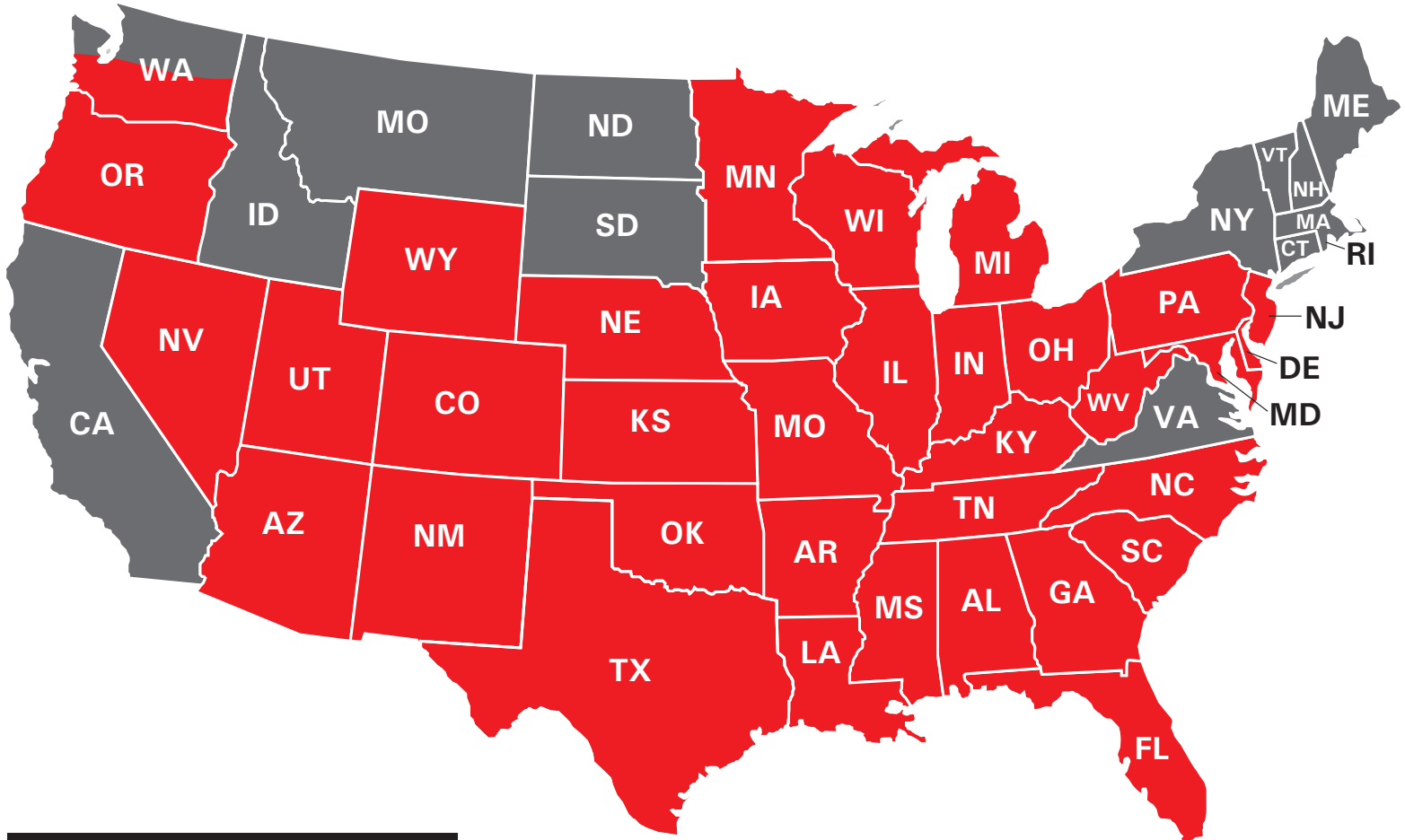




OTR COMPANY HIRING MAP

No CA, VA, or any where NY and North of NY



OTR COMPANY

- Van TX - \$0.37 CPM - Xcent CPM increase per quarter. Cap of \$0.42 CPM (Attaining 35,000 miles per quarter gets an additional \$0.02) Max Potential \$0.44 (Dispatched out of Midlothian, TX)
 - Runs below I-40 (East Coast to West Coast)
 - Out 14 to 21 days out
- Van OTR - \$0.42 CPM - X cent CPM increase per quarter. Cap of \$0.46 CPM (Attaining 35,000 miles per quarter gets an additional \$0.02) Max Potential \$0.48
 - Out 14 to 21 Days
- Reefer - \$0.45 CPM - 7: cent CPM increase per quarter. Cap of \$0.49 CPM (Attaining 35,000 miles per quarter gets an additional \$0.02) Max Potential \$0.51
 - Out 14 to 21 Days
- Team Drivers - \$0.60 CPM split. 1/2 cent CPM increase per quarter (SPLIT). Cap \$0.65. (Attaining 68,000 miles per quarter and attaining 8.5 MPG gets additional \$0.02 CPM split.) Max Potential \$0.67. Division that the team goes into does not change pay scale. Please see Team Policy for further details.
 - Can avg 5500-5700 miles a week
 - Out 14 to 21 days or longer