



## Apprentice Driver Training Program

### Eligibility:

A minimum of 6 months recent tractor trailer experience, 23 years of age, no accidents or citations while driving a commercial vehicle, meets all other minimum loss control guidelines, live within a 75 mile radius of Lewisburg, Ohio or Fort Recovery, Ohio.

### Daily Compensation:

\$100.00 per day while in training.

### Length of Apprentice Training:

240 hours of classroom and in-cab instruction. Total training includes 40 hours of classroom orientation and safety training, 200 hours of in-cab instruction with a certified instructor and a final review and release by the safety department.

### Instructor Assignments:

Apprentice drivers will be assigned to an instructor for each week of training. Work assignment will be determined by your individual past experience and may include long trips, short trips or local work. Every effort will be made to return to the home terminal daily however when not possible, overnight layovers in truck or motel may be required.

### Apprentice Solo Evaluation Period:

Upon Completion of the Training Program, the Apprentice Driver will be assigned to short haul trips for up to 90 days. Length of the solo evaluation will be determined by each individual's performance and skill.

### Apprentice Solo Pay Plan:

Once the apprentice driver is released into solo operations, the apprentice driver will choose pay plans and be assigned to work based on company needs and position availability. The apprentice driver will be paid at the normal pay plan rate for the plan they choose. Upon reaching one year experience, mileage pay will increase to the normal mileage rate for a driver with one year experience.

### Hiring Bonus:

\$600 bonus paid upon completion of 1 year of service.

### Home Weekends:

Apprentice drivers will be home weekly while in training and after. All drivers are home at least weekly and depending on work assignments and residence, home more often!

(Effective March 1-2008)