

Melton Company Driver Requirements

Minimum Age	Company Driver - 21 years
Minimum Experience	<ul style="list-style-type: none">• At least 5 months solo OTR (multiple states, keeping logs, T/T w/ 3 axle truck, 40' or longer trailer, sleeping away from home) to be considered experienced. If less than 5 months OTR, driver will be trainee and go out w/ road trainer
Moving Violation Restrictions	<ul style="list-style-type: none">• No more than 4 moving violations/unsafe driving events in last 3 yrs
Preventable Accident Restrictions	<ul style="list-style-type: none">• 3 Preventable in last 3 yrs, only 1 can be Preventable DOT Reportable• 3 months of safe Class A driving is required following a Preventable DOT Reportable Rollover, Rear-end, Lane Change, or Jackknife accident• Fatalities must be approved by Safety Manager

Integrity Interview Standards

Truck Abandonment	Case by case
<u>Drug Use</u>	<ul style="list-style-type: none">• use within 2 years will require special review.
DWI/DUI Restriction	3years or older.
Felony Restrictions; Misdemeanors	<ul style="list-style-type: none">• Felonies – Case by Case• Misdemeanor will be considered on a case by case (depending on offense)• Drug convictions – Case by Case.

How much experience?

Entry level up to 5 months considered students 5 months is considered exp driver

What is OTR experience? Multiple states, slept in truck....oil field does not count

Hiring area? All 48 states

Home time? See map

Running area? All 48 states and Canada if they have a passport, forced dispatch to NYC pay is higher

Pet/rider policy? Animal up to 90 lbs, child rider 10 and up(during summer time) 18 and up for adult

Sign on bonus? student \$1500 half at 3 months other at 6 months exp \$5000 half at 3 months half at 6 months

Chaining? Strapping? Tarping?

All of the above 14 day training

Hauling lumber steel, coils, ac eqpt, etc..

Where is orientation held and how long?

Tulsa 14 days students and 8 days for exp drivers but up to 14 if they have no flatbed experience

Criminal/mvr requirements? Case by case

SAP? Dq'r if failed at a class job

Under contract with another school/carrier? yes

Trucks governed? 65

****Auto trucks Kenworth and freight liners new fleet**

Driver's Experience Level	Pay Per Mile
0 - 2 months	47 cpm
3-5 months	48 cpm
6-8 months	49 cpm
9-11 months	50 cpm
1-3 Years	56 cpm
3+ Years	58 cpm
After 120,000 Melton Miles	58 cpm
After 360,000 Melton Miles	59 cpm
After 600,000 Melton Miles	60 cpm
After 900,000 Melton Miles	62 cpm
After 1,200,000 Melton Miles	63 cpm

14-Day ON THE JOB TRAINING BONUS

Experienced drivers will be paid \$1200-\$2100 depending on how many days of training they do.

14 day OJT will pay \$450 cash on Friday of Phase 1 and \$450 cash on Friday of Phase 2, \$1200 on first check. (= \$2100 total)

8 day OJT/Upgrades will receive \$450 on Friday and \$750 on first check. (= \$1200)

Trainees will be paid \$1200 for their 14 days. \$250 cash on Friday of Phase 1 and \$250 cash on Friday of Phase 2, \$250 when they complete on the job training and \$450 on first check.

Trainees receive \$90/day while on the trainer truck.