CHEESEMAN
— SINCE 1946 —

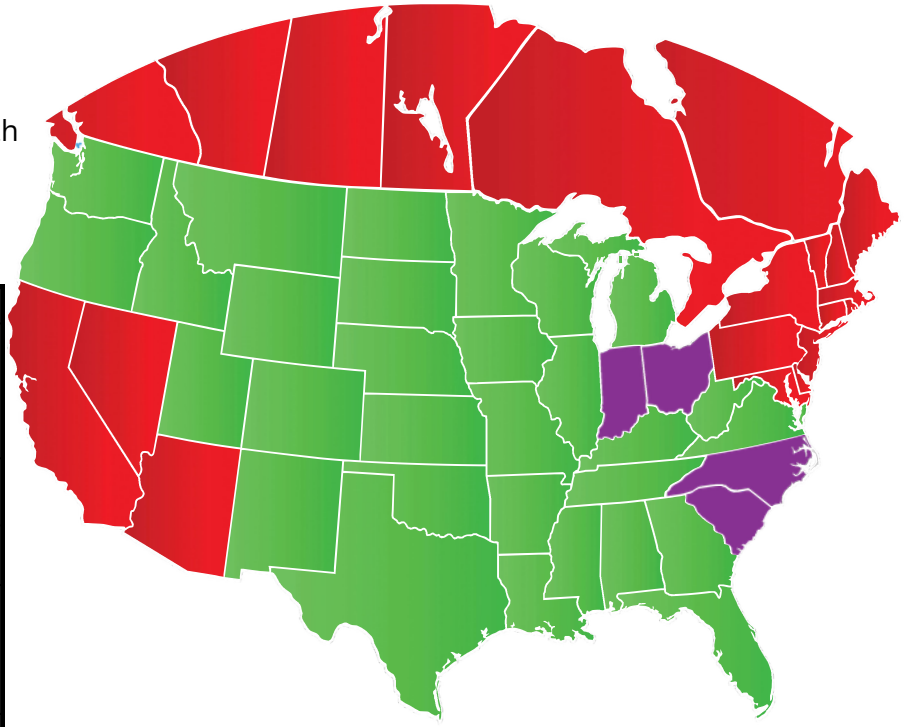
PAY PLAN OVERVIEW

MILEAGE PAY

Paid for all routed miles using PC Miler 32 with PRACTICAL/53' trailer settings as follows:

✴ Effective 10/18/2026

Mileage Pay			
Experience	Base Zone	Green Zone	Red Zone
<12 Months	$0.60	$0.69	$0.73
<36 Months	$0.61	$0.70	$0.74
>36 Months	$0.62	$0.71	$0.75
Placarded +$.04	Base	Base	Base
<12 Months	$0.64	$0.73	$0.77
<36 Months	$0.65	$0.74	$0.78
>36 Months	$0.66	$0.75	$0.79



STOP PAY

✴ Effective 10/18/2026

Stop Pay is paid for all customer stops. Stop pay depends on the service area.

- Stop pay ranges from $11.00 to $33.00 per stop

HANDLING PAY

Handling, tailgate, downward securement and extra pay paid in addition to Stop and Mileage Pay.

Cheeseman Transport Also Offers:

- Safety Bonus
- Referral Bonus
- Sign on Bonus
- Exceptional Vacation Time
- Service Awards
- Benefits *($300 monthly opt out)*
- 401K - *Company Match Available!*
- Paid Holidays

Be part of our team!
Scan QR code to apply.

www.cheeseman.com/careers

CHEESEMAN
— SINCE 1946 —

BENEFITS OFFERING

PERFORMANCE BONUS

Drivers are eligible for a quarterly performance bonus. The bonus will be paid at **$.01** per mile.

FIDELITY FUNDS 401(K) PLAN

401k - Company Match Available! The plan includes Roth, standard 401(k) deferrals and loan options.

REFERRAL BONUS

If an employee refers a Full Time driver and the driver is hired, the referring employee will receive a **$5,000** bonus. Employee is qualified for monthly drawing as well.

HEALTH INSURANCE

We offer two health plans, one with a standard deductible and co-pays and a high deductible plan. Prescription plans available for both.

WEEKLY PAYROLL

All driver pay will be processed automatically. Payroll is **direct deposit**.

HEALTH INSURANCE CASH-OUT

Monthly Health Insurance Cash-Out option available. Those choosing this option will remain eligible for STD and Core Life Insurance and all Voluntary benefits.

PERSONAL TIME OFF

Earn 5 days of PTO after 90 days! Recently enhanced PTO schedule to give employees more time off at a faster rate!

VOLUNTARY BENEFITS

Dental, Vision, Life, Long Term Disability, Accidental Death and Dismemberment, Critical Illness and Accident.

PER DIEM PAY OPTIONS

Each Regional Plus, Regional or OTR driver has a voluntary pay option to convert 9 cents of their base mileage pay to a pre-tax reimbursable road expense.

TELEMEDICINE OPTION

Speak with an Emergency Medicine Provider. Anytime. Anywhere. Prescriptions sent to your pharmacy, schedule consults from your app or computer and MORE!

SERVICE AWARDS

We value all of our employees and feel we need to pay extra gratitude to those that have been with us for multiple years. Service awards are paid out at 3, 5, 10, 15, 20 and 25 years.

SIGN ON BONUS

Local Driver: $1500
Regional Plus, Regional and OTR: $3,000
Paid out over the course of the first 270 days of employment

Be part of our team!
Scan QR code to apply.

www.cheeseman.com/careers