

Empire PARMS and Pay Scale

Dates	
From	7/1/2009
To	12/31/2009
Elapsed days	184
Equivalent Weeks	26.3

Pay scale		
Level 4	0	\$0.34
Level 3	650	\$0.36
Level 2	825	\$0.38
Level 1	925	\$0.40

Buckets (total must equal 1000)	
Miles	200
On Time	150
MPG	200
Fuel Compliance	150
Incident Ratio	50
Accident Ratio	200
Violation Ratio/OOS	50
Total	1000

Additional Pay Scale Notes		
-.02 non HM		
+.01 5 Year Seniority		
+.02 10 Year Seniority		
+.02 Team	3800+	weekly mi avg

Minimum targets	
Miles min	1,940
Miles max	2,425
On time min	90%
Fuel Compliance	60%
MPG Max (No APU)	6.50
MPG Min (No APU)	5.50
Days of data required	60

Adjusted from 2,000

Adjusted from 2,500

Incident/Violation Ratio Divisor	
Calculated per miles	10000

Driver Performance Report

From 7/1/2009 to 12/31/2009

Company Average

Total miles for this period:	60,904
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Miles: Maximum Score 200	
Avg weekly miles for this period:	2,317
Minimum:	2,000
Target:	2,500
Under Target by (miles):	(183)
Total score for this goal	135

Incidents: Maximum Score 50	
Number of incidents	0
Incident ratio (incidents per 10000 miles)	0.03
Total score for this goal	47

Accidents: Maximum Score 200	
Number of accidents	0
Accident ratio (accidents per 10000 miles)	0.01
Total score for this goal	197

Violations/OOS: Maximum Score 50	
Number of violations	0
Number of OOS	0
Violation ratio (violations per 10000 miles)	0.02
Total score for this goal	48

On Time %: Maximum Score 150	
On Time % for this period:	99.5%
Minimum:	90%
Target:	100%
On Target!	-0.5%
Total score for this goal	142

MPG: Maximum Score 200	
Idle % for this period	43%
MPG for this period	6.37
Minimum:	5.50
Target:	6.50
Under Target by:	-0.13
Total score for this goal	153

Fuel Compliance: Maximum Score 150	
Fuel Compliance Percentage	73.50%
Minimum:	60%
Target:	100%
Under Target by:	-26.5%
Total score for this goal	97

Overall Score (maximum of 1000)	818
Avg Mileage pay, based on this score	0.373
Avg Mi pay based on score, HM and Seniority	0.375

Driver Performance Report

From 7/1/2009 to 12/31/2009

Top Score

Total miles for this period:	81,774
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Miles: Maximum Score 200	
Avg weekly miles for this period:	3,111
Minimum:	2,000
Target:	2,500
Over Target by (miles):	611
Total score for this goal	200

Incidents: Maximum Score 50	
Number of incidents	0
Incident ratio (incidents per 10000 miles)	0.00
Total score for this goal	50

Accidents: Maximum Score 200	
Number of accidents	0
Accident ratio (accidents per 10000 miles)	0.00
Total score for this goal	200

Violations/OOS: Maximum Score 50	
Number of violations	0
Number of OOS	0
Violation ratio (violations per 10000 miles)	0.00
Total score for this goal	150

On Time %: Maximum Score 150	
On Time % for this period:	100%
Minimum:	90%
Target:	100%
On Target!	0.0%
Total score for this goal	150

MPG: Maximum Score 200	
Idle % for this period	12.6%
MPG for this period	7.24
Minimum:	5.50
Target:	6.50
Over Target by:	0.74
Total score for this goal	200

Fuel Compliance: Maximum Score 150	
Fuel Compliance Percentage	100.00%
Minimum:	60%
Target:	100%
Under Target by:	0.0%
Total score for this goal	150.00

Overall Score (maximum of 1000)	1,000
Top Mileage pay, based on this score	0.40
Top Mi pay based on score, HM and Seniority	0.42