

Driver Training Program - Veteran (No Experience)

Pre-CDL Education & Training (Two Month Phase)

- A. Veteran attends driving school at Georgia Northwestern Technical College funded by VA Benefits or HOPE. Chattanooga State is also an approved school.
- B. Trainee receives 8 hours of pay per day while attending school (\$17.32 per hour).
- C. Upon completion, trainee receives the certificate and takes the CDL Test.
- D. Passing candidates will report to Transportation for the initial Road Test; failing candidates will be reported to Talent Acquisition to be considered for any vacancies.

Phase 1 (Eight Week Phase)

- A. The trainee completes New Driver Orientation, Smith System training, Hours of Service training, Map Reading, TreadOne Modules, Pre-Trip/Post-Trip Inspection training, and spotting trailers on Shaw grounds for two weeks.
- B. After the two-four weeks, the trainee can drive locally in *Dalton only* (with Local Trainer).
- C. A second Road Test will be conducted after four weeks in Phase “1” to determine progress. If additional time is needed in Local, a third Road Test will be conducted after the determined number of additional weeks. Trainees unable to successfully complete this Road Test will be reported to hourly Talent Acquisition to be considered for any vacancies.
- D. Trainee completes weekly Tread One Modules during this phase.
- E. Trainer and Management will give approval for the driver to move to the next phase.

Phase 2 (Four Week Phase)

- A. Trainee will perform driving functions outside of the Dalton area making multiple deliveries each day to gain necessary skills for driving in heavy traffic.
- B. Trainee completes weekly Tread One Modules during this phase.
- C. Trainer and Management will give approval for the driver to move to the next phase.
- D. Trainee evaluates trainer.

Phase 3 (Six Week Phase)

- A. Trainee begins Single Linehaul run with a trainer for a minimum of 15,000 miles.
- B. Trainer receives trainer pay.
- C. Trainee receives Single mileage rate (39 cents/mile) and per diem pay (8.5 cents/mile).

- D. Trainee completes bi-weekly Tread One Modules during this phase.
- E. Trainer and Management will give approval for the driver to move to the next phase.
- F. Trainee evaluates trainer.

Phase 4 (Six Week Phase)

- A. Trainee begins Linehaul Team run for a minimum of 50,000 miles.
- B. Trainee receives Team mileage rate (51.5 cents/mile, split) and per diem pay (11.5 cents/mile, split).
- C. Trainee completes bi-weekly Tread One Modules during this phase.
- D. During each phase each trainee will be monitored using PeopleNet, to include hard breaks and speeding events.
- E. Trainer and Management will give approval for the driver to move to the next phase.
- F. Trainee evaluates trainer.

Phase 5 (Final Evaluation)

- A. A final Road Test is administered by the Lead Driver Trainer.
- B. A member of management completes a ride-along with the new Driver.
- A. The Driver runs team for one year and cannot utilize seniority for a bid. After one year, driver can bid for a specific LH run. Driver can bid for a position out of the LH group after two years.

Times and mileage requirements listed in each phase are minimums.

I understand the training requirements and pay scale for the Shaw Driver Training Program.

Signature

Date