

Drive with a team that has been leading the way since 1985.

If you're looking for steady lanes, predictable weeks, and fair pay for the full job (not just miles), Trappers is built for you.

At Trappers, the focus is simple:

- Keep you moving with planned freight
- Pay you for the full job—not just miles
- Run consistent, predictable lanes

That's how drivers build real income over time without chasing the next rate.



MILES

Secure, contracted long-haul volume month to month.

SINGLES

~10,000–12,000
MILES/MONTH

TEAMS

~18,000–21,000+
MILES/MONTH

FREIGHT & LANES

Consistent long-haul volume month to month.

- Winnipeg–Vancouver and Winnipeg–Toronto (temperature-controlled)
- Cross-border mix: **Western Canada** and **U.S. Midwest**
- Structured runs (not random dispatching)

WEEKLY FLOW

A consistent rhythm with loads planned ahead.

- Planned dispatch with a backhaul strategy
- Less last-minute scrambling; more predictable weeks

ADDITIONAL BENEFITS

- Full set of company fuel cards
- Workers compensation
- Tolls, permits, and scales
- Heavy Vehicle Tax
- Fuel subsidy
- Isaac Instruments ELD with Dashcams
- Consistent miles/loads
- Emphasis on health and safety
- Award winning corporate culture
- Heavily discounted tire program for personal vehicles
- Drivers lounge open 24/7 with full service laundry, internet, cable TV, and more
- On-site maintenance facility with competitive hourly shop rates
- Referral bonus program
- Purchase orders available
- Attractive health benefits plan available
- Driver recognition programs
- Years of Service Awards and Safety Awards

Company Driver – USA Fleet

PAY OVERVIEW

Effective: May 05, 2026

1. Mileage

(CDN miles unless noted)

EXP	SINGLE	US	TEAM	US
Start	\$0.50	+0.12	\$0.30	+0.12
1 yr	\$0.51	+0.12	\$0.31	+0.12
2 yrs	\$0.52	+0.12	\$0.32	+0.12
3 yrs	\$0.53	+0.12	\$0.33	+0.12

Premiums: US **+\$0.12/mi** • Mountain (when applicable) **+\$0.05/mi**

2. Typical monthly miles

SINGLE DRIVERS	TEAM DRIVERS
~10,000–12,000	~18,000–21,000+

3. Safety bonus (per mile)

(Based on safety/performance metrics)

PERIOD	BONUS
First 6 months	+\$0.015 / mile
Next 6 months	+\$0.0225 / mile
Ongoing (after 12 months)	+\$0.03 / mile

Team mileage premium: Additional +\$0.03/mi when exceeding 18,000 miles/month (teams and super singles)

4. Multi-drop compensation

(In addition to mileage; offsets productivity impact)

ROUTE	PAY
Wpg to Minneapolis, MN	\$200
Wpg to Brooklyn, NY	\$150
Wpg to Wheatley, ON	\$150
Wpg to Paterson, NJ	\$100
Wpg to Chicago, IL	\$100

5. Accessorial pay

- ➔ **Picks/drops (live):** \$20
- ➔ **Waiting time:** \$20
- ➔ **Layover (24+ hrs):** \$150
- ➔ **Meat inspection:** \$30
- ➔ **City work:** \$25/h

6. Other pay & benefits

- ➔ Referral program
- ➔ Paid orientation
- ➔ Overtime per ESDC
- ➔ Bi-weekly direct deposit
- ➔ Benefits after 90 days
- ➔ U.S. drivers: travel insurance (immediate)

How total pay is calculated: Total earnings = mileage pay + safety bonus + accessorial pay + route-specific compensation. Designed to pay for the full scope of work—not just miles driven.