



ERB INTERNATIONAL INC. – ENTRY LEVEL PROGRAM
AZ (CROSS BORDER) DRIVER PROGRAM

Effective: October 16, 2022

Purpose: To provide quality drivers for Erb International Inc.'s continuing growth.

Training: Successful applicants will be hired as full-time employees. Following two full days of classroom orientation training the trainee will be assigned to driving duties with a qualified Erb driver coach. Our goal is to have the trainees gain experience and a competency level within an 8 - 10 week period which will allow them to successfully become independent drivers with their own company assigned tractor.

During the coach / trainee period, all work assignments will be using modern high-rise sleepers with upper and lower bunks. Initial load assignments will not be deemed as a "team" operation. Your coach will be in the passenger seat training you.

Wages: We want our entry level drivers to earn respectable wages from day one. Classroom time is paid hourly. There are flat rates for miles driven (PC Miler), pickups, deliveries, border crossing and hourly rates for any delays. All other paid functions as per Erb International Inc. pay schedule.

Maximum rates would be achieved upon successful completion of training and positive performance. Full benefits are available at start of employment.

Hourly rate until graduation	\$24.50
Hourly rate after graduation	\$27.00