

SCHNEIDER DELIVERS

Your next opportunity is here. Let's get started!



SCHNEIDER

schneiderjobs.com

800-44-PRIDE

Text CHAT to 28000

Let's cut to the chase

Every driver I've talked to wants four things: money, home time, respect and opportunities. At Schneider, we've looked to our drivers to help shape driving jobs and a culture that combines all four.

We call it our Driver Experience, and we're continuing to roll out driver-recommended improvements that make today's driving careers better than ever. We're giving our drivers Samsung Galaxy tablets and a revamped mobile app to improve life inside and outside of the cab; APUs, fridges and automated transmissions to increase comfort and we've raised driver pay multiple times over the past few years.

If you're looking for a better driver experience, Schneider has it – for drivers of all experience levels. The pages ahead are packed with proof. Explore it all, and start building your brighter future with Schneider.



Rob Reich
*Executive Vice President, Chief
Administrative Officer*



What you want

- 4 Pay
- 5 Home time
- 5 Respect



More options

- 3 Experience levels
- 6 Variety of options
- 7 Van Truckload
- 8 Dedicated
- 9 Intermodal
- 10 Tanker



It gets better

- 12 Training
- 13 Equipment/technology
- 14 Facilities
- 14 By the Numbers
- 15 Military
- 15 Core values
- 15 Haul of Fame

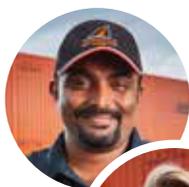
Make the move today!

All experience levels welcome!



Experienced drivers

**Sick of empty promises at your current carrier?
Curious why 10,000+ other drivers choose Orange?**



- Over 5,000 drivers who've driven over 1 million consecutive miles safely in company history.
- Higher pay based on your experience and upgraded driver benefits.
- Schneiderjobs.com resource center for experienced drivers — in-depth look at benefits, experienced orientation and driving opportunities.

Inexperienced drivers

**Need something new but not sure about your next step?
Recent driving school grad or about to get your CDL?**



- \$7,000 driving school tuition reimbursement (\$200/month – or \$400/month for Team drivers!) available to drivers who start within 12 months of graduation and other school payment options.
- Schneiderjobs.com resource center for inexperienced drivers — benefits of becoming a truck driver, how to become one, first year as a driver and more!

Three pillars of a great driving career:

Money, home time and respect



Top-notch pay

Multiple driver pay increases

We introduced multiple driver pay increases — with mileage rates up as much as \$.10 per mile the last few years. Many drivers are now surpassing \$80,000 per year.

Automatic raises and enhanced performance pay

Get more pay automatically with annual pay raises, plus up to three raises in your first 12 months. Also, get the potential for up to \$.04 per mile added to your weekly paycheck through performance pay.

A leading 401(k) plan with company match

Get a better job now and a better retirement later with a 401(k) plan (Roth, pre-tax or combination) consistently a step above the competition. Join the plan right away, with match starting after only 3 months (industry average 1 year). Schneider will match \$.50 for each \$1 of the first 6% of your contribution.

Unlimited driver referral bonuses

Earn a bonus up to \$2,000 for each company driver or owner-operator you refer who joins Schneider – driving school classmates, team partners, relatives and friends. Plus, there's no cap on how many you can refer!

Advantage Club loyalty program

At your five-year anniversary, receive a special membership card for exclusive discounts at company stores/cafes and automatic prize entry for driver giveaways (e.g., iPads, tickets to sporting events).

Comprehensive medical benefits

- Health plan with medical and prescription coverage, additional Health Reimbursement Account and premium reduction incentives.
- Dental plan with standard preventive care covered 100%, plus coverage for basic and major restorative care.
- Vision plan with allowance for prescription glasses and contacts.
- Flexible spending account opportunity to set aside pre-tax money for health-related expenses.

Additional perks

Passenger program for friends over 18 years old or immediate family over 10, discount programs to save big through hundreds of companies, increasing paid time off the longer you stay, milestone awards and so much more!



Home time your way

Whatever your stage of life, whatever your family needs from you — we have an option to match. Schneider continues to lead the industry in finding new ways to get drivers home more. Here are just a few of the dozens of potential home time arrangements:

- Daily.
- Multiple times per week.
- Weekly.
- Every other week.
- Every three weeks.
- Flexible.



Respect for you and your time

We practice what we preach

Respect isn't just a vague concept we talk about; it's one of the core values we live by. Below are a few tangible examples, and you'll experience more every day.

- **You're** the captain of your ship — nobody will ask you to do something unsafe.
- **You** rate customer locations in our driver app — your feedback affects change.
- **You'll** typically have your next load preassigned before dropping your current.
- **You** gain access to free and safe parking and express maintenance nationwide.
- **You** can call your leader or overnight support 24/7 — never feel alone.



The widest variety of truck driving opportunities: *Options to fit any lifestyle and career goal*



Team or Solo

Team - maximize miles and money with a partner

Customers pay more to keep high-value freight moving, so we pay Team drivers more and give them the newest equipment to deliver it. The best loads = the best lanes = the best miles = the best money, all while road-tripping with a friend.

Van Truckload or Dedicated

[Need a partner? Ask about our Team Matching Program]

Solo – enjoy total freedom on your own

It's a dream come true for those who can't stand a boss over their shoulder. You'll always have a great support network at Schneider, but if you crave independence and want to make your own decisions, solo driving is for you.

Van Truckload, Dedicated, Intermodal or Tanker



Driving styles

Over-the-Road – travel the country with longer lengths of haul

Team, Solo, Van Truckload, Dedicated, Tanker

Regional – stay close to home and get the miles you want

Solo, Van Truckload, Dedicated, Intermodal, Tanker

Local – get home daily, plus hourly and load pay options

Solo, Dedicated, Intermodal, Tanker

Part-time – choose the days and hours that work for you

Solo, Van Truckload, Dedicated



VAN TRUCKLOAD

Van Truckload is Schneider's largest division. Haul a variety of goods in standard 53-foot dry van trailers. Take a look at how we're transforming the network with powerful predictive technology to make driving jobs better.



Van Truckload opportunities

- **Team** – up to \$88,000/year each covering 5,000-6,000 miles/week.
- **Solo** – freedom to the fullest with Regional, Over-the-Road or Part-time options.
- **Regional** – high mileage + more home time staying closer.
- **Over-the-Road** – average 2,500 miles/week with dozens of home time options.
- **Part-time** – a great combination of our stability and the flexibility you need.

Why Van Truckload?



Adventure

Travel the country, earning big money with 95% no-touch freight – most drop-and-hook.



Variety

Every day is different; every load is different — all with max efficiency.



Miles

Analytics crunch trillions of load combos to get you the best from our huge network.



DEDICATED

Haul freight for one primary customer. You'll get to know their people, schedules and routes, giving you an unparalleled consistency. You'll be with one customer, but you have a huge variety of customers to choose from.

Dedicated opportunities

- **Team** – time-sensitive, high-value freight = premium lanes, max money.
- **Solo** – extensive variety of customer types to choose from and total freedom.
- **Tanker** – specialized liquid freight means higher pay potential.
- **Over-the-Road** – National Dedicated Fleet (support start-ups and surge) or Jet-Set (fly in to haul for a customer not near you).
- **Regional** – optimal balance between miles and earning power, many Monday-Friday schedules.
- **Local** – get home daily delivering within a few hundred miles.
- **Part-time** – schedule varies by customer, but always top-notch home time.

Why Dedicated?



Consistency

Consistent miles + consistent freight = consistent paychecks.



Specialty

Choose from dry van, reefer, flatbed, home delivery or other freight.



Belonging

Being with one customer is like a small family within the big Schneider family.



INTERMODAL

Intermodal means using two or more different modes of transportation, and at Schneider, that involves bringing freight containers secured to a chassis back and forth from rail yards to customers.

Intermodal opportunities

- **Solo** – all Intermodal jobs are Solo jobs — giving you total freedom.
- **Tanker** – an industry first combining Intermodal and Tanker; higher earning power.
- **Regional** – up to \$83,000 per year, blending mileage and load pay.
- **Local** – unbeatable home time staying near the rail hubs.



New 100% Schneider-owned chassis advantages:

- No wasted time waiting for equipment from chassis pool.
- No wasted time swapping unreliable shared chassis.
- Rigorous chassis maintenance = safer equipment and fewer breakdowns.
- Less down time = more productivity and earnings.

Why Intermodal?



More home time

The train handles the long distances, so you get the shorter.



Drop-and-hook freight

More time moving and less time waiting at loading docks.



Newer equipment

Schneider owns its tractors, containers and chassis.



TANKER

Deliver liquid (e.g. water) or dry bulk (e.g. sand) loads, typically in steel tank trailers with hands-on loading and unloading with pumps and hoses. A leading freight base gives you more options. We'll help you get your hazmat endorsement if still needed.



Tanker opportunities

- **Solo** – enjoy the freedom and independence you crave with even more options.
- **Dedicated** – haul liquid loads for one primary customer, adding consistency.
- **Intermodal** – the industry's first combo with Intermodal and Tanker; more home time.
- **Over-the-Road** – long-haul routes to keep mile-hungry drivers happy.
- **Regional** – shorter lengths of haul and closer to home.

Why Tanker?



Bigger money

Among the highest paid in Schneider's fleet, including more accessorial pay.



Hands-on

Loading and unloading tanks provides a nice change of pace to the day-to-day.



Elite paid training

Two-thirds of loads are non-hazardous, but you'll be prepared for 100 percent.

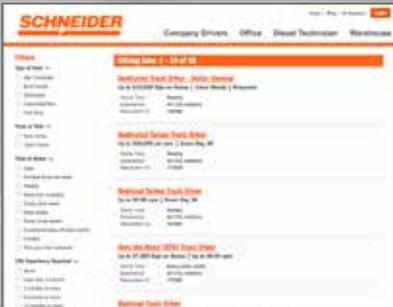
GET IN THE DRIVER'S SEAT APPLY TODAY



Visit schneiderjobs.com to get started

Mobile users: Click the Find a Job button

Tablet and desktop users: Enter your zip code



Click on the job you are interested in, read the description and click

Apply Now

Complete the application including personal information, qualifications, work experience, truck driving school, summary and e-signature pages

An industry-leading reputation for high-quality training and focus on safety

Experienced drivers

By choosing Schneider, you're already showing you're one of the best, but Schneider's experienced driver orientation will make you even better.

Paid orientation runs 4 days for Van Truckload, 5 days for Intermodal, variable for Dedicated (account-specific) and 18 days for Tanker.



Pre-work screen (only select jobs) and paperwork



Classroom, simulator and behind the wheel overview



Meet your leader, be assigned your tractor and get back to driving quickly!

Inexperienced drivers

You got a solid foundation in truck driving school, but Schneider's orientation will make you one of the best, safest drivers on the road.

Paid orientation runs 3 weeks for Van Truckload and Intermodal, variable for Dedicated (account-specific) and 5 weeks for Tanker.



Pre-work screen (only select jobs) and paperwork



Classroom, simulator and behind the wheel in-depth



Road time with a trainer and soft skills (life on the road, customer service, etc.) — you'll both be in the front seats



Meet your leader, be assigned your tractor, receive your first dispatch and enjoy home time before your first load



Visit the *experienced or inexperienced Orientation* page on schneiderjobs.com to watch an orientation video and download the forms you'll need.

The equipment you drive and technology you use impact your livelihood. Schneider gets it.

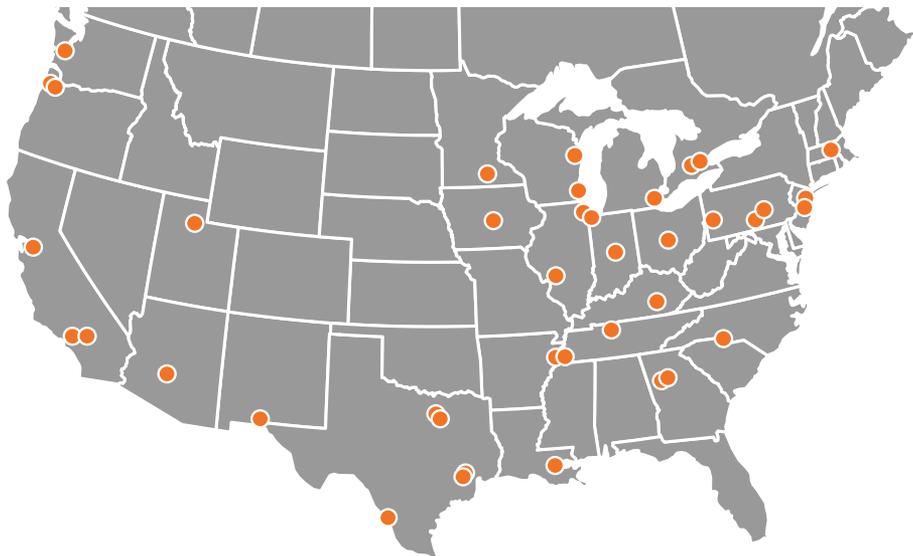
Your comfort and safety drive the way we spec our trucks. Our Freightliners and Kenworths average less than 3 years old, and newer equipment means fewer repairs. If you do need a repair, our team of over 600 technicians will get you back on the road quickly. Enjoy these benefits:



- 1 Automated transmission** on all new trucks and 97 percent of the fleet – easier to drive and saves your left knee and back.
- 2 Power inverters** to use devices that improve life on the road.
- 3 Collision mitigation system** and adaptive cruise control that save lives and improve the driving experience.
- 4 Electronic Stability Control** to enhance your ability to stay safe.
- 5 High-torque DD13/DD15 engine** 80,000 pounds up a hill? Easy.
- 6 Auxiliary Power Units (APUs) in most new solo trucks** and bunk heaters **in all** to keep you comfortable.
- 7 Premium interior and memory foam mattress** giving a sleeper berth you'll love.
- 8 Built-in refrigerators** in new team and solo trucks.
- 9 Satellite radio – Teams with subscription – weather band, SD card slot, USB and aux ports** to stay connected.
- 10 New tablets** with free data to use anywhere for work, truck route GPS, WiFi and more, plus electronic logs.
- 11 Forward-facing camera** (only faces front, no audio) to protect from false claims.
- 12 Schneider Compass app** with GPS trailer tracking, rate customer locations, work assignments, pay info and more!



Your home away from home



Schneider puts a nationwide facility network at your fingertips – full-service truck stops exclusively for Schneider drivers. Enjoy our VIP concierge-like Driver Services and free with amenities like:

Showers

Laundry

Maintenance

Cafeterias

Exercise equipment

ATMs

WIFI

Driver kiosks

Driver lounges

Company cars

Free and safe parking

80+
YEARS
IN BUSINESS
est. 1935

SCHNEIDER BY THE NUMBERS

6,229
(1,042 CURRENT)

DRIVERS WHOVE DRIVEN
OVER ONE MILLION
CONSECUTIVE MILES
SAFELY

APPROXIMATELY

15,650

ASSOCIATES WORLDWIDE

APPROXIMATELY

9,000

TRACTORS

APPROXIMATELY

35,100

COMPANY-OWNED TRAILERS

We move over

9600000

freight miles
loaded per day

(Truckload, Intermodal, Brokerage)

APPROXIMATELY

20,600

COMPANY-OWNED
CONTAINER CHASSIS

APPROXIMATELY

23,100

COMPANY-OWNED
INTERMODAL
CONTAINERS

15%
COMPANY DRIVERS
HIRED WITH
MILITARY
EXPERIENCE

Proud to hire those who serve

Schneider is proud to hire those who serve, and over 15% of our associates have military experience. There's a reason we're one of the nation's largest and most decorated employers — including the 2020 Military Friendly® Employer Award by VIQTORY Media.

Credit for Military Experience = higher starting pay*

If you served in the military, we'll reward your commitment with higher starting pay. 100% of your military time will be applied to driving experience credit if you drove a truck during your service and 1 year will be applied to driving experience credit (starting pay) if you served in a non-transportation capacity.

Military program highlights

- Military recruiting team made up of veterans who are dedicated to helping military applicants through the Schneider hiring process.
- Military Apprenticeship Program — earn up to an additional \$1,431 per month during your first year.
- Guaranteed home time for weekend drill and annual training for Guard and Reserve members — without using paid time off.
- Extended benefits and differential pay if deployed for up to 18 months.



Eligibility: Service members active in the Guard or Reserves and those discharged in the last 12 months (24 months with qualifying Primary Specialty) who meet basic driver qualifications

Uncompromising core values



**Safety First
and Always**



**Integrity in
Every Action**



**Respect
for All**



**Excellence in
What We Do**

**The
best
of the
best**

Schneider has recognized over 5,000 drivers in our Million Mile Driver Club. We also have over 325 elite drivers enshrined in our Haul of Fame, recognizing drivers with three million safe miles or more and/or 20 years of consecutive safe driving.



Go behind the scenes

Visit our driver blog at schneiderjobs.com/blog to get the inside scoop and latest insights. New posts are added weekly!



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