

## 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

Consistent 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
- Discount Fuel Price
- Heavy Vehicle Tax
- 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
- 90% of freight is contractual long term

## Owner Operator – Container Fleet

### PAY OVERVIEW

Effective: May 05, 2026

#### 1. Mileage

CATEGORY	RATE
Base Rate	\$1.30 / mile
AB-BC Short Lane Premium	+\$0.15 / mile
Mountain Premium	+\$0.45 / mile

**Teams:** Base \$1.40 / mile (same premiums apply)

**Fuel subsidy:** Pay is determined by an industry formula. Current rates are updated on our [Resources webpage](#).

#### 2. Typical monthly miles

LANE	SINGLE	TEAMS
MB – BC – MB	~12,200	~21,200
AB – BC – AB	~10,800	—

#### 4. 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 / mile when exceeding 18,000 miles/month.

#### 5. Cost Structure Support

- **Licensing & insurance:** 100% covered at 9,000+ miles (teams: 18,000+); \$500 shared cost below threshold; \$995/month if inactive
- **Insurance deductible:** \$2,500 per loss (max \$5,000)

#### 6. Accessorial pay (Full Job Compensation)

- **Picks & Drops:** \$32 each
- **Port deliveries (Lower Mainland BC):** \$32
- **Waiting time:** \$27
- **City work:** MB/SK: \$35/hr • AB: \$45/hr • BC: \$55/hr
- **Layovers (after 24 hrs):** \$150

#### 7. Other pay & benefits

- Workers compensation premiums covered
- Satellite/GPS system provided
- Full company decal package
- Direct deposit
- Paid orientation
- Driver referral program

**How total pay is calculated:** Your profitability comes from: mileage + premiums; fuel subsidy; accessorial pay; and the cost-sharing structure. This model is designed for consistent utilization and long-term profitability.