

Your success drives us!

H.O. Wolding, Inc.



\$2,000
SIGN-ON BONUS

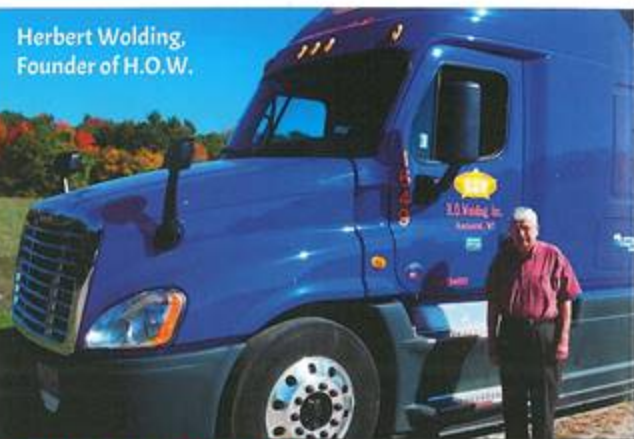
+

UP TO
\$10,000
TUITION REIMBURSEMENT

800-950-0054 • truck@wolding.com
www.drivewolding.com

HO Wolding    

Herbert Wolding,
Founder of H.O.W.



H.O. Wolding's MILITARY APPRENTICESHIP PROGRAM

Through our military apprenticeship program, qualified veterans are eligible to receive monetary benefits from their local Department of Veterans' Affairs in addition to regular pay from H.O.W. Please call 800-950-0054 for more details or visit your local VA to see how much you qualify for!



#woldingproud

TRUE BLUE EXCELLENCE:

- Excellent home time
- Various driving opportunities: OTR, Regional, Extended Regional
- 98% No-Touch freight
- Rider & pet policies
- Referral program
- Health Insurance
- Dental Policy
- Vision Program
- Life Insurance
- Disability Insurance
- 401(k) Match
- Tuition Reimbursement
- Assigned Tractors
- Assigned Driver Manager
- Short Haul Premium
- Flex Spending
- Million Mile Drivers Club & other recognition programs
- Safety and Mileage bonuses
- Employee Assistance Programs
- E-Z Passes: paid highway and bridge tolls
- Pre-Pass: bypass scales
- EOE

HIRING CRITERIA:

- Must have Class A CDL
- Must have an excellent driving record (no major violations, accidents or suspensions w/in last 5 years)
- 21 years or older
- Must be able to pass DOT physical and hair follicle drug test

EQUIPMENT:

- 100% Freightliner® Conventional Fleet
- Air ride seats, cab and suspension
- Tractors powered by Detroit Diesel®
- Dry van fleet (48' & 53')
- Mobile communication—Omnitracs Qualcomm®
- Tilt and telescope steering
- E-Logs

WHAT CAN I EXPECT AS ENTRY LEVEL DRIVER?

H.O. Wolding, Inc. has a team of dedicated Driver Managers to assist you with your transition into your driving career. Our goal is to help you balance your mileage goals with quality home time. The professional staff at H.O.W. prides itself in working with each driver individually to develop a successful, long-term relationship.

WHAT COMPENSATION CAN I EXPECT?

Pay correlates with your experience level and the number of miles you drive. In 2015, the top 50% of our drivers averaged \$66,558 and first year drivers averaged \$48,226.

HOW MANY MILES WILL I RUN?

We work independently with each driver to consistently meet their mileage and home time needs. Most of our drivers average between 2200-2800 miles/week.

CAN I TAKE MY TRUCK HOME WITH ME?

Yes, we assign each driver a truck that you may take home within the criteria of our power lanes and legal truck routes/parking areas.

Why Work for H.O. Wolding?

H.O. Wolding, Inc. offers one of the best pay packages in the truckload industry. Drivers have potential to earn over \$0.55 per practical mile. Add all of the exceptional benefits to this and you're on track to a stable and secure future. This is real pay that you can develop and progress with, because of scheduled pay increases. We pay PRACTICAL MILES which equates to 5% more (approximately \$0.025 per mile) than HHG pay.

Entry Level Base Rate:

First Six Months	\$.320	Nine Months	\$.340
Six Months	\$.330		

Experienced Driver Base Rate:

One Year	\$.370	Eight Years	\$.410
Two Years	\$.380	Nine Years	\$.415
Three Years	\$.385	Ten Years +	\$.440
Four Years	\$.390		
Five Years	\$.395		
Six Years	\$.400		
Seven Years	\$.405		

Orientation Pay: \$250 Trainee Pay: \$75/day

Team Pay:

Less than One Year	\$.380
More than One Year	\$.460

Safety Bonus:

\$.01/mile paid quarterly, extra vacation

Tuition Reimbursement:

For entry-level drivers: \$200/month, up to \$10,000 based on eligibility

Quarterly Performance Bonus:

Performance bonuses are earned based on the miles driven in each quarter of the calendar year. The rate is based on the following schedule (practical mileage):

SOLO:		TEAM:	
24,500-27,125	\$.010	43,450-50,000	\$.010
27,126-29,750	\$.015	50,001-61,750	\$.020
29,751+	\$.045	61,751+	\$.030

Extra Pay:

We go above and beyond to make sure our drivers are compensated for their time for Loading/Unloading, Layovers and Detention. We also provide competitive holiday, vacation and trainer pay.

Employees' 401(k) Profit-Sharing Plan:

First 5% of your contribution at \$.20 on the dollar.

Over 80 Years of Historical Trucking Lineage

Since 1935, H.O.W. has remained family-owned with a strong commitment to those we serve and the communities in which we operate. We support our drivers' needs for quality home time, safe equipment and competitive pay/benefits. Our motto, "Your Success Drives Us[®]" reflects how much we value our drivers. We invest a lot in our equipment as well as our people, because we value relationships.

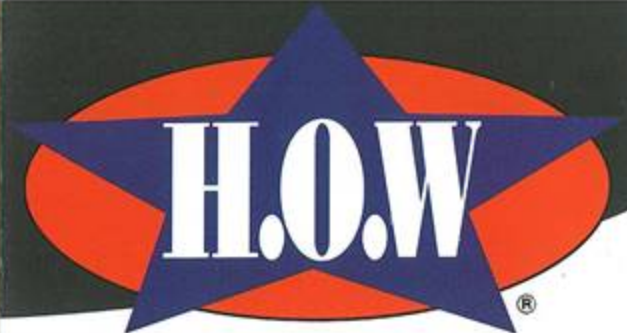
Every day, we strive to earn our customers' respect with performance that goes beyond just offering products and services. Emphasizing stewardship, our goal is to meet our clients' needs with appropriate transportation solutions and first-class service



Midwest
Northeast
Southeast
Southwest

● Satellite positioning of all trucks

Over the Road



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