



## Pricing/Payment to Drivers

This section is to help the driver understand what he/she is being paid for each delivery and when they can expect to receive payment for that delivery. Pricing for all deliveries is predetermined by zip code. Pricing is set by Zone and for Mileage for deliveries over 70 miles zip to zip. Every zip code has been put into a zone based on the Zip to Zip mileage using the Airport Zip Code and the Delivery Zip Code. Zip Centers are used and represent the most populated area of a zip code. If a Zip to Zip center is 8.2 miles, then that delivery would be zone A. Zones are set up in 10 mile increments as follows:

Zone A is 0 -10.4 miles,

Zone B is 10.5 – 20.4 miles,

Zone C is 20.5 – 30.4 miles,

Zone D is 30.5 -40.4 miles,

Zone E is 40.5 – 50.4 miles,

Zone F is 50.5 to 60.4 miles and

Zone G is 60.4 – 70 miles.

Anything zip to zip center over 70 miles is considered mileage and the actual zip to zip mileage is used to calculate the payment. No changes to these prices are allowed. Payment for each delivery is made based on the zip code entered so making sure the zip code is correct is important and something the driver should do for every delivery (sometimes the passenger gives the wrong zip code or just doesn't know it and the BSO agent will enter "00000" rather than look it up.) When you see this, either correct it yourself on the WMS APP or contact your district manager so he/she can make the necessary corrections for you. Drivers are paid the predetermined Zone Pricing for the zip code entered regardless of the distance they drive. The more deliveries you have, the more you make. The fewer you have, the less you make. While this may not seem fair when you only have 1 delivery, it is more than fair when you are taking multiple deliveries to the same town. The average of both should make your efforts worthwhile over time. Pricing by zone is different at each site so review your sites pricing with your district manager. Any questions/concerns should be addressed with your District Manager. We also provide you a "Payment Schedule" which can be found at [www.sandhillsdelivery.com/contractor.html](http://www.sandhillsdelivery.com/contractor.html). When reviewing this, put a ruler on the pay date you are reviewing, and review the date ranges by airline for that pay date. This is estimated due to each airline paying out at different schedules so understanding this up front is critical to understanding how much you can expect to be paid during your first 2 months on the job. Driver payouts (i.e. percentage of Delivery Revenue) varies from site and will be provided to you at time of hire and documented with the Contractor

Agreement you signed prior to your start date. If you have any further questions on pay dates or what to be paid, please discuss this with your district manager .

An example of what the zones look like:

