



**VENTURE LOGISTICS/OLIVER TRUCKING
2007 Summary of Benefits**

Vacation & Holiday Schedule		Allotted Time	
Vacation	Hourly Drivers	After 1 Year of Service	40 Hours
		After 2 Years of Service	80 Hours
		After 5 Years of Service or Greater	120 Hours
	Mileage-Based Drivers	PTO2GO Program	
	Full-Time Non-Drivers & Hourly Drivers	After 6 Months to 1 Year of Service	40 Hours
		1 Year to 5 Years of Service	80 Hours
		After 5 Years of Service or Greater	120 Hours
Benefits		Coverage Levels	
Welfare Plan Medical, Dental & Vision	Full Time Drivers	1st of month following 90 days of start date	
	Full Time Non-Driver Employees	Eligible 1st of month following hire date	
Ancillary Plans Disability, Life and 401K Eligibility- Full Time Employees only	Full Time Employees		
	Voluntary Life Insurance	Election in \$10,000 increments	
	Dependant Voluntary Life Insurance	Spouse- in \$5,000 increments Children- flat rate	
	Long Term Disability	60% of wages after 90 days Pricing based on age/salary	
	401K Employee Contribution	Voluntary pre-taxed contributions	
401K- Employer Contribution	Annual company discretionary match		