

Dispatch date of 10/11/21 or later, rate of pay* for the length of haul sliding pay scale will pay the rates listed below.
 All loads pay at the West Rate except loads both picked up and delivered in the eastern U.S. as defined on the attached map, which pay at the East Rate.
 These rates do not apply to California residents or Driving Associates assigned to California terminals.

Swift OTR Dry Van Company Driver Rates

Effective 10/11/21

Driving Experience	Rate	01-149 Miles	150-199 Miles	200-299 Miles	300-499 + Miles	500+ Miles	Empty Miles
Start	West	\$0.5700	\$0.5200	\$0.4900	\$0.4500	\$0.4300	\$0.4300
	East	\$0.5800	\$0.5300	\$0.5000	\$0.4600	\$0.4400	\$0.4400
30,000 Miles** or 3 Months	West	\$0.6000	\$0.5500	\$0.5200	\$0.4800	\$0.4600	\$0.4600
	East	\$0.6100	\$0.5600	\$0.5300	\$0.4900	\$0.4700	\$0.4700
60,000 Miles** or 6 Months	West	\$0.6100	\$0.5600	\$0.5300	\$0.5000	\$0.5000	\$0.5000
	East	\$0.6200	\$0.5700	\$0.5400	\$0.5100	\$0.5100	\$0.5100
100k Miles** or 1.5 yrs	West	\$0.6200	\$0.5700	\$0.5400	\$0.5100	\$0.5100	\$0.5100
	East	\$0.6300	\$0.5800	\$0.5500	\$0.5200	\$0.5200	\$0.5200
200k Miles** or 3 yrs	West	\$0.6300	\$0.5800	\$0.5500	\$0.5200	\$0.5200	\$0.5200
	East	\$0.6400	\$0.5900	\$0.5600	\$0.5300	\$0.5300	\$0.5300
300k Miles** or 4.5 yrs	West	\$0.6400	\$0.5900	\$0.5600	\$0.5300	\$0.5300	\$0.5300
	East	\$0.6500	\$0.6000	\$0.5700	\$0.5400	\$0.5400	\$0.5400
400k Miles** or 6 yrs	West	\$0.6500	\$0.6000	\$0.5700	\$0.5400	\$0.5400	\$0.5400
	East	\$0.6600	\$0.6100	\$0.5800	\$0.5500	\$0.5500	\$0.5500
500k Miles** or 7.5 yrs	West	\$0.6600	\$0.6100	\$0.5800	\$0.5500	\$0.5500	\$0.5500
	East	\$0.6700	\$0.6200	\$0.5900	\$0.5600	\$0.5600	\$0.5600
600k Miles** or 9 yrs	West	\$0.6700	\$0.6200	\$0.5900	\$0.5600	\$0.5600	\$0.5600
	East	\$0.6800	\$0.6300	\$0.6000	\$0.5700	\$0.5700	\$0.5700
700k Miles** or 10.5 yrs	West	\$0.6800	\$0.6300	\$0.6000	\$0.5700	\$0.5700	\$0.5700
	East	\$0.6900	\$0.6400	\$0.6100	\$0.5800	\$0.5800	\$0.5800
800k Miles** or 12 yrs	West	\$0.6900	\$0.6400	\$0.6100	\$0.5800	\$0.5800	\$0.5800
	East	\$0.7000	\$0.6500	\$0.6200	\$0.5900	\$0.5900	\$0.5900
900k Miles** or 13.5 yrs	West	\$0.7000	\$0.6500	\$0.6200	\$0.5900	\$0.5900	\$0.5900
	East	\$0.7100	\$0.6600	\$0.6300	\$0.6000	\$0.6000	\$0.6000
1M Miles** or 15 yrs	West	\$0.7100	\$0.6600	\$0.6300	\$0.6000	\$0.6000	\$0.6000
	East	\$0.7200	\$0.6700	\$0.6400	\$0.6100	\$0.6100	\$0.6100

*Driving Associates are generally compensated by the trip as is customary in our industry. The trip pay you receive is based on a rate per mile for dispatched loaded miles and dispatched empty miles, and compensates you for all work that is performed as part of your routine duties as a commercial truck driver. Such work may include weighing loads, filling out paperwork, time spent conducting pre and post trip vehicle inspections, securing and caring for cargo, equipment maintenance, fueling the equipment, activities required by the federal DOT or other regulatory agencies, the first two hours waiting to load or unload or any other routine duties related to transporting cargo from origin to destination. "Dispatched loaded miles" for all trip pay calculation purposes shall be calculated on the basis of the distance set forth in Swift's most current version of the Rand McNally Household Goods Carriers Bureau Mileage Guide ("Bureau Miles") from the point at which the shipment originates, via any intermediate points where required pickups or deliveries are made, to the point at which the shipment is delivered even if the actual miles traveled over the route by the driver are less or more than the dispatched loaded miles. Trip pay based on "dispatched empty miles" will be made on the basis of the Bureau Miles between the points at which the driver begins and ends an empty trip authorized and approved by Swift, even if the actual miles traveled over the route by the driver are less or more than the dispatched empty miles.

**Driver Experience mileage varies depending on driver status. Solo drivers accrue mileage toward the next pay band at a rate of 100% dispatched loaded/unloaded miles. Team drivers accrue mileage toward the next pay band at a rate of 50% of dispatched loaded/unloaded miles. Mentors accrue mileage toward the next pay band at a rate of 75% of dispatched loaded/unloaded miles.

***The rates depicted on this sheet are not intended to, and do not, alter Driving Associates' at-will employment status.

****Swift reserves the right to change pay rates with notice under applicable law.

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