



MIDLAND

MICHELIN COMPANY RATE PACKAGE

MILEAGE RATES

CANADIAN/USA MILES (TEAM) **\$0.356/mile**

NOTES

1. Above rates apply to all team runs and are paid on the total dispatched miles for the unit.
2. If required to run single, the driver will be paid an additional \$.09/mile.
3. If part of a three-person team on a full-time basis, the driver will receive an additional \$.015/mile.

WAITING TIME (MICHELIN LOADS ONLY)

Drivers are entitled to be compensated for waiting time when handling loads for Michelin Tire providing the following conditions are met.

1. A delay in excess of four (4) hours waiting for a re-load from your scheduled arrival time in the U.S. only.
2. A delay in excess of two (2) hours that is a direct result of a mechanical on-the-road breakdown.

\$15 per hour per driver / Maximum for each 24 hour period = \$240

DROPS & PICK-UPS

MICHELIN LOADS	1 st Drop or Pick-Up	Included in Mileage Rate
	Additional Stops	\$25 each per driver
NON-MICHELIN LOADS	1 st Drop or Pick-Up	\$25 per driver
	Additional Stops	\$5 each per driver

BORDER CROSSING ALLOWANCE

For each border crossing, both north and south bound, the drivers will receive the following compensation:

- Each Border Crossing – \$5 each per driver

LAYOVERS (NON-MICHELIN LOADS)

Drivers will be entitled to a layover allowance if involved in the handling of non-Michelin loads. Conditions for receiving this layover are as follows:

1. Unit must be empty and available to re-load before noon and does not get re-loaded until the following day.
2. If unloaded after noon, layover will apply after waiting 24 hours.
3. Unit has arrived on time for its scheduled delivery appointment.
4. Drivers have not refused a load.
5. Driver(s) have available hours.
6. Driver(s) must be away from their home terminal.

Layover allowances are as follows:

- In U.S. – \$35 per driver
- In Quebec & Ontario – Weekends only, \$25 per driver

BONUSES

Each driver will then be entitled to receive an ongoing bonus of \$1,500 (net of payroll deductions) paid every 6 months from the driver's start date on the Michelin Fleet. Conditions for the payment of the bonus are as follows:

1. Driver must have operated on a full-time basis for the Michelin Operation and averaged a minimum of 16,000 miles per month (96,000 for the 6-month period).
2. Driver must not have any preventable accidents during the 6-month period.
3. Driver must have been in compliance with the Company Uniform Policy during the bonus period.

RETENTION COMPENSATION

The annual retention compensation will be effective for the year 2025. To qualify for this retention bonus, drivers must have completed the full calendar year in the Michelin Run and will receive an additional \$0.025 per mile for all paid miles the truck ran during the year. This bonus will be disbursed in early 2026. There is currently no commitment beyond 2025 regarding the continuation of this retention bonus.