

OAKLEY PAYRATE INCREASE

Dumps/Hoppers/Flatbeds		Pneumatics		Plastics	
Years of Service	New Pay Package	Years of Service	New Pay Package	Years of Service	New Pay Package
1st	\$1.02 Loaded + .05¢ Annual Bonus*	1st	\$1.09 Loaded + .05¢ Annual Bonus*	1st	\$1.14 Loaded + .05¢ Annual Bonus*
\$1.07 Loaded		\$1.14 Loaded		\$1.19 Loaded	
2nd	\$1.03 Loaded + \$.05¢ Annual Bonus*	2nd	\$1.09 Loaded + .05¢ Annual Bonus*	2nd	\$1.14 Loaded + .05¢ Annual Bonus*
\$1.08 Loaded		\$1.14 Loaded		\$1.19 Loaded	
3rd	\$1.04 Loaded + .05¢ Annual Bonus*	3rd	\$1.11 Loaded + .05¢ Annual Bonus*	3rd	\$1.16 Loaded + .05¢ Annual Bonus*
\$1.09 Loaded		\$1.16 Loaded		\$1.21 Loaded	
All Empty Miles: \$1.02		All Empty Miles: \$1.09		All Empty Miles: \$1.09	

*Bonus is calculated per loaded mile for which the driver is paid.

Effective Jan 2nd 2007