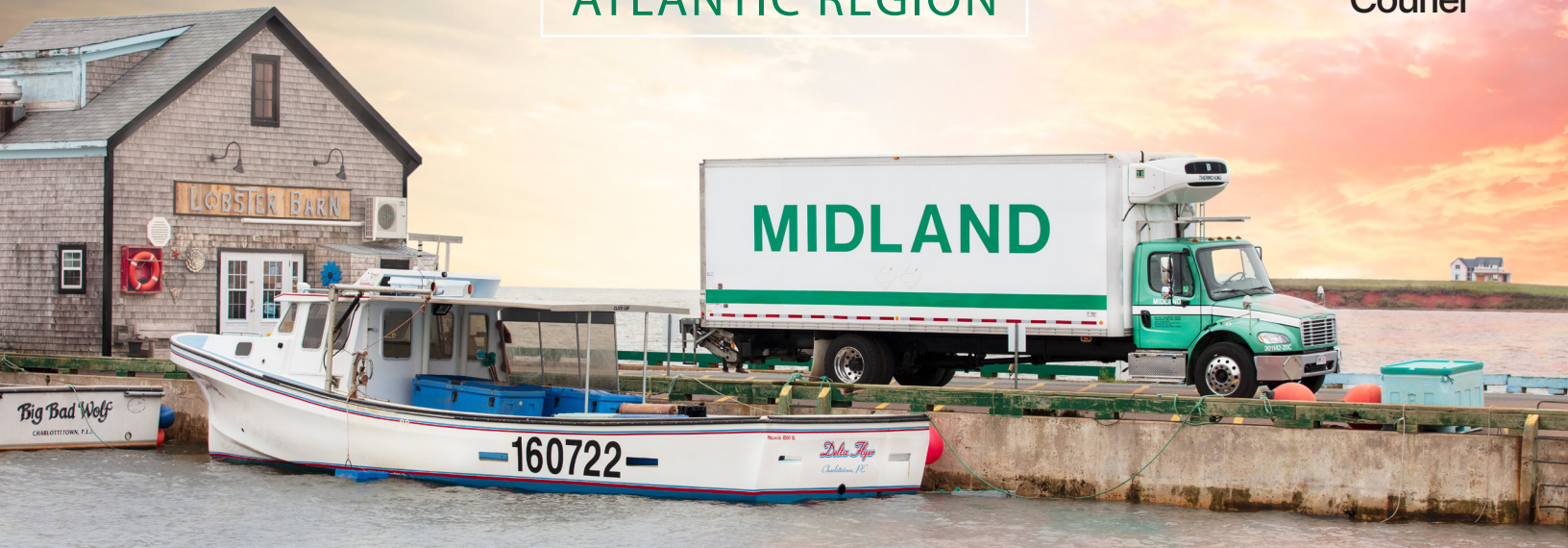


OWNER OPERATOR RATE PACKAGE ATLANTIC REGION

MIDLAND
Courier



HOURLY RATES (Driving)

Cube Van	\$37.73
Straight Truck	\$41.51

HOURLY RATES (Non-Driving) \$22.59

The Non-Driving hourly rate is applied to all work performed at the terminal dock at the beginning and end of a shift. This rate will also apply for mandatory attendance and/or training. Optional meetings do not apply.

EXCESS KM SUPPLEMENT

When, on the normal delivery route, the total kms per day exceeds 105, an excess km charge will be paid on every kilometer driven over 105 km per day at a rate of \$0.25/km.

TAILGATE ALLOWANCE

When an owner operator supplies a vehicle that has an active tailgate, an additional \$1.50 per hour will be paid on all driving hours.

REEFER ALLOWANCE

When an owner operator supplies a vehicle that has an active reefer, an allowance of \$2.00 per hour will be paid on all driving hours.

FUEL

Fuel purchased at authorized fuel stops designated by the Company will be charged to the Owner Operator at a rate of \$0.408 on gasoline or diesel.

LICENSING

Owner Operator pays for all licensing costs for the unit. The Company will pay for the licensing and deduct them from the Owner Operator over the licensing year.

INSURANCE

Insurance costs are deducted at a rate of \$59.62 bi-weekly from the Owner Operator. Deductibles are as follows:

Cube Van	\$1,500
Straight Truck (3 or 5 ton)	\$2,000

WORKERS COMPENSATION

100% paid by the Company for Owner Operators not required by Workers Compensation to purchase and maintain their own coverage.

Note: For Owner Operators required to purchase their own coverage, he/she must provide evidence of such coverage. These costs will be reimbursed quarterly at the Midland WCB rate up to the amount remitted to WCB by the Owner Operator.

SAFETY BONUS

Each unit is entitled to receive a \$200 safety bonus per quarter. To receive this bonus, the unit must comply with the following:

- Have no preventable accidents for the quarter.
- Comply with Company Uniform Policy

UNIFORM ALLOWANCE

Uniform Allowance is \$350 per unit, per year.