

## ORIENTATION & TRAINING

DTI has one of the best training programs in the industry. New DTI drivers spend their first week in the classroom learning the new role they will be expected to perform. If you're just out of driving school, you'll spend up to eight weeks driving with one of our driver trainers until you have a thorough understanding and feel comfortable with the job.



### While in Training:

- New drivers earn \$500 a week, plus meals
- Experienced drivers earn even more: \$1,000 a week, plus meals



## COMPENSATION & BENEFITS

Few companies offer better compensation and benefits than DTI. In addition to salary, our drivers receive a benefits package worth more than \$22,000.

### Salary and Bonuses

Some trucking companies may guarantee you a higher-per-mile rate than DTI, but unfortunately, they won't guarantee how many miles you'll get to drive. At DTI, you'll get the miles. Our first year drivers average \$55,000, and after the third year, our Class A Regional Company Drivers average \$73,000 and no-touch drivers average \$65,000. Compensation includes:

- Base pay (cents per mile, depending on previous experience)
- Bonuses for achieving companywide profit and service goals
- Bonuses for achieving service, safety and department goals
- Drop and Hook pay
- Idle and Speed incentive pay
- Delivery pay
- Pickup pay (plus extra for delays)
- Layover pay
- Holidays – eight days per year (\$100 each)
- Personal days – three days per year (\$100 each)
- Sick days – five days per year (\$100 each)

### Vacation Pay

- After 1st year – two weeks
- 5th year – three weeks
- 12th year – four weeks
- 25th year – five weeks

### Family Medical Insurance

- Administered by Blue Cross Blue Shield of Illinois
- Participating Provider Option (PPO) network
- Consumer Driven Health Plan (CDHP)
- Wellness incentives

### Family Dental Insurance

### Family Vision Program

### Other Insurance

- Life insurance
- Short-term and long-term disability
- Critical care and accident insurance

### Retirement Plans

- Company-matched 401(k) or Roth IRA retirement plan

### Profit Sharing Plan

- 100% company funded to your retirement account



## Vacation Pay

One of the best in the business!

DTI actively recruits nationwide at accredited truck driving schools. If a new full-time hire completes truck driving school within the last three years at a Dot-approved institution, DTI will reimburse the individual up to \$4,600\* for the cost of tuition.

## MILITARY & PARTNERS

Dot Foods founder, Robert Tracy, enlisted in the Marine Corps on December 7, 1942. He honorably served his country during World War II. For this reason and so many others, DTI honors military veterans and has increased the number of veterans hired tenfold in the last 10 years. In fact, over 12% of our drivers have served our country.

Dot is proud to participate in the U.S. Army's Partnership for Youth Success Program (PaYS), which guarantees a job interview for veterans in the program. If you are a military veteran from any branch of service and are interested in a driving career, DTI would like to talk with you.



\*DTI will reimburse tuition over a 3-year period. Reimbursement for 4-On/4-Off positions is over a 5-year period.