Welcome to the U.S. Xpress Family of Drivers

Skilled professionals like you are the very foundation of our company. Our mission is to offer you unbeatable opportunities that will keep you as a valued member of our team for many years to come.

As the nation’s fifth largest carrier, U.S. Xpress offers you rock solid stability with a wide variety of routes and schedules all across America. That means you can drive solo, team, over-the-road, regional or dedicated depending on the route or schedule you prefer. We’ll kick start your career by positioning you to earn more money faster.

8-Week Training Program

All U.S. Xpress Student Drivers will complete the following 4-5 week program, covering:
- Train 175 hours Behind the Wheel (BTW)
- Complete written upgrade test
- Complete driving test
- Complete training video
- Complete simulator test

Over-the-Road Students hired from these states will participate in a team driving program for a period of 8 weeks immediately after completing the U.S. Xpress driver training program and successfully upgrading to first seat status: AL, AR, CT, GA (Except 50-mile radius of Atlanta), IA, KS, LA, MA, MN, MI, MS, MO (Except 75-mile radius of Kansas City and St. Louis), NE, NY, NC, OK, RI, SC, TN (Except 75-mile radius of Memphis), TX (Except 100-mile radius of Dallas), WV and WI. (Certain restrictions may apply*)

*BDetails are subject to change at any time.

Benefits of a U.S. Xpress Driver

Pay Schedule:

You will earn a daily rate during the training (provided you’re available for dispatch).

Week 1-8: .48 cpm (split) with hazmat or .44 (split) non-hazmat.

Week 9:
You can remain in team driving status and join the Team MAX elite fleet. Team MAX fleet gets a sign-on bonus $8,000 (split) with hazmat or $5,000 (split) non-hazmat (Both drivers must have hazmat to be eligible for the $8,000 sign on bonus). OR, you have the option to run solo from week 9 forward.

Insurance

<table>
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<tr>
<th>Plan Choice</th>
<th>2015 Medical Benefits Quick Reference Guide</th>
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<tbody>
<tr>
<td></td>
<td>Medical Standard Plan</td>
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<tr>
<td><strong>Weekly Premiums</strong></td>
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<td>Employee</td>
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<tr>
<td>Employee + Spouse</td>
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<td>Employee + Children</td>
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*Please remember that a special surcharge of $5 1/2 per week applies if your spouse has access to another employer sponsored health plan, but chooses to remain on the U.S. Xpress health plan.
**Monthly cost $250.00 per person. Tobacco use bonuses for employee or any dependent. Several vision plans also offered.

Additional Perks:

- Up to 4 pay increases in your 1st year + annual raises
- 401K, per diem, pet policy, late model equipment
- Paid orientation
- Up to $7,000 tuition reimbursement
- Military Program – advanced rate of pay for veterans

Ask a recruiter for details on Solo & Team Driver Pay

866-955-9022
HERE'S WHAT TO EXPECT AT ORIENTATION

To qualify for driver training, all drivers must pass a D.O.T. Physical and Physical Standards Test as outlined below. These tests are required to ensure you can perform the essential duties of the job.

D.O.T. Physical
- Vision – must be corrected at least 20/40 or better in both eyes
- Respiratory, cardiac, medical history and medication screening
- Hearing test with or without a hearing aid

Students must also pass a pre-employment drug screening and road test. All U.S. Xpress' key policies and procedures will be covered during orientation. Orientation will take place in Tunnel Hill, GA., Shippensburg, PA., Markham, IL., Irving, TX., Olive Branch, MS. or Springfield, OH.

Physical Standard Test (PST)
Scan the QR code to learn more about the Physical Standards Test (PST)

OPPORTUNITIES AT U.S. XPRESS

There are plenty of opportunities waiting for you as a new U.S. Xpress driver! Our size and diversity also provide you with a flexible career path that can evolve to fit your changing needs.

Become a Trainer – Increase your earning potential by training new CDL holders out on the road.

Over-the-Road – Earn great pay and amazing benefits as a long-haul driver. We’re committed to getting you the consistent miles you need to make a good living.

Regional – Earn great pay and benefits while driving a set area in the Northeast. You’ll have the opportunity to get home as often as every weekend.

Dedicated – Earn great pay and consistent home time you can count on. We have routes that will get you home daily or weekly, depending on where you live.

Team MAX – Earn up to 82 CPM, 4 pay increases in the first year, newer equipment, priority in the shop, double the tuition reimbursement and the opportunity to run 6,000 miles or more. Team MAX fleet also receives a $5,000-$8,000 sign-on bonus!

Great Driving Careers
Start Here

The Xpress Mobile App
Get the app and get load assignment information right on your phone. Plus, satellite communication messages, repower info and more.