

ACTIVITY PAY INCREASE

For OTR System and Illinois Regional drivers

EFFECTIVE WEEK-ENDING OCTOBER 3RD — FIRST CHECK OCTOBER 9TH

Nussbaum is excited to announce another pay increase for our OTR System drivers and IL Regional drivers. This time, we are increasing activity, detention pay, and the guarantee. This is Nussbaum's 3rd major pay increase in the last 7 months:

APRIL	Profit Sharing program launch
JUNE	\$0.03/mile base increase
OCTOBER	Activity and detention pay rates up, plus a guarantee bump

01 **+\$3**
APPROX. \$0.012/MILE

ON EVERY ACTIVITY PAY TYPE

Pick Up, Delivery, and Stop Off pay all go from \$20 to \$23.

Relay Pick Up, Relay Drop, and Shuttle pay all go from \$12 to \$15.

Nussbaum's Activity Pay is one-of-a-kind in the trucking industry. A driver's work is about more than just miles, which is why we pay directly for the work that eats up driver time and effort.

02 **+\$5/HR**
A 25% INCREASE

AN HOUR ON DETENTION

Detention goes from \$20 to \$25 per hour.

Detention authorization rules stay exactly the same.

You still get the rare "first hour free" treatment. Nussbaum keeps paying detention starting one hour after appointment time — best-in-class for the industry, and now it pays 25% more.

03 **+\$50**
EVERY WEEK

TO YOUR WEEKLY GUARANTEE

Your weekly guarantee goes up \$50.

Just apply the \$50 to your own guarantee level.

The safety net just got stronger. Nussbaum's guarantees are among the highest in the industry, meant to set a floor for those weeks when "trucking happens."

QUESTIONS?

Driver Payroll can walk through what this looks like on your settlement. If something does not look right after October 9th, reach out and we will take a look.