



P.O. Box 10 ▪ Pecos, TX 79772
T. 432.445.5322 Fax. 432.445.5323

Compensation and Benefits

J&J Transport Services, LLC offers a competitive compensation and benefits package for their drivers. Compensation and benefits must be agreed to and signed off by one of the J&J Transport Services managers¹ AND the driver before the end of the orientation period and before they leave the Valley Transportation yard on their first load.

Compensation

J&J Transport Services offers 3 options for compensation for their drivers.

1. Percentage Pay: The driver receives 22% of the gross pay² of the load.
2. Mileage Pay: Starting out \$0.38 Empty per mile / \$0.40 Loaded per mile³
3. Salary⁴: Starting out at \$950/Week. (keep in mind there is a lot that goes into a salary payroll decision such as performance, safety, experience.) In order for a driver to stay on salary they have to achieve a minimum monthly revenue quota of \$20,000. If driver's routinely do not turn in their paperwork they will be taken off salary.

J&J Transport pays their driver's every Friday if the driver chooses the direct deposit option. If a driver chooses to have their checks mailed, they will be mailed out each Wednesday and delivery will be contingent on the United States Postal Service delivery.

90 Day Probation Period

The driver will be on a probation period for 90 days, starting retroactive from the first Monday paperwork is turned in for their first load.

Health Insurance

Drivers are eligible for Health Insurance after their 90 day probation period ends. J&J Transport offers Blue Cross Blue Shield health insurance for their employees.

Cash Advances

Drivers are eligible to take cash advances using J&J Transport Services fuel cards, fuel will be paid with the Valley Transportation fuel card. Cash advances will be maxed at \$200 a week, unless otherwise approved by Jorge.

¹ J&J Transport Services, LLC managers are Jorge Mendoza, Martha Mendoza, Nestor Mendoza Jr, & Adriana Ontiveros

² Gross Pay of the load does not include the Fuel Surcharge and the cost of the permits.

³ All mileage paid is calculated thru the McLeod Software for Loaded miles, and thru People Net for Empty Miles.

⁴ Salary option is based on a 5 axle unit. Axle units exceeding 5 will be discussed and an agreement will be put in writing by driver and J&J Transport Services.



P.O. Box 10 ▪ Pecos, TX 79772
T. 432.445.5322 Fax. 432.445.5323

Direct Deposit

Drivers are responsible for turning in the Direct Deposit form to our office before their first pay period.

Orientation

Orientation will be held in Grand Meadow, MN at the Valley Transportation yard and conducted by Valley office personnel. Drivers will be compensated \$100/day⁵ for orientation.

IMPORTANT If the driver leaves before the 90 day probation period ends, the orientation pay will be charged back on the driver's final paycheck, and if there is any travel expenses to get a driver to Valley Transportation yard in Grand Meadow, MN or to the J&J Transport yard in Pecos, TX the travel expenses will be charged back on the driver's final paycheck.

Home Time

Driver's will get to be home every 3rd week for 3 days at a minimum. For every week out, the driver is eligible for 1 day home. For example, 6 weeks out will give a driver a minimum of 6 days eligibility of home days.

⁵ The number of days paid will be at the discretion of J&J Transport management, and will not be privy to time waiting on paperwork needed to be provided by the driver.