

|                                                               |                               |
|---------------------------------------------------------------|-------------------------------|
| Save-A-Lot Muncie - Muncie                                    |                               |
| Tuesday thru Saturday                                         |                               |
| Sign On Bonus: \$5,000                                        |                               |
| REVISED DATE:                                                 |                               |
| 2/24/2026                                                     |                               |
| LOCATION:                                                     |                               |
| 2301 N. Priority Way                                          |                               |
| Yorktown, IN 47396                                            |                               |
| CARGO:                                                        |                               |
| Groceries in Reefer trailers                                  |                               |
| HIRING AREA:                                                  |                               |
| Within 60 Miles of Yorktown, IN                               |                               |
| DELIVERY TYPE:                                                |                               |
| Store Delivery - Drive must check off product during delivery |                               |
| Palletized Freight. Store Unloads Trailer (No Touch Freight)  |                               |
| STATES SERVED:                                                |                               |
| IN, OH, MI IL, WI, MO, IA                                     |                               |
| BACKHAULS:                                                    |                               |
| Yes - SAL Internal Backhauls and 3rd Party                    |                               |
| EQUIPMENT :                                                   |                               |
| TRACTORS (TAS /TADC) :                                        | Tractors (TAS /TADC)          |
| TYPE (FREIGHTLINERS, INTERNATIONALS, ETC)                     | International                 |
| MANUAL OR AUTOMATICS:                                         | Primarily Automatics          |
| TRAILER TYPE:                                                 | 53' Reefer Roll Door Trailers |
| PERCENTAGE OF TRUCKS WITH APUs:                               | 33%                           |
| SLIP SEAT:                                                    |                               |
| YES                                                           |                               |
| PET POLICY:                                                   |                               |

|                                                              |
|--------------------------------------------------------------|
| NO                                                           |
|                                                              |
| <b>DRIVER TAKE TRUCK HOME:</b>                               |
| NO                                                           |
|                                                              |
| <b>RIDER POLICY:</b>                                         |
| NO                                                           |
|                                                              |
| <b>WILL ACCEPT 18-20 YEAR OLDS W/INTRASTATE CLASS A CDL:</b> |
| NO                                                           |
|                                                              |
| <b>SOLO COMPENSATION / WEEKLY PAY:</b>                       |

| GROSS           | MILEAGE                             | ACCESSORIAL      | STOP      | BH       | DETENTION                    | W-2               |
|-----------------|-------------------------------------|------------------|-----------|----------|------------------------------|-------------------|
| \$1,635-\$1,770 | Based on Experience See Chart Below | \$50 per Layover | \$ 19.00  | \$ 19.00 | \$12.50/Hr Store \$18/Hr B/H | \$85,000-\$92,000 |
| AVG MILES:      | 1,750                               | AVG STOPS:       | 8-10/Week |          |                              |                   |

**Extra Info:**

|                   |                             |                                                         |
|-------------------|-----------------------------|---------------------------------------------------------|
| <b>SAL Muncie</b> |                             |                                                         |
| <u>Years</u>      | <u>New Driver Pay Rates</u> |                                                         |
| 0-1               | \$0.71                      |                                                         |
| 1                 | \$0.72                      |                                                         |
| 2                 | \$0.73                      |                                                         |
| 3                 | \$0.74                      |                                                         |
| 4                 | \$0.75                      | Max Start. Will Pay Up to 4 Years Verifiable Experience |

**ADDITIONAL COMPENSATION NOTES**

Annual Mileage Increase (\$0.01) from \$0.71 to \$0.78 Paid on Anniversary Date, W2 is with drivers running multiple layover runs

Yard Drivers \$19.00 / Hr.

Layovers are required and drivers are compensated for layovers

**HOURS (SHIFT) / HOME TIME / DAYS OFF:**

10 to 12 hours per day. Home throughout the week based on load timing. Up to 6 Days per Week Delivery dependent by customer need. 34 hour Reset completed at home barring breakdown.

Loads are dispatched between 12:00 AM - 4:00AM; 4:00 AM - 10:00 AM; 10:00 AM - 3:00 PM

2 Schedule Options (Check Driver Needs for Availability): Tuesday thru Saturday- Drivers will be rotating every 3rd week to work 6 days Monday thru Friday-Divers will be rotating every 3rd week to work 6 days

**VACATION PAY:**

1/52 of Weekly Pay Average

**HOLIDAY PAY:**

Holiday Pay \$80 (On Top of Pay Earned).

**TYPICAL WEEK FOR DRIVER:**

Up to 6 Days per Week Delivery dependent by customer need. 34 hour Reset completed at home barring breakdown.

Home Weekly (based on load and dispatch, drivers should get home throughout the week)

**TRAINING INVOLVED:**

YES

IF YES, HOW LONG AND WHAT IS INVOLVED:

Training Runs 3-5 Days for experienced or until completion (graduate from Onboarding). Hogan Onboarding Training/ Account Specific Training/ Safety Competency Assessment.

IF YES, WHAT IS PAY DURING TRAINING:

Standard Route Pay / Driver Rate based on VOE

**ORIENTATION / CLINIC LOCATION:**

Hogan Learning Center / Clinic is in Muncie

**MANAGER REVIEW APPS OR INTERVIEW:**

YES

**OTHER INFORMATION OR REQUIREMENTS:**

Full time and part time positions available. Normally 1 to 2 stops per load and then dunnage or backhaul pickups.

Full time positions needed Monday - Saturday. Drivers will to be rotating every 3rd week to work 6 days

Time Off Requests Granted with Pre-Approval.

\*Sleeper Truck - will attempt to keep driver in same truck but may slip seat based on operational need and truck availability for routes requiring layover

\*Day Cab - Full Slip seat based on dispatch to support delivery schedule

Training Runs 3-5 Days for experienced or until completion (graduate from Onboarding). All new drivers must successfully complete Hogan Onboarding Training/ Account Specific Training/ PPE Training/ Safety Competency Assessment before being released as a solo/team driver (where applicable).

**ACCOUNT BENEFITS:**

Top 20% drivers W2 = \$115,000

Home throughout the week based on load timing

Driver no touch

Drivers get an annual .01 pay increase up to \$0.78 per mile

|                                                           |
|-----------------------------------------------------------|
|                                                           |
| <b>COMPANY BENEFITS:</b>                                  |
| Top Notch Road Rescue                                     |
| Vacation and Holiday Pay                                  |
| Health Benefits - Medical, Dental, Vision, Life insurance |
| 401(K)                                                    |
| Steady Freight - Not seasonal                             |
| Over 100 years strong                                     |
| Referral Program                                          |
| EAP - Employee Assistance Program                         |
| Drivewayze - scale bypass                                 |
| Bestpass - Toll passes                                    |