9	\$0.90
189	189.9	\$0.90
188	188.9	\$0.89
187	187.9	\$0.88
186	186.9	\$0.88
185	185.9	\$0.87
184	184.9	\$0.87
183	183.9	\$0.86
182	182.9	\$0.85
181	181.9	\$0.85
180	180.9	\$0.84
179	179.9	\$0.84
178	178.9	\$0.83
177	177.9	\$0.82
176	176.9	\$0.82
175	175.9	\$0.81
174	174.9	\$0.81
173	173.9	\$0.80
172	172.9	\$0.79
171	171.9	\$0.79
170	170.9	\$0.78
169	169.9	\$0.77
168	168.9	\$0.77
167	167.9	\$0.76
166	166.9	\$0.76
165	165.9	\$0.75
164	164.9	\$0.74
163	163.9	\$0.74
162	162.9	\$0.73
161	161.9	\$0.73
160	160.9	\$0.72

Price/Litre Between		Mileage Surcharge in Cents Per Mile
159	159.9	\$0.71
158	158.9	\$0.71
157	157.9	\$0.70
156	156.9	\$0.70
155	155.9	\$0.69
154	154.9	\$0.68
153	153.9	\$0.68
152	152.9	\$0.67
151	151.9	\$0.66
150	150.9	\$0.66
149	149.9	\$0.65
148	148.9	\$0.65
147	147.9	\$0.64
146	146.9	\$0.63
145	145.9	\$0.63
144	144.9	\$0.62
143	143.9	\$0.62
142	142.9	\$0.61
141	141.9	\$0.60
140	140.9	\$0.60
139	139.9	\$0.59
138	138.9	\$0.59
137	137.9	\$0.58
136	136.9	\$0.57
135	135.9	\$0.57
134	134.9	\$0.56
133	133.9	\$0.56
132	132.9	\$0.55
131	131.9	\$0.54
130	130.9	\$0.54
129	129.9	\$0.53
128	128.9	\$0.52
127	127.9	\$0.52
126	126.9	\$0.51
125	125.9	\$0.51
124	124.9	\$0.50
123	123.9	\$0.49
122	122.9	\$0.49
121	121.9	\$0.48
120	120.9	\$0.48



Contractors Insurance Schedule “B”

Premium:	Base rate 3.75% of gross revenue
Deductible:	\$3000.00 per unit (tractor and trailer are separate units)
Cargo:	\$2000.00

Owner operators are offered an incentive for years of safe driving in a reduction in insurance premiums.

<u>Claims-Free Time Period</u>	<u>Insurance Rate</u>
0-2 years	3.75 %
2-4 years	3.50 %
4-6 years	3.25 %
6-8 years	3.00 %
10 + years	2.75 %

1. Each time an owner operator moves into a higher claims free period, their insurance rate will decrease (i.e.. greater than 2 years, decreases rate to 3.50 %).
2. Based upon annual earnings of \$150,000, the annual savings to move from one category to a lower category is \$375.00.
3. Any claim over the deductible amounts would increase the insurance rate by 2.0% for each claim and reset the Claims free period to 0.
4. For each claim free year (based on the anniversary date of the claim), the rate would decrease by 1.0% until the starting date is reached.

The maximum total deductible in the event of a total loss of tractor-trailer and cargo is \$8000.00.

Any insurance claims over the deductible amount will increase the base rate by 2% for each claim.

For each claim free year (based on the anniversary date of the claim), the rate will drop by 1.0% until the base rate is reached. The premium will never drop below the base rate.

In the event a Contractor’s insurance rate is above the base rate and the contract between the Company and the Contractor is terminated by either party, a fee of \$2,500.00 will be payable to Erb.

TRAINING

Contractors and their drivers who do not participate in scheduled training meetings will be considered as a greater claims risk and will be assessed an additional .25% premium. Contractors or their drivers who are unable to attend scheduled meetings will be allowed a four week grace period from the meeting date to arrange for an individual or a group catch up meeting before the premium increase is applied. The .25% increase will be applied to each missed meeting and will remain in effect for one full year from the meeting date.



Contractors Licensing Requirements Checklist

- Bill of Sale and Lease Agreement (if leased) showing capital cost and the least start date with both buyers and sellers signatures
- Original Ontario ownership or NIVS card
- 36-day Ontario safe standards certificate if the truck ownership is unfit or is being transferred to another owner
- Valid Ontario vehicle emissions test (unless current year or future year)
- Power of Attorney from finance company (or if owned a permission to plate form Driver/Incorp)
- If applying in Owner Operator name, copies of Articles of Incorporation
 - Incorporations must have an Ontario RIN #.
- If applying in your personal name, please visit Service Ontario to obtain your RIN # (all licensed drivers have a RIN #)