



Summary of Employee Benefits

401k Plan

Employees are eligible to participate after one year of employment. Deferrals begin on March 1st or September 1st, following the employee's one-year anniversary. Employees can contribute a set dollar amount or a percentage of their weekly pay. Dillon Transport is currently making matching contributions up to 6% of an employee's yearly gross wages.

Insurance

Full-time employees are eligible for insurance benefits. Dillon Transport currently pays the majority of the employee's medical and pays the entire cost of vision and life insurance for the employee only. Dental insurance is paid by the employee. Any dependent insurance (medical, dental, vision and/or life) is paid by the employee. Insurance becomes effective on the first of the month following 90 days of employment.

Vacation

Full-time employees are eligible to receive paid vacation benefits.

After one year of continuous employment..... 1 week paid vacation

After three years of continuous employment..... 2 weeks paid vacation

After eight years of continuous employment 3 weeks paid vacation

Paid Holidays

Full-time employees are eligible to receive holiday pay after 90 days of continuous employment for the following holidays:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Referral Bonus*

Any employee who refers a driver to Dillon Transport receives a \$100 referral bonus once the new driver successfully completes the training program and is driving. The referring employee receives an additional \$500 if the new driver remains employed at Dillon Transport and is incident free for six months.