

Home Time: When life happens, we'll get you home. As a driver, you know what works for you and that's why we don't have a set home time policy. Whether you need longer length of haul runs that keep you on the road and maximize your earning potential, or regionalized freight to help you get home when you need to, we've got you covered.

- Freight: 100% no-touch freight, with 50-60% drop & hook and 40-50% live unload. No Forced NYC Dispatch: You won't be required to go into NYC or its five boroughs.
- Mileage: On average, drivers typically run around 2,000 miles per week, though this can vary depending on Hours of Service (HOS) and overall availability. Our top performers—about 30% of our fleet—consistently run between 2,300-3,000+ miles per week. Average LOH is 400 miles
- Running Area: Covering all 48 states, with most freight running east of I-35—but we go where the freight takes us. We have a suggestive dispatch. Loads are recommended with your area's freight and your best financial and safety interests in mind
- Tractors: Drive in 2021 or newer Freightliner Cascadias or Kenworths.

● Pay

- Additional Pay: \$12.50 per hour detention pay after the second hour unless a higher amount is required by state or local law. \$100 layover/breakdown pay per day unless a higher amount is required by state or local law.
- Performance Bonus: Earn up to an additional 3 CPM based on safety, mileage, and productivity, starting the first of the month following your hire date. Must be an active OTR driver at the time of bonus payout to qualify.

Bonus Eligibility

- U.S. Xpress reserves the right to modify or cancel the Sign On or Performance Bonus any time with appropriate notice under applicable law.
- Nothing in this Sign On or Performance Bonus changes the at-will nature of your employment, meaning you and U.S. Xpress may terminate the employment relationship at any time, with or without cause.
- You must be an active company driver on the day the bonus is paid.

Benefits

- Get 24/7 access operations support, no matter the time or day.
- Paid Vacation:
 - o 1 week after 1 year of service
 - o 2 weeks after 3 years
 - o 3 weeks after 7 years
 - o 4 weeks after 15 years