



## TRAINING PROGRAM FINANCING

With the total cost of Professional Driver Training Course at Carolina CDL Training Center being \$3,500 Carolina Logistic Inc. will cover \$2,000 for a Trainee approved for employment with the Company. The remaining \$1,500 will be paid by the Trainee (\$500 Deposit and \$1,000 Training cost). Deposit is due up front after Application being approved by the Company and before the Training start day; and \$1,000 is subject to payroll deduction upon obtaining a CDL class A license.

## FUTURE POSITION WITH CAROLINA LOGISTIC

The position that you will start with after you obtain your CDL is **Long Haul in a Team** (coast to coast trips from NC to CA and WA with stops on the way). At first, you will need to complete 15 paid training trips with an Instructor. One trip is 5,000 miles on average, and it normally takes 5 to 7 days to complete it. For the first 5 training trips you will be averaging \$800 per trip (15¢/mile individual rate). After completing 5 training trips, you will start being paid a higher rate and will average \$1,200 per trip (22¢/mile individual rate). After completion of your 15 training trips total, you will continue with a LH - Team position for at least one year, which is a minimum required experience for any Solo positions in the Company. The total number of miles for all 15 training trips should be equal or over 75,000 mi. If the total mileage is less than the amount mentioned previously, you will need to do more trips with an Instructor before going into a regular Long Haul - Team position. We do pay raises every 75,000 miles so by the end of the first year you will be averaging \$1,400 per trip. **1 year contract with the Company is required.**

## JOB REQUIREMENTS

Firstly, we require a **Tanker endorsement**. The reason being is FMCSA started to require tanker endorsement whenever drivers haul any kind of barrels or totes with liquid in the trailers.

\* **If you wish to obtain/have Permit prior starting the Training, please make sure you pass Permit test for Tanker endorsement as well.**

\* **If you are a NC resident and wish to obtain/have Permit prior starting the Training, please do not add Tanker endorsement on it. It will need to be added after successful skill test only.**

Secondly, we have a required **Occupational and Accidental Insurance**. It costs \$140 per month and covers up to a million dollars in medical expenses in case of an accident and includes \$300,000 life insurance policy. The cost of the Insurance will be deducted from the first paycheck of the month every month.



In addition, all new company Drivers need to pay **Security Deposit** which is collected through monthly payroll deductions - \$100 per Settlement. This deduction will begin once the Driver goes into 22¢/mile rate and will stop once the total amount of \$2,000 has been collected. If you leave the Company after your contract expires, this money will be refunded within 45 days if no Damage, Policy or Contract violations were involved. - *On a week when you have your Insurance deduction, you will not have a \$100 deduction towards Security Deposit.*

Also, all of our Drivers are **Independent Contractors**. This means that you will need to open an LLC (limited liability company) or other type of business. We will not be taking out your taxes and instead of a W-2 you will be receiving a 10-99 form in the end of each year. You will have 30 days once you start working for us to begin the process of opening up your LLC.

### **PAYMENT OPTIONS**

The cost of the Training can be paid by the Trainee up front, otherwise it will be deducted from the Trainee's future payroll, upon obtaining a CDL class A license. The following amount will be taken out of payroll monthly after Trainee (Driver) goes into 22¢/mile individual rate:

- \$100 a month (for 10 months total) with Training cost being \$1,000;

The cost may vary depending on whether or not Trainee decides to add housing. However, regardless the situation, the total cost of the Training will always be divided into 10 monthly payments.

**\* The Driver will give us permission to do so by signing a Confession of Judgment and a Finding Agreement.**