



Professional Driver Training Program

Training the Right People to Become Great Drivers

- *Earn Your Class A CDL and open new doors in a new profession*

- *Truck driving offers:*

- *A stable job*

- *A profitable career*

- *Professional advancement opportunities*

- *Mast Trucking's Professional Driver Training has the tools, resources, instruction, and experience to help you be successful in this industry*

PROFESSIONAL DRIVER ROAD MAP

- Introduction to the industry and our company through classroom instruction, maneuvers, and road driving
- Earn your Class A CDL
- On-the-job training over the road with an experienced driver for 11,000 miles
- Living in the truck
- Delivering challenging freight
- Gaining valuable real world experience
- Driving solo with continued support
- Regular check-ins with training, dispatch, and safety
- Choose from four schedule options after 30 day review
- Become a professional, experienced driver
- Choose a schedule and pay plan that work for you and your family (options below)

Before You Start

- If possible, try to get your permit before you start.
 - [CLICK HERE](#) to get study materials, instructions on which parts to take and practice tests.
 - Your Class A Permit is \$25-\$30. If you do not have your permit before you start Mast 1.0, you'll spend the first few days of class studying & testing for it, and therefore will be starting a few steps behind.
 - Before you start, you have **unlimited chances** to get your permit. If you do not have a permit when you start, you will have **3 chances** to get your permit during training.

Mast 1.0

- Training will take place Monday-Friday and require some unconventional hours to simulate the varied hours of truck driving.
 - We encourage you to be 15 minutes early, especially on your first day.
 - There will be days where you'll start early or stay late for long days and night training.
- During Mast 1.0, you're required to stay on site Monday-Friday.
 - We provide lodging
 - Other expenses including food are your responsibility
 - You'll arrive Monday morning and head home Friday after class has ended
- Pay for your time in Mast 1.0 is \$9.30 per hour (compensation below).
- Your time will be split both in the classroom and behind the wheel.
- Training instructors are veteran Mast drivers with 50+ combined years in the trucking industry.
- **In Mast 1.0, here are some examples of what you'll learn:**



Get Your CDL

- Pretrip inspection
- Manuevers & backing
- Driving



Tools For Success

- Route Planning
- Defensive Driving
- Road Wellness
- Financial Wellness
- Hours of Service



Mast Culture

- Mission, Vision, Values
- Weekly Expectations
- Career Path Options
- Company Culture & Policies

PRO DRIVER TRAINING AGREEMENT

- For the first two weeks, you will get to know us as we get to know you. At the end of week 2, you may be offered the invitation to commit to the **Pro Driver Training Agreement**.
 - We will commit to continuing your training (as detailed in the rest of this document) and helping you to become a great Mast professional driver, investing approximately \$20,000+ in you
 - You will commit to Mast Trucking for 100,000 miles
 - If you do not fulfill your commitment of 100,000 miles, you will be obligated to pay \$7,000 as outlined in the agreement below.
 - To see a copy of the agreement [click here](#)
- **Before the end of your second week, these are the expectations you'll need to meet in order to be offered the invitation to commit:**
 - **Pre-trip inspection within 30 minutes and pass in front of Instructor/Training Program Coordinator**
 - **Maneuvers:**
 - **Turn Course**
 - **Straight Line Back**
 - **Offset**
 - **Proficient in Parallel**
 - **Proficient in Alley Dock**
 - **2 Long Days with Short Break**
 - **Safely drive truck and maintain lane**
 - **Continual growth and advancement**
- You will test for your CDL sometime between week 3 and 4 as long as we have testing availability
 - Your CDL exam is an \$115 charge (payroll deducted)
- You will have up to 3 opportunities to pass the CDL exam.
- We recently updated both our company and training fleet and now have automatic transmission trucks.
 - The trucking industry as a whole, including our fleet, has and is continuing to switch to all automatic transmissions

- If you test in an automatic truck, you will have an *automatic restriction* on your CDL, which means you can only drive trucks with automatic transmissions.
- You will need to pass the CDL exam and the test out of the Mast curriculum in order to graduate from Mast 1.0

Mast Trucking is Entry-Level Driver Training (ELDT) certified through the Federal Motor Carrier Safety Administration (FMCSA). This means that our Professional Driver Training Program is now compliant with the federal education requirements that have been mandated for anyone who wants to obtain a Commercial Driver's License (CDL). You can learn more here:

<https://www.fmcsa.dot.gov/registration/commercial-drivers-license/entry-level-driver-training-eldt>





Mast 2.0

Here's what to expect in Mast 2.0:

- Mast 2.0 is your on-the-job training to becoming a professional driver
- You'll go over the road with an experienced driver trainer for 11,000 miles (4-5 weeks)
 - You'll be on your trainer's schedule. We guarantee that you'll be home at least once during those 11k miles
 - 11,000 counts miles both you and your trainer drive
 - You will be paid \$.22 for all miles driven between you and your trainer.
 - These miles count toward your 100,000 miles
- By the time you finish 2.0, you should be prepared to do the job as a professional driver on your own
- You can expect to:
 - Interact with customers

- Communicate with dispatch
 - Combine route planning and Hours of Service (HOS) in practical application
 - Handle paperwork and paying for expenses on the road
 - Manage HOS and ELD messages
 - Drive during the day, night, through mountains, inclement weather, etc.
 - Understand your responsibility with freight management, reefer operation, and cargo securement
- You and your trainer are expected to...
 - Go to Chicago at least once
 - Deliver in east coast twice (NJ, NYC, Eastern PA, New England, DC, Baltimore)
 - Deliver at least 1 Daisy or Freshmark multi-stop east coast load
 - After you have driven at least 11,000 miles and met your training requirements, you will return to Mast Trucking for a final road evaluation.





Mast 3.0: The First 100k Miles

- Once you've completed Mast 1.0, Mast 2.0, and your road test, you will get your own assigned truck and go out on your own for the rest of your first 100,000 miles.
 - Usually takes about one year.
 - Your 100k miles includes miles driven during Mast 1.0 and 2.0.
- During your first 30 days, you'll be on our 'reset' schedule.
 - You'll get home to a Mast terminal on Friday OR Saturday each week (will vary week to week)
 - You'll be home for a minimum of a 34 hours. You're guaranteed off two 1:00 AM - 5:00 AM periods back to back
 - Generally, if you get home Friday you'll leave out Sunday AM and if you get home Saturday you'll leave out Monday AM
 - *Note: At most, your work week could be from Sunday-Saturday
- After you complete your 30 day review with your dispatcher and operations manager, you then can pick from the following schedule options that make the most sense for you, for the rest of your first 100k miles.

- You will also have reviews with your dispatcher and operations manager at 50k miles, 75k miles, and 100k miles
- You will meet with the driver coach and safety department at least monthly to do the following:
 - Review driving behaviors + recorded events.
 - Review Pro Driver Scorecard performance.
 - Monthly safety training + continued education.



FIRST 100K SCHEDULE OPTIONS

- **Option 1: Reset** (Same as first 30 days)
 - You'll be out during the week & get home to a Mast terminal on Friday OR Saturday each week (will vary week to week)
 - You'll be home for a minimum of a **34 hours**.
 - You're guaranteed off two 1:00 AM - 5:00 AM periods back-to-back
 - Generally, if you get home Friday, you'll leave out Sunday AM and if you get home Saturday, you'll leave out Monday AM
 - *Note:* At most, your work week could be from Sunday-Saturday
 - You will have your own assigned truck
- **Option 2: 12 Days Out**
 - You'll leave out for a minimum of **12 days**
 - On your first day you must be available at 00:00 (midnight) for 12 days ending at 23:59 on the 12th day
 - Once your 12-day tour is complete, you can take up to **2 full days off**
 - You will have an assigned truck
- **Option 3: 7/3**
 - You'll leave out for a minimum of **7 days**

- On your first day you must be available at 00:00 (midnight) for 7 days ending at 23:59 on the 7th day
- Once your 7-day tour is complete, you can take up to **3 days off**
- You will **not** have an assigned truck
- **Option 4: 19-Tour**
 - You'll leave out for a minimum of **19 days**
 - On your first day you must be available at 00:00 (midnight) for 19 days ending at night at 23:59
 - Once your 19-day tour is complete, you can take up to **16 days off**
 - If you want to stay out longer than 19 days or leave out before your 16 off days is up, communicate with your dispatcher
 - You will **not** have an assigned truck
 - You'll earn an additional **\$.08 CPM**

Compensation

- Pay Structure
 - Base mileage rate based on practical miles: \$.50 cents per mile (CPM)
 - Stop pay (pay for every stop excluding the first): \$20/stop
 - *If on the 19-Tour schedule, 19-Tour Additional Pay: \$.08 CPM*
 - Performance Pay: Up to \$150 per 4 weeks
- You will be eligible for health insurance, vision and dental after 90 days of employment

Mast 1.0 Expected Weekly Avg Income	\$9.30/hour	\$370-\$440
Mast 2.0 Expected Weekly Avg Income	\$.22 CPM x 11,000 miles	\$605

Expected Weekly Total		1,800 Miles	2,000 Miles	2,500 Miles
Mileage (based on practical miles)	\$.50 CPM	\$900	\$1,000	\$1,250
Stop Pay (excludes first stop)	\$20 per stop	\$80	\$80	\$80
Expected Weekly Total		\$980	\$1,080	\$1,330
19-Tour Bonus	\$.08 CPM	\$144	\$160	\$200
Expected Weekly Total on 19-Tour Plan		\$1,124	\$1,240	\$1,530

Expected Yearly Total Gross Income (from Mast 1.0 - 100k miles)	\$46k-\$50k	\$50k-\$54k	\$62k-\$66k
---	-------------	-------------	-------------

Additional Pay	
Performance Pay	Up to \$150 per 4 weeks
Delivery Detention	\$12/hour after 2 hours
Referral Bonus	\$500 or 1 week vacation (after 90 days of employment)

Benefits

- Health Insurance (after 90 days)
- Supplemental Vision and Dental Insurance (after 90 days)
- 401k with Employer Matching (after 1 year)
- Paid Vacation (after 1 year)
- Passenger Policy (after 1 year)

Scorecard

Your Professional Driver Scorecard will connect everything you learn through training to your real-world experience on the road. Your Scorecard defines and measures what it takes to do your job at a high level and provides the opportunity to develop your knowledge and skills as a Pro Driver.

- Measures your safety, fuel management and operations performance
- Emailed to you every four weeks (13x per year)
- Once you've been employed with Mast for 75 days, you can earn a Performance Pay Bonus based on scorecard:

- 90% & up: **\$150**
- 80% - 89%: **\$100**
- 70% - 79% : **\$50**
- **To learn more about Performance Pay, [click here.](#)**

After Your First 100k Miles...

Once you've fulfilled your 100,000 mile commitment and you're a professional, experienced driver, you have earned the ability to choose a schedule and pay plan that is the perfect fit for you. Our Perfect Fit Pay Plans are different driving positions all with unique schedules, structures, and salaries.






Besides being a company driver, there are numerous other options that your trucking career could lead to including

- Owner operator
- Power Only operator
- Having your own fleet
- Non driving positions like dispatching, safety, training, etc.

Culture

Our talented team provides customers with value-added service by transporting challenging freight across the country. And we have fun doing it. If we could describe our culture in one word, it would be committed.

We are committed to:

To our purpose  Build trust and confidence by serving & valuing people.	To our people  When it comes to our customers and our people, we make decisions with humans in mind.	To our vision  Become the trucking standard of excellence.
---	--	--

PRESIDENT Kevin Mast 	 221 EMPLOYEES	30 Out-Of-State Employees Based In 10 States 
---	--	---

	<ul style="list-style-type: none">✓ Guaranteed home days✓ Treated like you were in the room✓ Comprehensive benefits package✓ We value your work✓ We keep our word
---	---

	9 DRIVERS W/ 1 MILLION SAFE MILES	2 DRIVERS W/ 2 MILLION SAFE MILES
---	---	---

\$505,221.24

Dollars Paid out in Safety Bonuses in 2019

OUR EXPERTISE:

CHALLENGING FREIGHT

EAST COAST

MULTI-STOP



TERMINALS

Millersburg, Ohio
Canton, Ohio

46,382



Loads hauled in 2019

Best-in-Class Training Program

Founded in 2018

CORE FOCUS

Asset Based
Refrigerated
Transportation

OUR VALUES



Be Respectful



Committed



Teachable

OUR PURPOSE

To Build Trust by Serving and Valuing People

For more info about us, our team and our customers, check out our website: MastTruckinginc.com!

Follow us on [Facebook!](#)

Questions?

Contact Us!

Call: 330-674-8100

Email: info@masttruckinginc.com

Check out our website:

www.MastCDL.com

Your Next Chapter Starts Now.