



Since 1988, Butler Transport has built its reputation by providing its customers with high-quality transportation services. Our reputation is due in large part by being truly committed to hiring and retaining the best drivers in the industry. We have consistently been ranked as a top-performer, which in turn, has allowed us to grow over the years into one of the premier refrigerated carriers in the country. However, with our success, we haven't lost sight of what got us to where we are and we remain focused on providing the absolute best for our Driver Associates. As company Founder and President George Butler stated, "We found out a long time ago that it takes quality drivers to make a quality company."

We understand the essential role that our Owner-Operators play in allowing us to provide high-quality transportation services to our customers. In recognition of their valuable contribution, we offer one of the top-rated Owner-Operator compensation packages in the industry. An example of what sets our pay package apart from other trucking companies is that we pay our Owner-Operators a Fuel Surcharge on ALL dispatched miles. That's right, we pay our Owner-Operators a Fuel Surcharge on both loaded AND empty miles – which, with today's fuel prices, could make a tremendous difference on your bottom-line. Please review the summary below for other unique aspects of our Owner-Operator compensation plan.

Owner-Operator Compensation Package Summary

- 90 cpm Base Pay on ALL dispatched miles (loaded and empty)
- Fuel Surcharge on ALL dispatched miles (loaded and empty)
- \$30.00 Stop-Off (excludes initial pickup and final delivery)
- Paid Plates, Permits & Tolls
- Paid General Liability & Cargo Insurance
- Weekly Settlements with direct deposit
- Fuel Cards Provided, Fuel Tax Calculated and Reported
- No Escrow Account
- Fleet Discounted Fuel (Negotiated Discounts Passed Through)
- Cash Advances (\$100.00 on Monday and \$75.00 on Friday)
- Free Scanning of Trip Documents at Flying J
- Home Time Policy
- No Touch Policy, Lumpers Paid

In closing, we appreciate your consideration and would enjoy the opportunity to discuss with you the difference it makes to work for a company that measures its success by the success of its Owner-Operators. Please feel free to call me at 800-528-7825 ext. 239 with any questions you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "T. Strauss", with a long horizontal flourish extending to the right.

Troy Strauss
Director of Recruiting
Butler Transport, Inc.

Partners In Excellence