

# Oakley Annual Contract Bonus

<u>Years of Service</u>	<u>Contract Bonus</u>	<u>Years of Service</u>	<u>Contract Bonus</u>
0-1 year	\$.10	15-16 years	\$.25
1-2 years	\$.11	16-17 years	\$.26
2-3 years	\$.12	17-18 years	\$.27
3-4 years	\$.13	18-19 years	\$.28
4-5 years	\$.14	19-20 years	\$.29
5-6 years	\$.15	20-21 years	\$.30
6-7 years	\$.16	21-22 years	\$.31
7-8 years	\$.17	22-23 years	\$.32
8-9 years	\$.18	23-24 years	\$.33
9-10 years	\$.19	24-25 years	\$.34
10-11 years	\$.20	25-26 years	\$.35
11-12 years	\$.21	26-27 years	\$.36
12-13 years	\$.22	27-28 years	\$.37
13-14 years	\$.23	28-29 years	\$.38
14-15 years	\$.24	29-30 years	\$.39

- Annual Contract Bonus is paid on loaded miles only.

- No Cap on Annual Contract Bonus!!