



Erb Entry Level AZ Cross Border

ENTRY LEVEL DRIVER PROGRAM

Purpose: To provide quality drivers for Erb International’s continuing growth.

Training: Successful applicants will be hired as full-time employees. Following two full days of classroom orientation training the trainee will be assigned to driving duties with a qualified Erb driver coach. Our goal is to have the trainees gain experience and a competency level within a 10-12 week period which will allow them to successfully become independent drivers with their own company assigned tractor.

During the coach/trainee period, all work assignments will be using modern high rise sleepers with upper and lower bunks. Initial load assignments will not be deemed as a “team” operation. Your coach will be in the passenger seat training you.

Wages: We want our entry level drivers to earn respectable wages from day one. Classroom time is paid hourly. There are flat rates for miles (pc miler) driven, pickups, deliveries, border crossing and hourly rates for any delays.

Maximum hourly and mileage rates should be achieved upon successful completion of 3months employment. Full benefits are available upon completion of 3 months employment.

	<u>START</u>	<u>2 MONTHS</u>	<u>3 MONTHS</u>
Hourly Rate	15.68	16.80	17.93
Milegae Rate	.25/mile	.25/mile	.428/mile

All other paid functions as per Erb International pay schedule.