



EXPLANATION OF COMPANY OFFERINGS AND BENEFITS

- ❖ **Paid Orientation and Training**—One hour paid at the hourly rate for orientation/DOT paperwork. Employee will be compensated for any time spent with another Lynn employee for training purposes.
- ❖ **Paid Vacations**—5 days earned after one year of employment. 10 days earned each year for all subsequent years of employment. All vacation days earned but not used will be paid out in full at each DOH anniversary.
- ❖ **Paid Holidays**—Earned after 90 days of employment. Holiday pay may be forfeited if employee refuses work assigned the day before/after the holiday.
- ❖ **Incentive Pay**—Potentially earned after 90 days of employment. Based on job performance (see Lynn Incentive Pay Policy).
- ❖ **Stop Pay**—Potentially earned after 90 days of employment. Stops must be remarked on logs.
- ❖ **HazMat Pay**—Awarded to employees that maintain a Hazardous Materials Endorsement.
- ❖ **Weekend Premiums**—Earned for runs that are assigned on a Saturday or Sunday.
- ❖ **Paid DOT Breaks**—30 minutes paid at the hourly rate each qualifying work day. Break must be taken legally based on Section 395.3(a)(3)(ii) DOT regulation and must be remarked (Break) on your log.
- ❖ **Paid Detention**—Detention time will be paid after 1.5 hours only if driver notifies dispatch/Mark of delays after 30 minutes and keeps communicating about the delay status every 30 minutes thereafter.
- ❖ **Safety Bonus**---Potentially earned after each quarter. Based on having an incident free quarter. Employee must be employed/active the entire quarter to earn bonus.
- ❖ **Group Health Insurance**—Earned after 90 days of employment. Lynn Transportation will pay 50% of employee's monthly health premium. The other 50% of the premium will be deducted from bi-weekly paychecks. Family coverage/extra coverage will be entirely the employee's responsibility and will be deducted from bi-weekly paychecks. Application must be turned in by given deadline otherwise employee will have to wait until next yearly open enrollment period.
- ❖ **Supplemental Insurance**—Earned after 90 days of employment. Lynn Transportation pays 100% of the single (high plan) premiums. Family coverage/extra coverage will be entirely the employee's responsibility and will be deducted from bi-weekly paychecks. Application must be turned in by given deadline otherwise employee will have to wait until next yearly open enrollment period.
- ❖ **Simple IRA**—Earned after 90 days of employment. Lynn Transportation will match employee bi-weekly contributions up to 3% of gross earnings. Application must be turned in by given deadline otherwise employee will have to wait until next yearly open enrollment period.
- ❖ **Dental Stipend**—Earned after 6 months of employment. Lynn Transportation covers up to \$1000 of dental work for employee (only) each calendar year. Receipts can be turned in for reimbursement or bills can be turned in and Lynn Transportation will pay the bill directly.
- ❖ **Recruiting Bonus**—Earned if the referred employee is still employed with Lynn after one full year from date of hire.