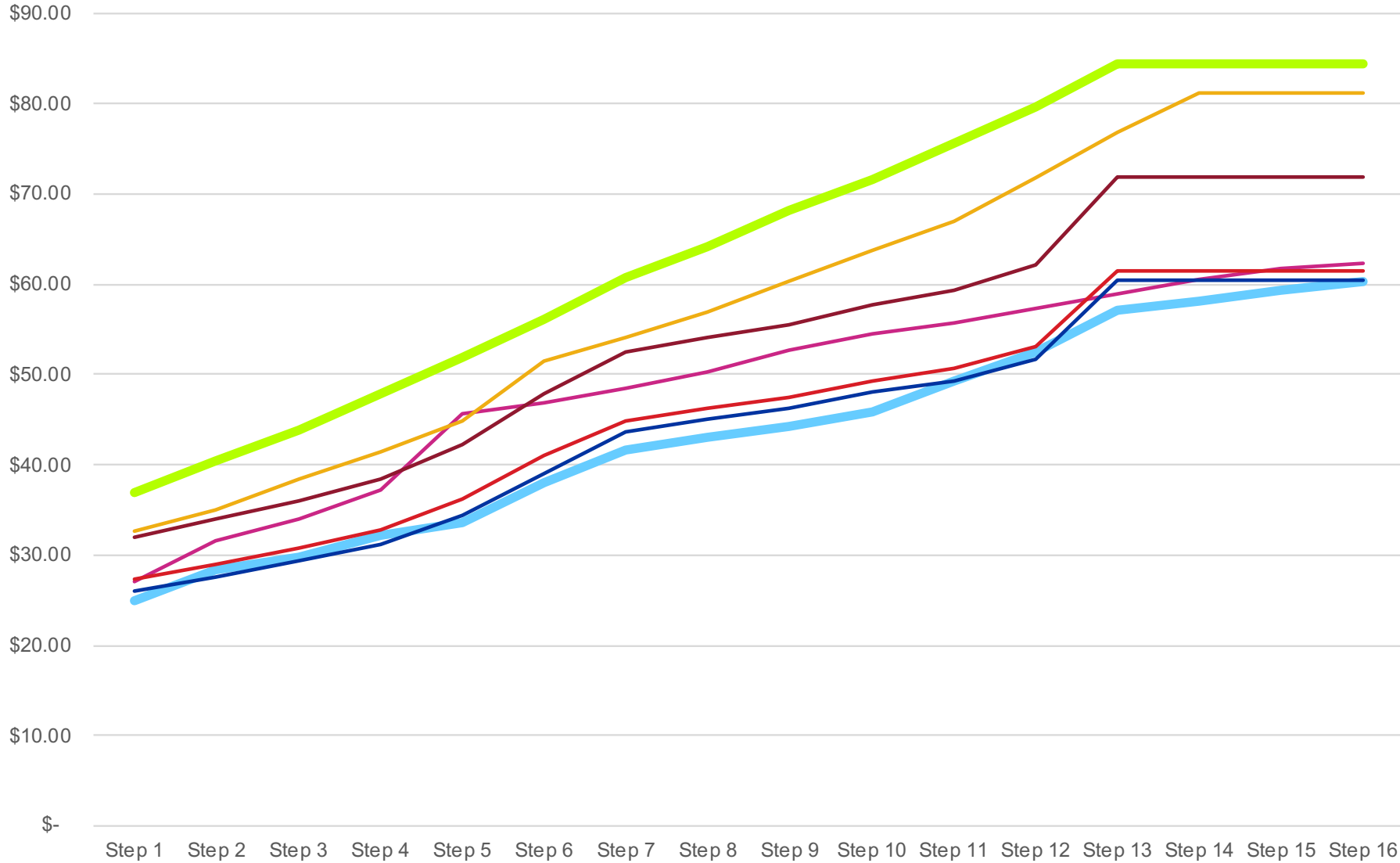


# PAY RATE COMPARISON IN TFP 04.25.2024



\*Carriers using hourly pay have been converted to TFP for purposes of comparison using 1: 1.11