



Company Pay & Benefit Summary

Training/Orientation Pay – During your training/orientation, meals and lodging are provided by Transport America at no cost to you. Transportation to our orientation facility will be provided for you, in many cases, on one of our company vans located throughout our hiring area.

Experienced Drivers	Inexperienced / Need Training
<ul style="list-style-type: none"> \$450 Orientation pay; \$225 paid upon first dispatch, balance at 90 days 3 Day orientation runs Mon. thru Wed. Mileage pay based on verifiable experience Eligible for \$.02 monthly bonus 1st of month following date of hire 	<ul style="list-style-type: none"> \$350 Orientation pay for Week 1 orientation 6-Day Orientation runs Mon. thru Sat. \$350 paid each week during your on the road training – approximately 4 weeks Eligible for \$.02 monthly bonus upon completion of training

Solo Driver Mileage Pay – (mileage pay applies to all loaded and empty miles)

Years	Per Mile	Per Diem (Optional)	Monthly Bonus	Base Plus Bonus
Student	\$.30	\$.28	\$.02	\$.32
6 Months	\$.34	\$.32	\$.02	\$.36
1	\$.37	\$.35	\$.02	\$.39
2	\$.375	\$.355	\$.02	\$.395
3	\$.385	\$.365	\$.02	\$.405
4	\$.39	\$.37	\$.02	\$.41
5	\$.40	\$.38	\$.02	\$.42
6 top starting pay	\$.41	\$.39	\$.02	\$.43
7	\$.42	\$.40	\$.02	\$.44
8	\$.43	\$.41	\$.02	\$.45
9	\$.44	\$.42	\$.02	\$.46
10	\$.45	\$.43	\$.02	\$.47

Team Driver Mileage Pay – (mileage pay applies to all loaded and empty miles)

Years	Per Mile/Team Split	Per Mile/Combined	+ Monthly Bonus	Total Mile Pay
0 – ½	\$.18	\$.36	\$.02	\$.38
½ - 1	\$.18	\$.36	\$.02	\$.38
1 - 2	\$.19	\$.38	\$.02	\$.40
2 - 3	\$.195	\$.39	\$.02	\$.41
3 – 4	\$.20	\$.40	\$.02	\$.42
4 – 5	\$.205	\$.41	\$.02	\$.43
5 – 6	\$.21	\$.42	\$.02	\$.44
6 – 7	\$.215	\$.43	\$.02	\$.45
7 – 8	\$.22	\$.44	\$.02	\$.46
8 – 9	\$.225	\$.45	\$.02	\$.47
9 – 10	\$.2275	\$.455	\$.02	\$.475
10+	\$.23	\$.46	\$.02	\$.48

The experience of each team member is figured separately to determine team rate. Ask your recruiter how you can receive an additional \$.01 per mile on your base pay.

Monthly Performance Bonus - Unlike most companies, Transport America rewards their drivers with a **MONTHLY** performance bonus. Company drivers can earn up to an additional \$.02 per mile, every month, for meeting equipment operational goals. Earn all or part of the bonus every month!

Hazmat Pay and Bonus - Earn an additional \$.04 cents per mile for Hazmat loads. Hazmat endorsed drivers receive an additional \$25 bonus per year.

Accessorial Pay - Earn extra pay when you perform the following non-driving services.

Stop-offs	\$20	NYC	\$100
Unload/Assist	\$100/\$50	Border Cross	\$25
Layover Solo or Team	\$100/day after 24 hours	Dispatch Minimum	\$60
Detention	\$16/hr after 2 hours	Trip Minimum	\$70

Referral Bonus - Earn an EXTRA \$1500 for every experienced driver or owner operator you refer who is hired or leased by Transport America. There is no limit on the number of drivers you can refer and a bonus will be added for EVERY referral who is hired or leased and meets the retention criteria.