



## **Congratulations! You've just taken the first step toward a great future!**

Thank you for contacting CRST International. for career information. We are extremely proud of our company's reputation which exceeds 60-years and believe that our success can be attributed to the professional drivers we employ and the excellent staff and management team which cares about our drivers. CRST International is the nation's largest team carrier and has been recognized as one of the top dry van trucking companies in America. We are committed to hiring qualified individuals who are dedicated to driving safely and meeting the needs of our customers.

### **Minimum Qualifications**

1. You must be at least **21 years old**.
2. You must pass a DMV/D.O.T. (Dept. of Transportation) physical and a pre-employment drug screen.
3. You must have a good driving record and have been licensed in the United States for a **minimum of 18 months out of the last 3 YEARS**.
4. All criminal convictions are reviewed on a case-by-case basis and are all reviewed by management.

Advantages to driving in a team environment:

- Both drivers can earn a higher income than if they were driving solo
- Able to run more miles, giving you more confidence as you gain more experience
- Safer because you have another set of eyes and ears in the truck
- Co-driver to assist you with trip planning, navigating and sharing the workload

Full Driver Benefits include:

- Medical coverage (Medical Bridge, followed by Blue Cross at 60 days)
- 401k retirement plan after only 90 days
- Paid vacations
- Blue Shield PPO including dental and vision,
- Free life insurance
- Twice-a-week paydays for Expedited
- Per Diem tax benefit
- Internet payroll access

## CONTRACT STUDENTS

CRST is the nation's largest team carrier and trains thousands of new drivers every year. We train students to become professional drivers better than anyone else. We take great pride in bringing many new professional OTR drivers into the industry each year. We contract with multiple independent driver training schools across the country and we are operating our own driving school located in Cedar Rapids, IA.

After graduating from school, you will attend a 3-4-day Orientation program at one of CRST's terminals to prepare you for your actual training on the road. When you graduate from Orientation, you will be matched with a CRST Lead Driver (trainer). This is the hands-on finishing program that provides actual on-the-job training. You will move freight across the nation's roads and highways, develop your skills and knowledge, and experience life on the road. After training you will be set up with a co-driver and go on the road for up to 2 weeks then go home for up to 5 days.

You have three choices regarding who pays for your training: Our company-sponsored training (we will pay the full tuition, in exchange you sign a 10 month contract), our pre pay option (you pay the tuition, in full, upfront, no contract), or if you are a military veteran with GI Benefits available you may use those. Each has its advantages.

### **1. Company-sponsored training to get your CDL with an 10-month contract**

If you need to obtain your class A CDL, but lack the funds to do so, we offer an outstanding company-sponsored training program. With no credit checks! In return, we ask that you work for CRST Expedited for ten months. You will sign a 10-month contract and become a CRST "contract" student. CRST will **not** deduct the cost of your training tuition from your paychecks.

#### **Payroll Deductions to Expect**

The items listed below are paid for by CRST up front. These items are only for costs associated with school. Paycheck deductions will begin after your sixth week of employment with CRST. Your total payroll deductions will not exceed \$40 per week for all of these items combined.

- a. Bus Ticket to school - This cost depends on the distance traveled. If you provide your own transportation, there will be no deduction.
- b. DOT Physical and drug test. The total cost is \$100
- c. Lodging - The average cost is \$165 per week. If you do not use our lodging, there will be no deduction.

## 2. **Prepayment plan to get your CDL with no contract and a higher starting rate of pay!**

Another option to obtain your CDL is to prepay your training costs. In return, you do not have to sign any contract and you will start driving at a higher rate of pay than a contract student. (You would be a “non-contract” student.) The prepayment amount is \$6,500 and must be paid prior to starting orientation by money order, or it may be charged to a credit card. Under this plan, you **do not** have to pay for transportation to school, for the physical or for lodging. You do have to pay for any CDL permit or licensing fees.

## 3. **Pay to get your CDL using your Post 9/11 GI Bill Benefits! (For U.S. veterans only)**

This option allows veterans who are eligible for Post 9/11 G.I. Bill Benefits to utilize those educational benefits to cover the cost of training and housing, thus eliminating the need to sign a pre-employment contract with CRST. CRST’s Heroes on the Highway Program also offers eligible veterans a higher rate of pay, based off of total years of Military Service.

### Preparing to Go to A CRST Contract School

You must have the following **IMPORTANT DOCUMENTS** with you:

1. **Valid United States Driver’s License**
2. **Valid Social Security Card** (Must be original and in good condition, copies not accepted)
3. **Acceptable immigration documentation** if you are not a US citizen
4. **Any employment documentation required to complete the CRST Expedited driver application** (unemployment records, tax forms for self-employment, notarized letters, etc. These documents are very helpful for the Referencing Department during the hiring process.)
5. **Voided Check** for transfer to your bank accounts, if you want to do direct payroll transfer. (If you do not have a void check, you can use a letter from your bank, on bank letterhead, containing the name of the account holder, account number, and the bank routing number.)
6. **Original (with raised seal) or certified copy of Birth Certificate or Passport** (No copies)

How much **MONEY** should I bring?

1. **Meals** - our contract schools provide breakfast and lunch free of charge (M-F).
2. **Miscellaneous** (all other personal purchases such as toiletries, laundry, etc)
3. All **licensing fees** (permit and CDL) are paid in full by CRST.

# Driver PayScale

**Contract Students:** This pay scale applies to contract students in the CRST sponsored training program.

Length of Experience	Split Mileage Pay Scale	3,000 miles/wk	4,000 miles/wk	5,000 miles/wk
Month 0	\$0.30	\$450	\$600	\$750
Month 1	\$0.31	\$465	\$620	\$775
Month 2	\$0.32	\$480	\$640	\$800
Month 3	\$0.33	\$495	\$660	\$825
Month 4	\$0.34	\$510	\$680	\$850
Month 5	\$0.35	\$525	\$700	\$875
Month 6	\$0.36	\$540	\$720	\$900
Month 7	\$0.37	\$555	\$740	\$925
Month 8	\$0.38	\$570	\$760	\$950
Month 9	\$0.39	\$585	\$780	\$975
Month 10	\$0.40	\$600	\$800	\$1,000
Month 11	\$0.41	\$615	\$820	\$1,025

*Note: At the 12<sup>th</sup> month, all drivers fall under the Experienced Pay Table. (see below)*

**. How and when do I get paid?**

Drivers are paid on Friday's through the COMDATA system. COMDATA is a financial services company that manages our transactions. You will be issued a COMDATA card to use when refueling (which CRST pays for) and we will deposit your earnings directly into your COMDATA account. This system allows you 24 hours/7 days a week instant access to your payroll funds. Statements of earnings can be found on our pay website. Additionally, while you are out on the road, you will be able to call a toll-free CRST number to find out the amount of each paycheck that was deposited to your COMDATA account. Further, you can view each of your CRST pay statements via the internet at [www.crstpay.com](http://www.crstpay.com).