



# CDL Shuttle Driver Trainee – Aberdeen Area

H&S Enterprises, Inc.

Have you wanted to start a career as a CDL operator, but just not had the opportunity or assistance to train for it? We are starting a new On-The Job (OTJ) training program to give high potential candidates the opportunity to train and practice for their CDL with a job after completion! The Trainee position is one that is expected to be no longer than 3 months by which time you will be expected to be able to become a solo route driver. Pending your progress level, this time may be extended; however, if not extended or suitable progress is not made after extension, your employment may be terminated.

## The following is a rough outline of how the OTJ Training program will work

- **Non-Driving Assistant with our OTJ Trainer**
  - o You will ride and participate in the non-driving process with the Trainer
  - o During the drive you will discuss and review DOT regulations to familiarize you with the regulations and assist you in being able to pass the written test
  - o You will assist in delivering products to the customers
  - o You will learn paperwork aspects of the job
- **Co-Pilot Assistant with our OTJ Trainer**
  - o Once you receive your learner's permit, you will assist with driving as directed by the OTJ Trainer.
  - o As time permits, generally before/after the route, there will be some extra practice sessions, particularly for backing up.
  - o You will continue to assist in the process of building loads and delivering to customers, building on your customer service skills, and job endurance.
  - o You will continue to learn about the paperwork process
- **Co-Pilot Assistant with another driver**
  - o Once the OTJ Trainer is confident you have the basic skills, you may run routes with another driver to learn new routes and continue to drive with guidance and coaching from an experienced driver
  - o By the end of your 3rd months of employment you will be expected to have tested for and obtained your CDL license.
- **CDL license obtained - Solo Route Determination**
  - o Before running a solo route, you will need to be evaluated again by the OTJ Trainer who will review your confidence and technical ability. It will then be reviewed with the Director of Transportation and only when both parties agree will you run a solo route.
  - o When you move to a solo route, you will receive a raise and the clock start for being eligible for your sign-on bonuses.

## **Route Description**

The route will start at the Aberdeen Warehouse in the early morning hours and end mid-afternoon, depending on route, with an average of 45-60 hours per week. Route drivers start the morning picking up the packed trailer and follow the delivery route given. At each stop, there will be some building of the loads to take in to the customer which requires attention to detail in reading and scanning delivery tickets, working with the customer on where to place their products, getting required signatures, and developing relationships with these repeat customers.

H&S Enterprises, Inc., works exclusively with Cash-Wa Distributing and delivers to their customers. Cash-Wa Distributing is one of the largest privately-owned food service distributors in the Midwest. Their continued growth of current and new markets has continued to increase the stops and routes performed by H&S Enterprises proving additional opportunities to drivers like you! Join a growing team that focuses on relationships.

## **\$1,000 sign on bonus!**

- \$200 after 60 days
- \$300 after 180 days
- \$500 after 1 year

## **Physical Requirements:**

- Ability to regularly lift up to 50lbs
- Ability to occasionally lift up to 100lbs

## **Benefits:**

- Immediate: Eligible for Paid holidays
- 30 days: Discounted product rates
- 60 days: Medical, Dental, Vision and Life insurance eligibility, 2 PTO days
- 1 year: 401k eligibility, 7 PTO days, Short-Term Disability

## **Driver Requirements:**

- 18 years old
- Current CDL, or ability to obtain within 3 months
- Have a good driving record

## **Required Education:**

- High school or equivalent

Apply online at [www.cashwa.com/careers](http://www.cashwa.com/careers)