

## Entry Level Drivers

### Why Work for H.O. Wolding?

H.O. Wolding, Inc. offers one of the best pay packages in the truckload industry. **Drivers have the potential to earn over \$0.48 per practical mile.** Add to this mileage, all the exceptional benefits, and you are on track to a stable and secure future. This is real pay that you can develop and progress with, because of the scheduled increases. **We pay Practical Miles which equates to 5% (approximately \$0.025 more per mile) than HHG pay.**

### Entry Level Base Rate:

First Six Months	\$ .290	Nine Months	\$ .310
Six Months	\$ .300		

### Experienced Drivers Base Rate:

One Yr Exp.	\$ .330	Eight Yrs Exp.	\$ .370
Two Yrs Exp.	\$ .340	Nine Yrs Exp.	\$ .375
Three Yrs Exp.	\$ .345	Ten Yrs Exp.	\$ .380
Four Yrs Exp.	\$ .350	Eleven Yrs Exp.	\$ .385
Five Yrs Exp.	\$ .355	Twelve Yrs Exp.	\$ .390
Six Yrs Exp.	\$ .360	Thirteen Yrs Exp.	\$ .395
Seven Yrs Exp.	\$ .365	Fourteen Yrs Exp.	\$ .400

**Orientation Pay:** \$250      **Trainee Pay:** \$75/day (Up to \$450/week)

### Team Pay:

Less than One Year Experience	\$ .350
More than One Year Experience	\$ .410

### Safety Bonuses:

\$.01 per mile, paid quarterly • Extra Vacation • Yearly Cash Awards

### Tuition Reimbursement:

Tuition reimbursement for entry level drivers is \$200 per month, up to \$10,000 based on eligibility.

### Quarterly Performance Bonus:

Drivers earn a Performance Bonus based on the miles earned in each quarter of the calendar year. The rate is based on the following schedule: **(Bonus based on practical miles)**

SOLO		TEAM	
28,250 – 30,875	\$ .010	44,700 – 51,250	\$ .010
30,876 – 33,500	\$ .015	51,251+	\$ .020
33,501+	\$ .045		

### 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

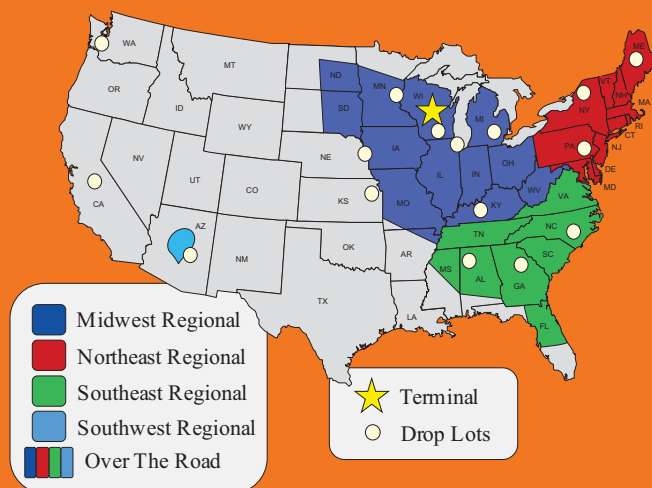
First 5% of your contribution at \$.20 on the dollar.

## About Us

### Over Seventy-five 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 people as well as our equipment, because we value relationships.

Every day, we strive to earn our customer's respect with performance that goes beyond just offering products and services. Emphasizing stewardship, we mesh our clients' needs with appropriate transportation solutions, topped off with first-class service.



**YOUR SUCCESS DRIVES US®**



**PO Box 217 • Amherst, WI 54406**

**800-950-0054**

**www.howolding.com**

## Entry Level Drivers



**H.O. Wolding, Inc.**



**NEW & IMPROVED**  
 Pay Scale • 401(K) match  
 Mileage Bonus  
 Tuition Reimbursement

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# A TRADITION OF TRUE BLUE EXCELLENCE!

## Excellence

### TRUE BLUE EXCELLENCE

We are proud at H.O. Wolding to have spent 75 years in the trucking business coming through for our customers. We know the regional and long-haul industries inside out.

At H.O.W, it's all about a team of trucking and logistic experts singularly focused on moving freight safely, on time, every time and on budget. A team rooted in a corporate culture of small-town values: dedication to service, integrity, reliability.

Discover the H.O. Wolding difference. It's a commitment to excellence like no other...it's True Blue Excellence.

### Team Blue Benefits

- Excellent Home Time
- Various Driving Opportunities
  - OTR
  - Dedicated Lanes
  - Regional Runs
- Driver Friendly Freight
  - 98% No-Touch
  - 85% Drop-Hook
- Rider & Pet Policy
- Referral Program
- Health Insurance
- Dental Policy
- Vision Program
- Life Insurance
- Disability Insurance
- 401K Match
- Profit Sharing
- 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

## Frequently Asked Questions

### What can I expect as an Entry Level Driver?

H.O. Wolding, Inc. has dedicated Driver Managers to assist you with your entry level driving careers. H.O. Wolding, Inc. pays practical loaded and empty miles, which equates to approximately 5% more than HHG miles. If you are at least 21 years of age, and have a CDL Class A license and want to work with a company that will provide miles, home time, and professional support staff, please take the time to apply. Remember, H.O. Wolding, Inc. prides itself in working with each driver individually to meet their home time needs.

### What compensation can I expect?

The pay for our drivers ranges between \$38,000-\$78,000/year with most drivers in 2010 realizing an average of \$51,000. Pay is based on your experience level and the number of miles you drive. We pay Practical Miles which equates to 5% (approximately \$0.025 more per mile) than HHG pay. With plenty of miles to help you reach your financial goals.

### How many miles will I run?

How long do you want to be out on the road? We work independently with each driver to consistently meet their mileage and home time needs. Most drivers average between 2200-2800 miles/week. Dedicated fleets run fewer miles, but are home more regularly.

### Can I take my truck home with me?

We assign each driver a truck that you may take home within the criteria of our power lanes and if it's DOT guideline appropriate.

### Does H.O.W pay for tolls?

We provide E-Z Passes to drivers so they do not have to worry about highway or bridge tolls.

## Equipment

- 100% Freightliner® Conventional fleet
- Air ride cab and suspension
- Tractors powered by Detroit Diesel®, and Mercedes®
- Dry van fleet (48' and 53')
- Mobile communication (Qualcomm®)
- Modern service facility
- Cruise control
- Jacobs Braking system®
- CB Hookups
- Tilt and Telescoping Steering

### Hiring Criteria

- No more than 1 moving violation in 12 months or 3 in previous 5 years.
- No suspensions or revocation in previous 5 years
- No careless, reckless, or following too close convictions in last 5 years
- No DWI, DUI, BAC in past 5 years, none with commercial vehicle.
- No more than 1 preventable motor vehicle accident within last 5 years.
- Completed application
- Must be a minimum of 21 years of age
- Must have a class A CDL
- EOE

If you think that we've got what it takes to deserve a driver like you—Call 1-800-950-0054 or email us at [truck@wolding.com](mailto:truck@wolding.com).



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