



Reefer Driver

We are “Driven to Be the Best”!

Drivers are required to operate in a safe and legal manner to ensure on time delivery to our customers. There will be times when you are required to run irregular hours, drive in adverse weather conditions that may require chaining, and delivering to areas of the country that you have not been to in the past. You are the captain of the ship, and we entrust you will communicate effectively and in a timely manner if/when these situations occur to help ensure Safety and excellent Customer Service.

Pay and Bonus Opportunities

Average Miles

Regional: 1,000 - 2,500 miles per week

OTR: 2,200 - 2,900 miles per week

Average Gross Base Pay

Regional: \$1,000 - \$1,300 weekly (\$52,000 – \$67,600 annual)

OTR: \$1,100 - \$1,800 weekly (\$57,200 – \$93,600 annual)

Pay Increases

\$.01 at 90 days, then \$.01 increase annually on anniversary date until cap of \$.70 cpm

Monthly Bonus (Performance-Based)

Up to \$.05 cpm per month

Regional: \$216 - \$541 per month

OTR: \$477 - \$628 per month

Per Diem

\$.10 cpm for all Drivers - included in pay rate

Military Pay

Drivers who are currently serving or have served within the past 24 months

<2 years verified service = \$.01 cpm pay increase

2+ years verified service = \$.02 cpm increase

Trailer Washout Pay

\$15 per trailer

Stop Pay

\$15.00 per pickup and delivery, except load origin and final delivery

Detention Pay

\$25/hour for on-time delivery detention, capped at \$200 each 24 hour period

Layover Pay

24 hours of layover = \$75, subsequent 24-hour periods = \$100

Breakdown Pay

\$100 for 1st day, \$150 for 2nd day, \$200 for 3rd+ days

Short Haul Pay

000-100 miles = \$.20 cpm

101-150 miles = \$.15 cpm

151-200 miles = \$.12 cpm

201-250 miles = \$.09 cpm

251-300 miles = \$.06 cpm

301-350 miles = \$.03 cpm

351-400 miles = \$.02 cpm

Details of Job Position**Primary Operating Area**

Will utilize your hours of service to maximize your earning potential until you are scheduled for time off.

Home Time

Weekends not guaranteed

Load or Unloading

100% no touch

Freight Hauled

Refrigerated foods and beverages, some dry freight

Drop-n-Hook

Occasionally

Scales Paid

Yes, Drivewyze

Tolls Paid

Yes, BestPass

Lumpers Paid

Yes, comcheck

Paychecks

Weekly via direct deposit

ELD and App

ELDs powered by Geotab and Transflo; Transflo/Decker mobile app

Fuel Card

Comdata

Equipment and Amenities

- You will operate a 2020, 2021, 2022, 2023, or 2024 Peterbilt 579, Volvo, or Freightliner Cascadia.
- All trucks are governed at 65 mph, 68 mph on cruise control.
- All trucks are equipped with: APU, 1,800-watt Inverter, Free Wi-Fi, Smart TV with Satellite Programming, Microwave, Refrigerator, CB Radio, Satellite Radio Hook-ups

[Learn about our Equipment](#)

Benefits

Medical, Dental, Vision, 401 (k), EAP, Life Insurance, Dr. on Demand, and more. Your benefits are available the first of the month after 60 days of employment.

[Learn about our Benefits](#)

Minimum Pay Criteria

- 1) Be available for dispatch 5 days a week
- 2) No load refusals
- 3) Turn in paperwork after each load and by weekly cutoff
- 4) 100% on-time delivery; No Driver service failures
- 5) No CSA violations
- 6) No preventable accidents

Orientation and Onboarding

Orientation Pay

\$500 after completion of Orientation

Location and Length

Fort Dodge, IA; 3 days

Traveling to Orientation

We offer a rental vehicle, plane, or reimbursement for driving own vehicle

Physicals

Applicants must have either a complete physical within the last 6 months, certified for 6 months or longer and does not expire within the next 3 months; or complete a new physical ahead of time or when arriving to Orientation in Fort Dodge, IA.

Drug Test

All applicants will be subject to a pre-employment urinalysis and hair follicle drug test prior to coming to Orientation. If unable to complete before arriving, tests will be administered on the first day of Orientation. Drivers will not be released to their truck until results come back negative.

Students

The training schedule is 4 weeks total:

- 1 week in Orientation
- 3 weeks with an OTR trainer
- \$100 per day in Orientation and while with a trainer
- Tuition reimbursement up to \$6,000

Tuition Reimbursement

Payout of \$200.00 to begin after 90 days of employment paid out monthly, up to the total amount of the tuition not to exceed \$6,000.00.

- Tuition will be paid based on qualified schools and no prior driving employment before Decker.
- Must be hired w/in 3 months of graduation from qualified Truck Driving School (TDS).
- Tuition documents are required to be provided by the Driver within the first 90 days of employment in order for payment to begin.
- Refresher courses are eligible for tuition reimbursement if the above criteria is met.

Repayment Agreement

You will be presented with a repayment agreement while at orientation that will include the onboarding costs (meals, travel, motel, training, etc). No payments or withdrawals will be required – you will agree to reimbursement the company for 100% of occurred costs if you terminate your employment in the first 30 days. For each month you are employed we will deduct \$100, from the total, and after 6 months of employment the balance is removed.