

# 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	\$.05	15-16 years	\$.20
1-2 years	\$.06	16-17 years	\$.21
2-3 years	\$.07	17-18 years	\$.22
3-4 years	\$.08	18-19 years	\$.23
4-5 years	\$.09	19-20 years	\$.24
5-6 years	\$.10	20-21 years	\$.25
6-7 years	\$.11	21-22 years	\$.26
7-8 years	\$.12	22-23 years	\$.27
8-9 years	\$.13	23-24 years	\$.28
9-10 years	\$.14	24-25 years	\$.29
10-11 years	\$.15	25-26 years	\$.30
11-12 years	\$.16	26-27 years	\$.31
12-13 years	\$.17	27-28 years	\$.32
13-14 years	\$.18	28-29 years	\$.33
14-15 years	\$.19	29-30 years	\$.34

- Annual Contract Bonus is paid on loaded miles only.

- No Cap on Annual Contract Bonus!!