

## Dedicated Account Name: 3M Team DeKalb, IL & Forest City, IA Outbound

**10/17/2024**

3M products (such as adhesives, laminates, passive fire protection, dental products, and other innovative products like scotch tape).

<b>Hiring Area</b>	100-mile radius of either DeKalb, IL or Forest City, IA. Or in-between those shippers & Dallas/Houston, TX or York, PA
<b>Lanes</b>	<ul style="list-style-type: none"> <li>● DeKalb, IL to Garland, TX, Houston, TX &amp;/or York, PA</li> <li>● Forest City, IA to Garland, TX, Louisville, KY &amp;/or Carlisle, PA</li> <li>● Specific lanes are not guaranteed and subject to change at any time.</li> </ul>
<b>Miles</b>	Average 6,000/week
<b>Schedule</b>	Picks up generally Monday-Friday. Start times vary depending on where the team lives. Routes may vary depending on coverage needs.
<b>Home Time</b>	Minimum 2 weeks out, 2-3 days home. Will vary based on location. TX based drivers will be required to stay out for 3 weeks at a time.
<b>Equipment Type</b>	Heater & Dry Van Trailers
<b>Freight Type</b>	99% no touch freight – drop and hook
<b>Truck Speed</b>	65 pedal and cruise
<b>Bonus</b>	<b>New Hire Transition Bonus:</b> \$500– paid in full on second paycheck. <b>Referral Bonus:</b> \$5,000 – Paid out at \$1,000 on second paycheck; \$2,000 at 60 days, and \$2,000 at 120 days.
<b>Accessorial Pay</b>	Hourly: \$20/hr
<b>Parking</b>	Home or other approved secure location.
<b>Requirements</b>	6 months of recent tractor-trailer experience plus 3 months verifiable teams experience in the last 3 years Hazmat endorsement ( <b>required within 120 days of hire date</b> ). We will reimburse the cost to obtain/maintain.
<b>Other</b>	Drivers must be comfortable with both day and night driving.

**\*\*NEW weekly minimum of \$1,600/driver when available 5 days/week\*\***

Weekly Avg Gross: \$2,280/driver

Yearly Avg Gross: \$118,560/driver

Entry Points	Level	CPM
Incoming Non-Hazmat	0	\$0.35
Incoming Hazmat (0-1 year on account)	1	\$0.38
1-2 years on account	2	\$0.39
2+ years on account	3	\$0.40
Management Approval	4	\$0.41