Student (Trainee) Driver Pay Schedule

*** ALL Trainees MUST possess a CDL and have completion of at least 120 hour school in the past 12 months ***

Hiring Areas - Please Go Off the OTR Hiring Map Tab

Training Pay - $100 per day, up to $700 per week (7 day week). The Student must be on the truck with a qualified trainer in order to be eligible for training pay, unless otherwise approved by NCI management. Any days at home are not paid.

Training Period – All students will be paired with an NCI approved Driver trainer who will be responsible for ensuring the student is properly trained in all DOT and NCI requirements and processes. The student's status coming into the program will be based each individuals background and previous experience. (Please see Training Scenarios – Student Classifications as shown below).

NCI management will make final determination of the student's qualifications to go solo at the point all required training and testing is successfully completed.

Student Pay at Solo:

• Starting (once actually solo in truck): $.46 CPM for all dispatched miles, loaded and empty.

• At completion of 90 days solo: $.48 CPM for all dispatched miles, loaded and empty

• At completion of 6 months solo: $.50 CPM for all dispatched miles, loaded and empty

• At completion of 12 months solo: $.52 CPM for all miles, loaded and empty

• At completion of 2 years solo: $.53 CPM for all miles, loaded and empty

• At completion of 3 years solo: $.54 CPM for all miles, loaded and empty

• At completion of 5 years solo: $.55 CPM for all miles, loaded and empty

• At completion of 7 years solo: $.56 CPM for all miles, loaded and empty

Student TEAM Pay at Solo:

• Starting (once actually solo in truck): $.54 CPM SPLIT for all dispatched miles, loaded and empty.

• At completion of 90 days solo: $.56 CPM SPLIT for all dispatched miles, loaded and empty

• At completion of 6 months solo: $.60 CPM SPLIT for all dispatched miles, loaded and empty

• At completion of 1 years solo: $.62 CPM SPLIT for all dispatched miles, loaded and empty

• At completion of 2 years solo: $.64 CPM SPLIT for all dispatched miles, loaded and empty

• At completion of 3 years solo: $.66 CPM SPLIT for all dispatched miles, loaded and empty

• At completion of 5 years solo: $.68 CPM SPLIT for all dispatched miles, loaded and empty

• At completion of 7 years solo: $.70 CPM SPLIT for all dispatched miles, loaded and empty

Training Scenarios

STUDENT CLASSIFICATIONS

Holds CDL, School Graduate (S7.5) & has completion of at least 120 hour school - Candidate has already obtained a CDL on his own. School graduate seeking employment. After passing background check, would attend NCI Orientation, then proceed into the Training Program.

School Graduate/Minimal Experience (S7.5) – Has recently graduated CDL School in the past 3 months (at least 120 hour school), and has not graduated from a Trucking company Training Program. Some companies will not hold a student to contract if they are Termed by the company. Upon satisfied with the reasons they left their previous company, and passing background checks, and proof they attended and graduated a CDL School, they would attend NCI Orientation, then progress to the Training Program.

School Graduate/Minimal Experience (S7.5) – Has recently graduated from a CDL (at least 120 hour), School (less than 12 months ago), and graduated from a company Training Program. Upon satisfied with the reasons they left their previous company, and passing background checks, and proof they attended and graduated a CDL School, they would attend NCI Orientation, then progress to the Training Program.

The Phases

There are 3 Phases in Training for S 7.5 . The required mileages are broken into thirds. For Example -

T12 Phase I, 0 1 000 miles, Phase II, 2 000 4 000 miles, Phase III, 5 000 7500 miles

No driver who has attended the NCI Driver Training program will be eligible of a "rider policy" during their first 90 days as a Solo driver.

If a Driver has a certain amount of "months" experience, please remember, time spent in a Training Program with another company does not count as "solo" OTR time

Advanced Students will be given an alternate, more comprehensive Road Evaluation in Orientation

**** PLEASE NOTE: Typically the training is 3-4 weeks. <u>We may only invoice for these Drivers once they dispatch solo.</u>

Tuition Reimbursement

As long as the Driver can prove they paid for the school or in process of paying.

$50 per week is paid to the student but they must be available if hours to run, cannot tun a load down and no service failures and no crashed.

Pays up to 52 weeks.