



1225 Gorham St. Unit 33  
Newmarket, Ontario  
L3Y 8Y4

## Q & A

1. What is the average mileage for a Driver a week?
  - Drivers average between 2,000 and 2,500 miles per week and up to 3,200 miles during peak periods. We do have slow times as does every other carrier.
2. What is the rate per mile?
  - Rate per mile is \$1.21 per mile
3. How much do you pay for waiting time?
  - We would pay \$35.00 per hour after 2 hrs of appointment time provided you stay in contact with dispatch commencing 1 hr after appointment time **and** if DMR is able to attain waiting time from our customer.
4. When do you start counting waiting time?
  - See above
5. How much do you pay if any hand-bombing is required?
  - No hand-bombing required.
6. If agreed to do local cartage work what would the rate would be?
  - The rate is \$35.00 per hour.
7. How much do you pay for extra drop & pick up if it happens?
  - If it happens it's \$30.00
8. Do you pay for cross border clearances?
  - Yes, \$30.00 for all load going into the USA only.
9. What are the main destinations the Driver goes to?
  - We have an open board dispatch and we just run the mid-west, approximately 500 to 700 miles out one way. From ND to TX and FLA to NC in the South East **no** North Eastern States.
10. How many trips do yours Drivers make monthly?
  - That's totally up to the Driver as long as they maintain an ELD / legal logbook.
11. Does the company have a seniority policy and if yes please explain it?
  - We do not have a seniority policy, we are wholly operated by O/O's, and it's first in, first out.
12. Is the job "pin to pin" or is the Driver required to do delivery & pick up in Toronto?
  - All O/O's do pick-ups and drops unless another load is available and we ask them to spin back out.
13. What is the average weight of the load?
  - Anywhere from 20,000 to 44,000
14. How much is the insurance?
  - \$500.00 per month. (Taken at \$250.00 per settlement – twice per month)
15. How much is the fuel surcharge paying?
  - The surcharge varies with the cost of fuel, as the price of fuel goes up and down so does the surcharge. At .81 cents per litre the fuel surcharge would be \$0.06 cents per mile. At \$1.189 cents per litre the fuel surcharge would be \$0.245 cents per mile.

16. Do you have a satellite communication?
  - No but we do use ELD hardware that needs installation on the Tractor.
17. If a Driver is leaving the company who is paying for the removal of the ELD hardware?
  - We will install and remove the ELD hardware at no cost to the Owner-Operator.
18. Who pays for IFTA permit?
  - We do
19. Who pays the U.S. Heavy User Tax.?
  - You do. (\$550.00 U.S. per year, usually in July)
20. Who pays for U.S. Permits?
  - We do
21. Who pays for Drug Test?
  - You do. (Just the pre-contract test, we cover all further scheduled random testing)
22. Who pays for KY Distance Tax, NY Distance Tax and the IFTA Fuel Tax?
  - You do which falls under the fuel tax reporting done quarterly. If you buy most of your fuel in Ontario you will more than likely receive a reimbursement.
23. Does the company have a Union; if yes what is the monthly payment?
  - DMR Truck Inc is not associated with a Union.
24. Is Long Term Disability Insurance required; if yes how much is the monthly payment?
  - LTD is required or a WSIB account. The cost is approximately \$140.00 per month through Roadside Edge depending on how much coverage you add.
25. Does the company have a holdback policy and how is it calculated?
  - We will deduct a \$2,500.00 holdback taken at 5% of your gross revenue per settlement until it's attained.
26. How long a company holds the holdback?
  - Until the next fuel tax reporting is completed after the Driver has left (quarterly).
27. Does the payment in your company come weekly or by weekly?
  - Settlements are done on the 15<sup>th</sup> and 30<sup>th</sup> or 31<sup>st</sup> of each month by direct deposit.
28. Does the Driver have to give two weeks notice when leaving?
  - The required notice is 10 business days and the Driver must be available for dispatch.
29. Are there any further benefits or offers?
  - We have now arranged additional savings on fuel. If you purchase fuel at a Flying J or Pilot you will receive an immediate \$0.12 per gal/ltr discount in the USA and in Canada you will received a discount on the reported Rack Price which also changes.

If you have any further questions please let me know.

Best regards,

*Harry A. De Vries Jr.*

Safety & Recruitment Manager

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