



Driver and Dockworker Schedule of Benefits

Vacations

Fulltime employees are paid vacation pay at the rate of 2,000 miles for each week at their current mileage rate of pay. Hourly employees are paid their normal hourly rate at 40 hours for each week of vacation at their current hourly rate of pay. Vacation time is earned as of your anniversary date each year. With your manager's approval, you may take your vacation at any time after you have reached your anniversary date. You must schedule your vacation time in advance with your supervisor. Any unused vacation time cannot be carried over from year to year. The vacation schedule is as follows:

<u>Length of Continuous Service</u>	<u>Weeks Earned</u>
1 Year	1 Week
2 Years	2 Weeks
5 Years	3 Weeks
10 Years	4 Weeks
20 Years	5 Weeks

Paid Holidays

Fulltime employees are eligible for paid holidays on the first of the month following 90 days of continuous employment. Holidays will be paid at the rate of 400 miles for each paid holiday (8 hours for hourly employees). The following holidays are considered paid holidays.

New Year's Day	Memorial Day	Independence Day	Labor Day
Thanksgiving Day	Christmas Eve	Christmas Day	

Medical and Dental Insurance

Fulltime employees are eligible for medical and dental insurance and vision (glasses and contacts) coverage. The effective date of coverage is the first of the month following completion of ninety (90) continuous days of employment. The options and employee costs are:

	Employee	Employee & Spouse	Employee & Child(ren)	Employee & Family
Medical	\$16.00/Week	\$34.00/Week	\$36.00/Week	\$59.00/Week
Dental	\$3.00/Week	\$7.00/Week	\$7.00/Week	\$12.00/Week
Vision	\$1.54/Week	\$2.92/Week	\$3.07/Week	\$4.51/Week

Employee Premiums are deducted from pay weekly on a pre-tax basis.

Dedicated Logistics, Inc. 401(k) Savings and Retirement Plan

Employees are immediately eligible to participate in the Dedicated Logistics 401(k) plan. The plan offers pre-tax retirement savings, deducted from pay weekly. There are 10 investments you may select, from conservative to aggressive in risk and return styles. You may consult a Financial Advisor free of charge to help choose investments, and use helpful online tools and calculators to plan for your retirement. The Company provides a match of 25% on up to 4% of compensation contributed to the plan. You are immediately vested at 100% for both your contributions and the Company match.

Important Notice: You must elect to participate or decline participation in the 401(k) plan. If you do nothing, you will be enrolled automatically at a 4% salary contribution, invested in the Model Portfolio Pre-Retirement Growth Plan. The 4% automatic enrollment means you receive the maximum Company match.

The Company provides automatic enrollment to encourage employees to save for their retirement. The automatic enrollment in the 401(k) plan will be processed approximately 30 days after you are sent your 401(k) materials. Please be sure to read the plan materials and contact the plan or Financial Advisor if you have questions on how to make the most of your retirement savings.

Life Insurance and Accidental Death & Dismemberment (AD&D) Insurance

For fulltime employees, the company will, at no cost you, provide a term life policy in the amount of \$30,000 and an AD&D policy in the amount of \$30,000.

Optional Coverages

Fulltime employees may contribute up to \$5,000/year to both a healthcare spending account and to a dependent care spending account, with pre-tax dollars. You may also elect supplemental insurance coverage by paying the premiums using after tax dollars. The supplemental benefits include: Employee Life, Spouse Life, Child Life, Employee or Family A D&D and Disability (STD and LTD) insurance.