



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

Experienced Drivers:

If you have recent OTR experience, you will go directly into Orientation and then on the road with a co-driver. If you have other truck driving experience, we may or may not send you on the road with a lead driver. Your level of pay and whether or not you will need a lead driver, will depend upon a number of factors, including the type of equipment you have been driving, how recent your experience is, whether it was local, regional, or OTR, and if it included driving in mountains, winter weather, and metropolitan areas.

Your experience is most likely different from every other driver, and how much credit we give you for your experience will be evaluated on a case-by-case basis. We generally give 100% credit for previous OTR time; 50% for regional experience; and 25% for local driving experience.

Preparing For Orientation

As a recent truck school graduate (contract student or non-contract student) or an experienced driver, you will attend our Orientation. Your Orientation will consist of 2 days of learning CRST policies and procedures, including a road test. Orientation starts every Monday at each terminal (and on Wednesday at the Jacksonville location and Wednesday at the Cedar Rapids location).

Please remember that all drivers are expected to immediately start driving with either their lead driver or co-driver following Orientation.

To find out which Orientation site you will be attending please ask one of our recruiters or you may refer to the Orientation checklist on our website www.joincrst.com. If you have any questions before or during Orientation please contact us.

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 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.)

Experienced Drivers: This pay scale applies to experienced drivers who do not require tuition reimbursement assistance and who do not need OTR training with a lead driver.

Length of Experience	Split Mileage Pay Scale	3,000 miles/wk	4,000 miles/wk	5,000 miles/wk
Month 3-6	\$0.40	\$600	\$800	\$1,000
Month 7-11	\$0.41	\$615	\$820	\$1,025
Month 12-17	\$0.42	\$630	\$840	\$1,050
Month 18-29	\$0.43	\$645	\$860	\$1,075
Month 30-41	\$0.44	\$660	\$880	\$1,100
Month 42-53	\$0.45	\$675	\$900	\$1,125
Month 54-71	\$0.46	\$690	\$920	\$1,150
Month 72-95	\$0.47	\$705	\$940	\$1,175
Month 96+	\$0.48	\$720	\$960	\$1,200

Train Your Partner Program

Are you an experienced driver with a spouse, relative or friend that wants to learn how to drive a truck? Through our Train Your Partner Program, your partner can get their CDL training sponsored by CRST while you train them on the road in one of our trucks. We also have a special pay promotion for the Train Your Partner Program. Normal contract students coming out of school earn \$.30 per mile when on the truck. With this promotion, the partner/student comes in as a 6-month level driver and earns \$.40 per mile!

This is how it works:

- Your partner goes through our company paid school program to get his or her CDL.
- You go through our Lead Driver course after completing our standard orientation. The course is 1½ to 2 days, where you will learn our policies and procedures for training drivers.
- You go out and train your partner for 21-28 days while getting Lead Driver pay.
- You head out as a co-driver team, where you will be out for up to 2 weeks followed by 5 days home.

How to Become a Lead Driver

If you are an experienced driver with a desire to earn more money and to help new truck school graduates learn what it's like to be an OTR driver, you may qualify to be a lead driver (trainer). If you qualify, you will take a recent graduate on the road for 28 days of on-the-job training, and then you would take 4 days off at home. You would then repeat the cycle and would train approximately 9 to 10 students per year. This is a very rewarding position at CRST and you can earn substantially more income.

To qualify, you would need to have a minimum of 6 months of OTR experience. This must include four months of winter driving in the last twelve months, to include driving OTR between the months of November and March. You also need the approval of our Operations and Safety Departments. Once approved, you would attend a brief Lead Driver Class where we would teach you how to train a student with a new CDL.

Some "summer lead drivers" do not have winter driving experience – they just go back to be a Co-driver for the winter.