



Celadon Group Inc.

P. (800) CELADON | 9503 E. 33rd St. Indianapolis, IN 46235

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Quality Refresher/Students

Experienced Refresher:

1. Individual **has 3 to 5 months experience** in the last 3 years (36 months)
2. OR **over 1 year experience** in the last 10 years.
 - a. Will spend 2 days at Quality Drivers refreshing his/her skills.
 - b. Driver will then go through Orientation
 - c. At the end of orientation driver will go with a current local driver for 1-2 days being paid **\$60 a day**
 - d. Upon completion driver then can run Full Maintenance Lease or Company
3. **There is NO CHARGE for the school or contract required**

Rookie Refreshers – NOT CURRENTLY HIRING

New Students: ([refer to school](#))

1. Individual has zero experience and does not have a CDL. Quality will get your CDL for you!
 - a. Will complete 40 hours of classroom time.
 - b. Will complete 80 hours range time with hands on training
 - c. Driver will go through orientation
 - d. Student will drive with trainer 10k miles to graduate (being paid \$0.25/mile)
 - e. After completing trainee miles (10k) Student then fulfills 1 year contact
 - i. 1-6 months team \$0.21 per mile (ALL miles)
 - ii. 6-12 months driver can:
 1. the option to continue teaming at \$0.25 per mile
 2. run solo at \$0.33 per mile
 - iii. 12+ months driver can run Lease Purchase, Full Maintenance or Company

*** New Students must sign a contract after graduating from Quality Drivers**

Current Celadon Driving Academy Locations:

Indianapolis, IN (Students, Rookie Refreshers and Experienced Refreshers)

Laredo, TX (Students, Rookie Refreshers and Experienced Refreshers)



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Celadon Company Driver Pay Packages

Standard Pay Package – Option 1

- Drivers with 3 years or less experience start at 33 cents per mile. Drivers with greater than 3 years' experience start at 34 cents per mile.
- Every 120k miles, you will receive a 1 cent pay increase. Each anniversary date you will receive 1 week vacation at \$500.

All new and existing drivers are eligible for this pay package.

Vacation Pay Package – Option 2

- Existing drivers: current rate minus 3 cents per mile. New drivers: standard pay package rate minus 3 cents per mile.
- You will receive 1 week vacation at \$300 if you do not have a passport or \$600 if you do have a passport for every 30,000 miles driven (for both new and existing drivers, the first 30,000 miles you are awarded the dollar pay but no vacation, after 60,000 miles and every 30,000 miles thereafter, you will receive one week vacation and the dollar pay).
- Drivers exceeding 126k miles in an anniversary year will receive an extra vacation week.
- You may bank up to 3 weeks' vacation; the 4th earned will automatically be paid out.
- You will receive a 1 cent pay increase for every 120k miles driven.

All new and existing drivers are eligible for this pay package.

Note: Existing drivers moving to this package would start a 0 miles for both bonus pay and vacation earned. Current miles earned would carry over towards their pay increase.

Mileage Band Package – Option 3

- New drivers: standard pay package plus or minus the sliding mileage scale below.
- Existing drivers: current rate plus or minus the sliding mileage scale.
- For empty miles, you will be paid at what your standard pay rate is.
- Every 120k miles, you will receive a 1 cent pay increase
- At each anniversary date you will receive 1 week vacation at \$500.

Local and Dedicated drivers (determined by planning division) will not be allowed To sign up for this this pay package.

Mileage	Std Rate - 2 cents = Rate
0-99	Rate + 10 cents
100-199	Rate + 10 cents
200-299	Rate + 8 cents
300-399	Rate + 6 cents
400-499	Rate + 4 cents
500-599	Rate + 2 cents
600-699	Rate
700-799	Rate
800-899	Rate
900-999	Rate
1000-1099	Rate
1100-1199	Rate
1200+	Rate

NOTE:

- Students may not choose from these options until they have qualified for the base rate (.33).
- Once a change has been made, no more changes for one year from change date.
- Any change requires a new form to be filled out.



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Company OTR and Temp Control

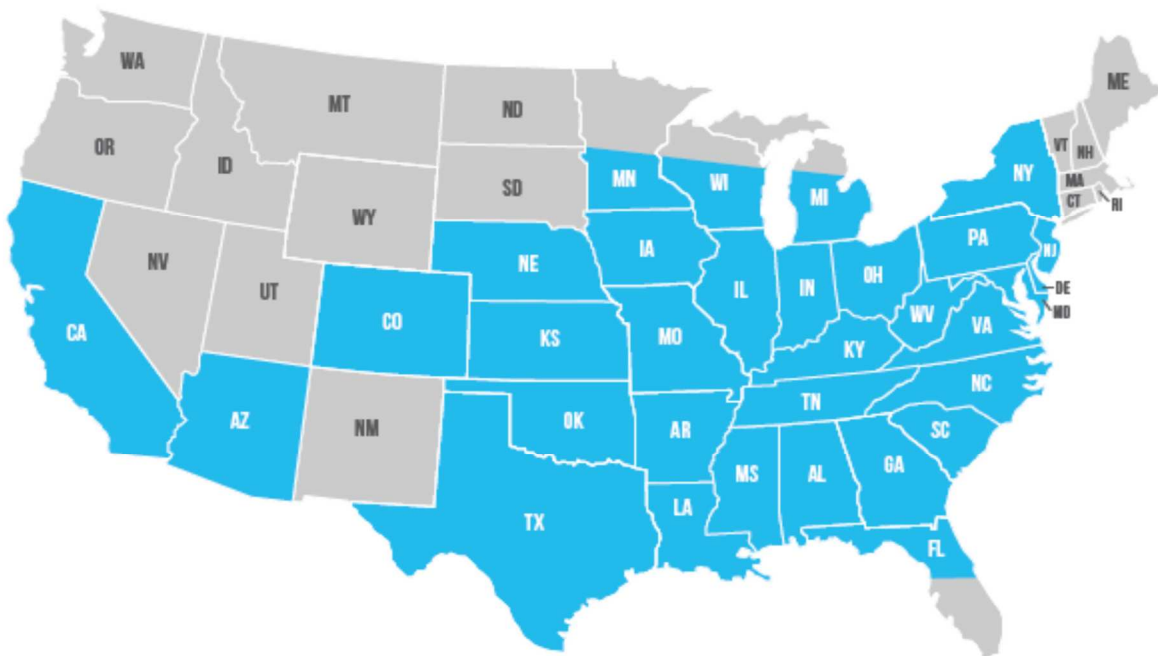
Pay Increases: 0.01 cent every mile 120,000 miles NO CAP!
Detention Pay: \$15 per hour after 4hrs. \$150/day max
Extra Stops: 1st -\$30, 2nd - \$40, 3rd - \$80, 4th - \$100
401K: Eligible at beginning of 1st quarter after 90 days
Safety Bonus: Calculated Quarterly/Paid Annually up to \$175.00/\$.005 per mile

Home Time Policy: 7 days out = 1 day off
HAZMAT: **NOT REQUIRED** (if endorsed, Hazmat pays an Additional **.03 per mile**)

Tractor Assignment: Assigned Equipment
Operating Area: All 48 States
Freight Characteristics: 90% NO touch
100% Lumper reimbursed
Mostly Drop and Hook

Average Miles per Week: 2500-3200 miles
Average Length of Haul: 1000 miles
Dispatch Method: Forced Dispatched. Assigned Dispatcher

HIRING AREA





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Company Driver Specialized Regional

Pay Increases: 0.01 cent every 120,000 mile NO CAP!
Detention Pay: \$15 per hour after 4 hrs. \$150 per day max
Extra Stops: 1st - \$30, 2nd- \$40, 3rd - \$80, 4th - \$100
Safety Bonus: Calculated Quarterly/Paid Annually, up to \$175.00 -
\$.005 per mile. Must run 29,000 miles per qtr.

Home Time Policy: 7 days out = 1 day off. Required Cycle 14 days out.

HAZMAT: **NOT REQUIRED** (if driver has endorsement, HAZMAT loads pay an additional 0.03 per mile)

Operating Area: VA, NC, SC (semi-dedicated, origin of NC/VA to locations in the SE, MW, NE, and TX. Backhauls preferred directly back to NC or VA, consistent miles, year round volume.

Tractor Assignment: Assigned Equipment

Freight Characteristics: 90% NO touch

100% Lumper reimbursed

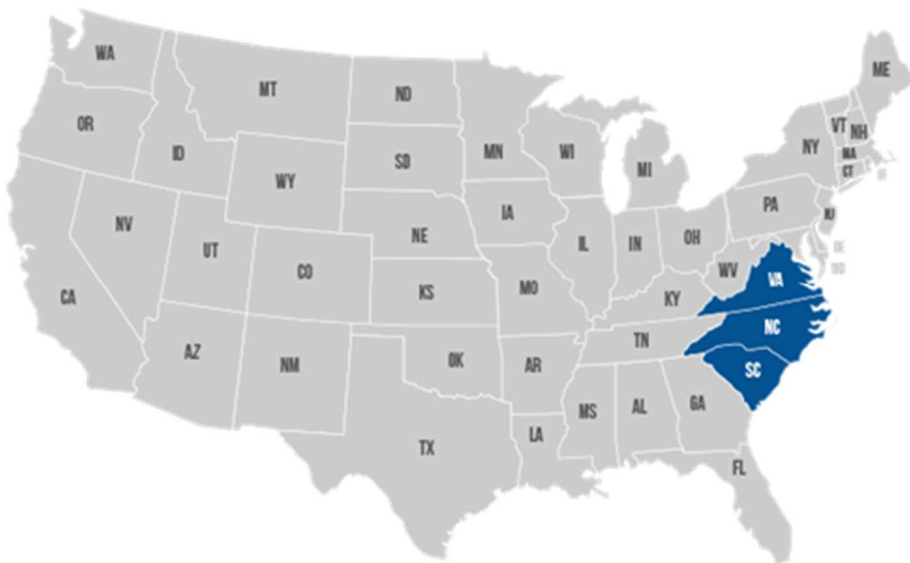
Mostly Drop and Hook

Average Miles per Week: 2,200 – 2,700 miles

Mileage Expectation: 2,500 per week

Dispatch Method: Forced dispatch. Assigned Dispatcher

HIRING AREA







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Celadon Flatbed Company Driver Pay

Experience Required:	1 year flatbed experience in past 3 years OR 1 year flatbed experience in lifetime
Base Pay:	\$0.48/mile
Equipment Charges:	Deposit of \$25/week up to \$1,000 (\$500 will be returned upon termination with all equipment returned in same condition given)
Accessorial Pay:	Tarp Pay: \$20 regular tarp/stop (TA record type) \$25 "hard" tarp/stop (TB record type)

HIRING AREA





PER-DIEM PAY EXAMPLE

Per-diem:

The current “per-diem” rate is 11 cents of the base rate. (The old rate was 8.5 cents) This means that our Fleet Members who choose the “per-diem” option will increase their net pay by almost 2 cents per mile above the traditional “non per-diem” rate. Already, over 60% of our Fleet Members have chosen the “per-diem” option.

Why less is more:

It is a common misconception pay decreases under the “per-diem” pay option. It is true that the total gross rate per mile reflected on a pay sheet will be reduced by 1.5 cents, but net (after tax) pay will be greater even though the gross (pre-tax) rate per mile is less. This is because no tax is paid on 11 cents of the mileage pay under the “per-diem” option. If “non per-diem” is selected; there is full withholding of tax on all wages. The reason for the 1.5 cent reduction is due to additional tax we incur by providing the “per-diem” option for our fleet members.

Examples of each option are detailed below:

Examples:

	<u>Solo</u>		<u>Team</u>	
	<u>“per-diem”</u>	<u>non “per-diem”</u>	<u>“per-diem”</u>	<u>non “per-diem”</u>
Base pay	\$.34	\$.34	\$.20 (\$.40 split)	\$.20 (\$.40 split)
Less “per-diem” (this is added back below)	- \$.11	- \$.00	- \$.055	- \$.00
Subtotal:	\$.23	\$.34	\$.145	\$.20
Celadon’s additional tax liability:	- \$.015	- \$.00	- \$.0075	- \$.00
Total base pay	\$.215	\$.34	\$.1375	\$.20
Estimated weekly miles	2500	2500	5000	5000
Total base pay	x \$.215	x \$.34	x \$.1375	x \$.20
Total Taxable wages	\$537.50	\$850.00	\$687.50	\$1000.00
Estimated taxes	- \$141.00	- \$222.00	- \$180.00	- \$260.00
Estimated Net pay from mileage	\$396.50	\$628	\$507.50	\$740.00
Estimated weekly miles	2500	2500	5000	5000
Add back “per-diem” mileage pay	→ x \$.11	x \$.00	→ x \$.055	x \$.00
Net “per-diem” pay	\$275.00	\$0.00	\$275.00	\$0.00
Estimated Net pay from mileage	\$396.50	\$628.00	\$507.50	\$740.00
Add Net “per-diem” pay	+\$275.00	+\$0.00	+\$275.00	+\$0.00
Total Net pay	\$671.50	\$628.00	\$782.50	\$740.00

SOLO

“per-diem”	\$671.50
non “per-diem”	- \$628.00
Net pay increase with “per-diem” =	\$43.50

TEAM

“per-diem”	\$782.50
non “per-diem”	- \$740.00
Net pay increase with “per-diem” =	\$42.50



Owner Operator/Lease Purchase Pay Options

All Percentage paid drivers will receive either their normal revenue pay OR up to \$0.94/loaded OTR mile – whichever amount is greater.

Standard Mileage Pay:

\$0.94/mile for all miles

Fuel Surcharged is based upon DOE average

No Fuel Surcharged Reimbursements on empty miles

Mileage Band/Weight:

Pay is based on sliding mileage band (loaded miles only)

Loads exceeding 40k lbs. will slide into the sliding scale weight column

\$0.94/mile – all empty miles

Fuel Surcharged is based upon DOE average

Mileage	Pay	40k Weight Incentive
0-99	\$1.04	1.16
100-199	\$1.02	1.12
200-299	\$1.00	1.08
300-399	\$0.98	1.04
400-499	\$0.96	1.00
500-599	\$0.94	0.96
600-699	\$0.92	0.94
700+	\$0.91	0.91

Percentage Pay:

60% of gross trip revenue for pick-up and delivery

60% on all accessories (stop pay, driver unload, etc.) and Fuel Surcharge from the customer

Full Maintenance:

60% of gross trip revenue for pick-up and delivery

\$941 weekly solo payment – \$1,685 weekly team payment

ALL 2012 & 2013 TRUCKS

If truck breaks down, driver gets another. Any DOT items that break are covers with no cost. Including tires and PM services.

Variable Pay:

60% of gross trip revenue for pick-up and delivery – including linehaul, accessories and fuel

2012 International ProStars: \$0.20/mile truck payment for 450,000 miles

2013 International ProStar: \$0.22/mile truck payment for 450,000 miles

Flatbed:

60% of gross trip revenue for pick-up and delivery

\$0.50/mile maintenance escrow

\$100/week for 35 weeks for securement gear (this is a buyout, *not* deposit)



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Lease Purchase Percentage Pay

Compensation: Carrier will pay contractor a percentage of the gross revenue including linehaul charges, accessorials and fuel surcharge which is calculated on per-trip bases as outlined below:

60% gross trip revenue for the pick-up and delivery

60% earned on all accessorials (stop pay, driver unload etc.) and fuel surcharge from the customer

Detention and lumper policies will remain as is

Contractor shall be paid for Celadon designated empty miles (equipment moves only, not deadhead miles under load dispatch) at the rate of \$.94 cpm without fuel surcharge. If asked to spot an empty trailer that is paid also at \$.94 cpm.

Toll Charges: All tolls are the responsibility of Contractor ** tolls are also built into rate of the load**

Additional Savings:

1. NO Cargo Insurance
2. NO Auto Liability Insurance
3. NO Trailer Rental

Revenue Share

With the percentage pay program drivers will receive either:

Normal revenue percentage + fuel **OR** up to \$0.94 per loaded OTR mile.

Whichever amount is the greater

Company to Lease: Contact DM, get routed to Indy and Ops will give you check off list. ***Can only switch in Indy***

When assigned to a load the information will come via Qualcomm as to what the load will pay them if there is a rate in the system. If there is no rate in the system an estimated rate will be provided.



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Celadon Full Maintenance Program

****If driver has less than 1 year's driving experience. Only eligible for Full Maintenance**

ALL 2012 AND 2013 TRUCKS

2012 Units And 2013 ProStars		2013 Trucks (Excluding 2013 ProStars)	
Solo Rate		Solo Rate	
\$394.00	Truck Payment	\$470.00	Truck Payment
\$505.00	Maintenance and Insurance	\$505.00	Maintenance and Insurance
\$42.00	Occupational Accident Insurance	\$42.00	Occupational Accident Insurance
\$941	Weekly Payment (260 weeks)	\$1,017	Weekly Payment (260 weeks)

Team Rate		Team Rate	
\$591.00	Truck Payment	\$670.00	Truck Payment
\$1,010.00	Maintenance	\$1,010.00	Maintenance
\$84.00	Occupational Accident Insurance	\$84.00	Occupational Accident Insurance
\$1,685	Weekly Payment (130 weeks)	\$1,764	Weekly Payment (130 weeks)

Driver is automatically enrolled in Quality's Tax Service. If not interested, contact Quality.

Solo: \$19 weekly

Team: \$84 weekly

- Less risk to the driver. If the truck breaks down he/she gets another. Any DOT items that break are covered with no cost to the driver.
- These trucks have had all of the updates, recalls etc. done on them and are road ready. The MaxxForce engines have earned a bad reputation, but all of the issues have been addressed.
- Well over 1 million of these trucks on the road today running safely and efficiently hauling freight.
- Full Maintenance covers the repairs on the MaxxForce if it breaks down. While the truck is down the driver is given another truck to continue to work. With a newer truck under warranty there is no "loaner" truck. They sit until repaired and in the hole financially with truck payments due.
- Full Maintenance also covers tires. New truck warranties do not. Full Maintenance covers PM Services. New truck warranties do not.



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Lease Purchase Variable Pay Program

Pays 60% of gross BOL for ON time pick-up and delivery

- Linehaul, accessorials and fuel
- Average gross profit \$1,000-\$1,300/week
- Percentage pay drivers in program will receive either their normal revenue pay or up to \$0.94/loaded OTR mile – **whichever amount it greater**
- No-cost trailer rental provided by Celadon to operate their business
- No forced dispatch; best productivity is usually around 14-21 days out with 3-4 days off
 - o Dry Van
 - o Temperature Controlled

2012 International ProStar

- \$0.20/mile truck payment for 450,000 miles

2013 International ProStar

- \$0.22/mile truck payment for 450,000 miles





Owner Operator Orientation to Dispatch Process:

Day 1:

Driver will attend orientation

Day 2:

When class goes to Quality, driver will go see Carol Gillespie and Elaine Russell in Permits (first building) ***driver must bring all required documents with them***

Day 3:

Once Driver is in Hired status, they must complete the following:

- Will see Lauren Hensley or Rachel Bunten in Leasing (upstairs near orientation) to sign operating agreement.

***Driver must have insurance documents before signing operating agreement**

- Carol and Elaine in Permits to get their plates and permits
- Kristy Delong in payroll to activate fuel card (insurance if needed)
- Take plates and permits to the Celadon's Shop Foremen to get in line for decals, Qualcomm installation and truck DOT inspected
- See Lauren and Rachel again to be seated in truck
- Meet Driver Manager
- See Dorm Window attendant for:
 - o PrePass
 - o Logbook
 - o Aircuff Lock
 - o Marco Card
 - o Trailer Lock
 - o Plastic Seals
 - o Trip Sheets



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O/O and Lease Purchase Accessorial Pay

Pay: 60% of BOL

Stop Off Pay: 1st - \$50, 2nd - \$75, 3rd (and up) - \$125

NYC Pay: \$150

Detention Pay: \$36 per hour after 4 hours
\$9 every 15 minutes
\$250 max per day

Pets: Must be registered with safety department

Wheel Base Length: 240 or less

Tractor Weight: 20,500 or less

Travel to Orientation: \$0.40/per miles (not paid if driver failed orientation)

Pay Method: Weekly/Per Mile

Home Time Guidelines: (Recommended) 2 Days off every 14 active

Operating Area: 48 Stats

Freight Characteristics: 90% No-Touch
100% Lumper Reimbursement
Mostly Drop and Hook

Trailers: 53ft company trailers

Averages Miles per Week: 2,500 – 3,000

Average Length of Haul: 1,000 miles

Dispatch Method: Assigned Dispatcher

Company Paid: Base Plate (after 1st year)
Permits
State Road Tax (not 2290)
Authorized Tolls (East of Pittsburgh, PA)

Bobtail Insurance: \$8.08 per week

Tractor Insurance: Fleet Rate (appx 4% of tractor value per year)

Workers Comp/Occ. Acc: Appx \$42.00 (varies by state)

Work Comp for Fleet Owner: Appx \$60 (varies by state)

Performance Bond: \$1,000



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Lease Purchase Flatbed

***Drivers must have 6 months verifiable flatbed experience in the last 3 years. Regional, Long Haul, and Dedicated Opportunities**

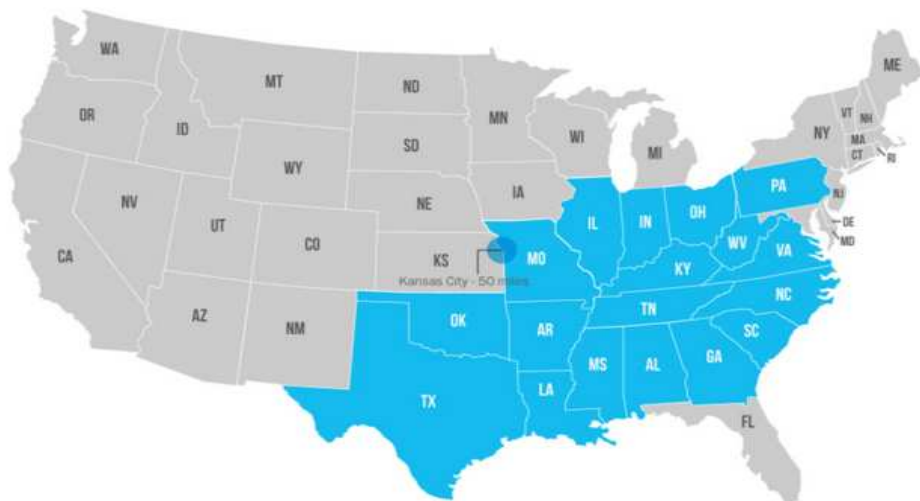
Lease Questions: Call Lease Purchase Hotline **866-793-2599**
Suggested Home Time Policy: 21 Days Out = 3 days off

Pay Package: Only Pay Package Available for Flatbed:
60% of BOL for Pickup/Delivery

Equipment: Provided by Quality Companies. It is a first come first serve process for selecting equipment. Inventory ranges from 2009-2016 models.

Additional Charges: Maintenance Escrow \$.05/per mile (capped at \$5,000)
\$100/per week for 35 wk for securement gear
***SECUREMENT GEAR BUYOUT IS NOT A DEPOSIT;
EQUIPMENT IS EITHER KEPT BY DRIVER OR
RETURNED AT INDY***
****Your hard hat, vest, glasses and gloves will be given
to you during securement training at no charge to you.**

HIRING AREA





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Quality Companies Tractor Pricing

Year	Make	Model	Solo Term	Solo Payment	Insurance Value	Insurance Weekly Payments
2006	All	All	208	\$ 300	\$ 39,000	\$ 26.08
2007	All	All	208	\$ 300	\$ 39,000	\$ 35.08
2008	All	All	208	\$ 300	\$ 46,000	\$ 45.08
2009	All	All	208	\$ 300	\$ 56,000	\$ 55.08
2010	All	All	208	\$ 350	\$ 62,000	\$ 64.08
2011	International	ProStar	260	\$ 395	\$ 55,000	\$ 74.08
2011	Freightliner	Cascadia	260	\$ 395	\$ 67,000	\$ 74.08
2011	Kenworth	T660	260	\$ 395	\$ 70,000	\$ 74.08
2011	Peterbilt	386	260	\$ 395	\$ 70,000	\$ 74.08
2011	Volvo	780	260	\$ 395	\$ 70,000	\$ 74.08
2012	International	ProStar	260	\$ 495	\$ 55,000	\$ 83.08
2012	Freightliner	Cascadia	260	\$ 495	\$ 78,000	\$ 83.08
2012	Kenworth	T660	260	\$ 495	\$ 81,000	\$ 83.08
2012	Peterbilt	386	260	\$ 495	\$ 81,000	\$ 83.08
2012	Volvo	780	260	\$ 495	\$ 81,000	\$ 83.08
2013	International	ProStar	260	\$ 545	\$ 66,000	\$ 93.08
2013	Freightliner	Cascadia	260	\$ 545	\$ 88,000	\$ 93.08
2013	Kenworth	T660	260	\$ 545	\$ 92,000	\$ 93.08
2013	Peterbilt	386	260	\$ 545	\$ 92,000	\$ 93.08
2013	Volvo	780	260	\$ 545	\$ 92,000	\$ 93.08
2014	International	ProStar	260	\$ 595	\$ 96,000	\$ 102.08
2014	Freightliner	Cascadia	260	\$ 595	\$ 99,000	\$ 102.08
2014	Kenworth	T660	260	\$ 595	\$ 103,000	\$ 102.08
2014	Peterbilt	386	260	\$ 595	\$ 103,000	\$ 102.08
2014	Volvo	780	260	\$ 595	\$ 103,000	\$ 102.08
2015	International	ProStar	260	\$ 695	\$ 112,000	\$ 112.08
2015	Freightliner	Cascadia	260	\$ 695	\$ 116,000	\$ 112.08
2015	International	LoneStar	260	\$ 695	\$ 119,000	\$ 112.08
2015	Kenworth	T680	260	\$ 695	\$ 119,000	\$ 112.08
2015	Kenworth	W900	260	\$ 695	\$ 119,000	\$ 112.08
2015	Peterbilt	579	260	\$ 695	\$ 119,000	\$ 112.08
2016	International	ProStar	364	\$ 695	\$ 151,000	\$ 112.08
2016	Freightliner	Cascadia	364	\$ 695	\$ 157,000	\$ 112.08
2016	Kenworth	T680	364	\$ 695	\$ 157,000	\$ 112.08
2016	Kenworth	W900	364	\$ 695	\$ 159,000	\$ 112.08
2016	Peterbilt	579	364	\$ 695	\$ 159,000	\$ 112.08
2016	International	LoneStar	364	\$ 695	\$ 161,000	\$ 112.08

****TEAM PRICING – DOUBLE THE PAYMENT AND HALF THE TERM****



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PASSENGER AUTHORIZATIONS

Driver can request authorization from the company to allow an **IMMEDIATE FAMILY MEMBER** (minimum age 16) to ride as a passenger on their truck, immediately following orientation for a maximum of 3 months. For the months of May through August passengers 12 to 15 years of age are allowed for a maximum of 90 days. During the school season (September through April), passengers 12 to 15 years of age will be allowed a 1 week authorization during school vacations.

Rider must meet the following criteria:

- Fleet members must be a participant in driver's Celadon Health Insurance Program with family coverage, or provide documented proof of equivalent coverage.

For Minor Children:

- The Custodial Parent must sign the release forms. In the case of divorced parents, the Fleet Member must provide Celadon with court documents identifying the Custodial Parent. Fleet members will be charged \$7.00 a week or any part thereof as an administrative fee for this authorization.

Rider MUST have a picture ID and one other form on ID on them at all times

ONLY ONE OF THE FOLLOWING FORMS MAY BE USED AS A SECOND FORM OF ID.

- Certified Birth Certificate
- Passport
- US Government Visa
- Permanent Resident Document
- Border Crossing Permit
- Citizen Document Number
- Certificate of Naturalization
- Reentry Permit
- Refugee Travel Permit



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Fleet Member Referral Program

(Subject to change without notice)

- To be eligible for referral program you MUST be employed by Celadon at time of referral.
- A referral for an Over the Road driving position will be \$750.00 per driver - \$250 will be paid once the new Fleet Member takes the first dispatch following completion of Orientation. The final \$500 will be paid upon completion of 90 days of Celadon employment as long as both Fleet Members are in good standing at that time.
- A referral for a Local position will be \$100 - \$50 following first day clocked in and \$50 following 90 days of Celadon employment providing both Fleet Members are still in good standing at that time.
- **No Rehires** will be considered for this program.
- Celadon will pay a team sign on bonus if both drivers were gone more than a year.
- No new Fleet Member who will be teaming with an existing Fleet Member will be considered for this program.
- Celadon Canada Fleet Members will be paid in Canadian currency.
- The referring Fleet Member's name must be listed on the paperwork that either the Recruiter or Processor receives prior to the referred driver being scheduled for Orientation. **NO EXCEPTIONS!**
- To qualify for the payments, both Fleet Members must be driving for Celadon at the time payment is due.
- This program has been in effect since September 27, 2001. It is subject to change without notice.



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Trainer Pay Program

Trainers can earn an additional \$400/month for Company Drivers and \$800/month for Lease Drivers at MINIMUM.

Trainer Pay

Trainers are paid \$100.00 to attend a one day class; "Train the Trainer" class in Indianapolis. Trainers are paid for ALL miles that the truck drives including all miles driven by the student while in team status. Unless they are paid LP Percentage and only the Weekly Bonus will apply while seated with a Trainee on their Truck.

Company Mileage

- **Level T1:** 0-2 = \$100/wk. + (mileage rate x miles driven by truck)
- **Level T2:** 3-5 = \$150/wk. + (mileage rate x miles driven by truck)
- **Level T3:** 6-9 = \$200/wk. + (mileage rate x miles driven by truck)
- **Level T4:** 10+ = \$250/wk. + (mileage rate x miles driven by truck)

*Bonus has a ceiling of \$250

Lease or O/O Mileage

- **Level T1:** 0-2 = \$200/wk. + (mileage rate x miles driven by truck)
- **Level T2:** 3-5 = \$250/wk. + (mileage rate x miles driven by truck)
- **Level T3:** 6-9 = \$300/wk. + (mileage rate x miles driven by truck)
- **Level T4:** 10+ = \$350/wk. + (mileage rate x miles driven by truck)

*Bonus has a ceiling of \$350

Local Trainer Pay

\$3.00 more per hour while trainee is on board.



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Pet Authorization Policy

Celadon/Osborn/Eagle driver must agree to all restrictions and conditions below:

- Approved pet shall not weigh more than 50lbs. 1 (One) Dog or cat permitted on truck only. No other types of animal are permitted. Any animal exhibiting aggressive behavior in the judgment of the company must be removed from the unit immediately.
- Agree to allow company representatives to enter and inspect assigned tractor to check the condition of the units and promise to reimburse Celadon in full for costs associated with repairing/replacing any damage to any part of a tractor, trailer, or other Celadon property caused by the pet.
- Agree to, and authorize Celadon to deduct from driver's payroll or settlements the total cost of such repair/ replacement of the damage done to Celadon property by pet.
- Will display the required Authorized Pet decal on the tractor as instructed.
- Will be responsible for and obey all local, state, and federal, and county laws pertaining to animals.
- Will carry and provide Celadon with a current up-to-date rabies certificate signed and dated by a veterinarian. If the animal is less than 3 months old the animal will be in good health as certified by a veterinarian, then after 3 months will provide a proper rabies certificate.
- Will not take the pet into customer, Celadon or Celadon affiliate office buildings or other inside areas.
- Will promptly and properly dispose of any pet waste/fecal matter (be it in the truck or on the grass, sidewalk, or other property of Celadon/Customer) in a trashcan.
- If the pet is a dog and outside of the truck, agree to keep the dog on a leash whenever it is on the property of Celadon, a Customer or any Celadon affiliate.
- Understand fully and agree that a pet does not change any responsibilities as a Celadon driver. This includes job performance, such as pick-up and delivery on time, time off, load assignments, and similar items.
- Agree to release from liability, indemnify and hold harmless Celadon or any Celadon affiliate and its officers, employees, agents and insurers for any loss, damage, injury, liability, expense, cost, including reasonable attorney's fees, fines, penalties, actions and claims, including, but not limited to, claims for injuries to persons, including myself, for damage to equipment, and for damage to third parties, resulting from or arising out of ownership or possession of any such pet. Also further agree that the possession or any act of caring for or maintaining said pet is not within the scope of driver's employment or contract with Celadon, nor is it in furtherance of any business of Celadon. Understand that any necessary transportation or boarding of my pet, and any associated costs, outside of my assigned unit, will be driver's responsibility.
- This agreement, including, but not limited to, the release, indemnification, and hold harmless provision, shall be binding upon driver as well as driver's family, estate, heirs and assigns.
- This Agreement shall be interpreted under the laws of the State of Indiana, without giving effect to its conflict of laws provision, and any actions arising under this agreement or the subject matter thereof must be brought in Indianapolis, Indiana.
- A non-refundable cleaning fee of \$150 will be deducted from driver's paycheck in four consecutive installments of \$37.50, starting with driver's third paycheck.
- A security deposit of \$150 will be deducted from driver's paycheck in four consecutive installments of \$37.50, starting with the third paycheck. This deposit is refundable upon termination pending no damage/maintenance is required due to pet.