

Driver Training Program – Veteran (One Year+ Military Experience)

Phase 1 (Two to Four Week Phase)

- A. Veteran (Trainee) who does not have a Class A CDL will receive 8 hours of pay per day during the test preparation phase of training (17.32 per hour).
- B. Trainee studies and prepares for the permit test for two weeks.
- C. The trainee completes New Driver Orientation, Smith System training, Hours of Service training, Map Reading, TreadOne Modules, and Pre-Trip/Post-Trip Inspection training. *(Veteran with a Class A CDL begins training here).*
- D. Following orientation, the trainee can drive locally with Local Trainer.
- E. Trainee completes weekly Tread One Modules during this phase.
- F. Training will need to take place in a manual transmission tractor.
- G. Trainer and Management will give approval for the driver to move to the next phase.

Phase 2 (Two 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. A Road Test will be conducted prior to moving to Phase 3.
- D. Trainer and Management will give approval for the driver to move to the next phase.
- E. Trainee evaluates trainer.

Phase 3 (One Month Phase)

- A. Trainee begins Linehaul Single 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 (One Month Phase)

- A. Trainee begins Linehaul Team run for a minimum of 20,000 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. Trainer and Management will give approval for the driver to move to the next phase.

- E. During each phase each trainee will be monitored using PeopleNet, to include hard breaks and speeding events.
- 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.

Time 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