

# WERNER

WE KEEP AMERICA MOVING®



1956



2021

## YEARS



At Werner, we believe that **“Average is for other people.”**  
This principle is evident in every aspect of our company.

**Derek Leathers,**  
Vice Chairman, President and Chief Executive Officer



# WERNER CORE VALUES



## SAFETY

Safety is more than numbers and statistics; it's people.

## SERVICE

Delivering an exceptional experience with every interaction.

## INCLUSION

Where all individuals are respected and valued for who they are and are essential to Werner's success.

## COMMUNITY

Giving our time and talent to build stronger communities.

## INNOVATION

Cultivating new ideas and shifting them into action.

## LEADERSHIP

Empowering and influencing others to be their best.

## INTEGRITY

Being honest and accountable always.





# OPPORTUNITIES

## Driver Placement

- Werner offers more than 250 different accounts
- Offer best financial and home time needs
- 70% or more of our drivers get home weekly or better
- View new account information 24/7 on the Drive Werner Pro app
- 90% of the U.S. population lives within 150 miles of a Werner facility

<b>DEDICATED</b>	<b>VAN/48 STATE</b>
<b>TEMPERATURE CONTROLLED</b>	<b>FLATBED</b>
<b>TEAMS</b>	<b>LEADER</b>
<b>INTERMODAL</b>	<b>OWNER OPERATOR</b>
<a href="https://www.jobs.werner.com">Jobs.Werner.com</a>	Follow <a href="https://twitter.com/DriveWerner">@DriveWerner</a> on Twitter

## Team Match Program

If you're interested in team driving, Werner's Team Match program can connect you to a driver with similar interests to help you transition seamlessly to team driving. For more information, please call **800.848.2187**.



# COMPENSATION BENEFITS

## Average First Year Compensation Benefits

<b>SOLOS</b>	<b>\$55,000 - \$75,000+</b>
<b>LEADERS</b>	<b>\$75,000 - \$100,000+</b>
<b>TEAMS (SPLIT)</b>	<b>\$125,000 - \$150,000+</b>

## Additional Company Benefits

- Health, dental and vision insurance, life insurance, short and long term disability, health savings account
- Industry leading 401(k) Retirement Plan: Werner matches 50% of the first 6% you contribute
- Employee Stock Purchase Plan, Werner will contribute an amount equal to 15% of participant's Plan contribution
- Paid orientation
- Rider and pet friendly
- Paid tolls and fuel cards
- Tuition Reimbursement
- Industry leading production miles



# WERNER WELCOME EXPERIENCE

Our Werner Welcome Experience helps prepare our new professional drivers for what they can expect within the first 4-5 days after hire. Each driver is paired with a Leader through the onboarding process and begins a paid Career Track program that is based on performance, typically lasting 21-28 days.

## Driver Support Representatives

The Driver Support Representatives will make sure all professional drivers have a successful onboarding experience. The representative welcomes you at your morning meeting and communicates with you throughout the day. The representative assists with travel and motel arrangements and ultimately makes sure all your questions are answered.



# QUALIFICATIONS

- ✓ Must be 21 years old
- ✓ Have a current Class A CDL
- ✓ Acceptable driving record
- ✓ A recent graduate of a truck driving school or verifiable tractor-trailer experience
- ✓ Able to perform the essential functions of the job (with or without reasonable accommodations)
- ✓ Meet all DOT qualifications
- ✓ Must pass a DOT physical, DOT drug screen and company hair follicle testing
- ✓ Please register on the FMCSA Drug and Alcohol Clearinghouse Database  
<https://clearinghouse.fmcsa.dot.gov/Resource/Index/Registration-Driver-Instructions>

## FOR MORE INFORMATION:



**DriveWerner.com**  
**Jobs.Werner.com**



**800.750.7706**



**Follow @DriveWerner**  
**on Twitter**



# TRUCKS AND TRAILERS

## Werner Offers the Following Makes of Equipment:

**FREIGHTLINER**  
CASCADIA EVOLUTION



**KENWORTH** T680

**INTERNATIONAL** LT



**PETERBILT** 579

**53' VAN TRAILER**



## Truck Specs | Avg. age: 2 Years

- ✓ All new order trucks come with 2000-watt inverters
- ✓ In-cab communication tablet
- ✓ In-cab fifth wheel release
- ✓ Automatic transmissions
- ✓ Adaptive cruise control
- ✓ Collision mitigation technology
- ✓ Backup cameras (select accounts)
- ✓ Weather band/ Bluetooth radio
- ✓ 24-hour maintenance assistance
- ✓ Bunk heaters
- ✓ Detroit and Cummins Engines
- ✓ Stand up walk-in double bunk sleepers
- ✓ Truck navigation system
- ✓ Rollover stability and traction control systems
- ✓ Optimized idle and ambient air systems



## Trailer Specs | Avg. age: 4 Years

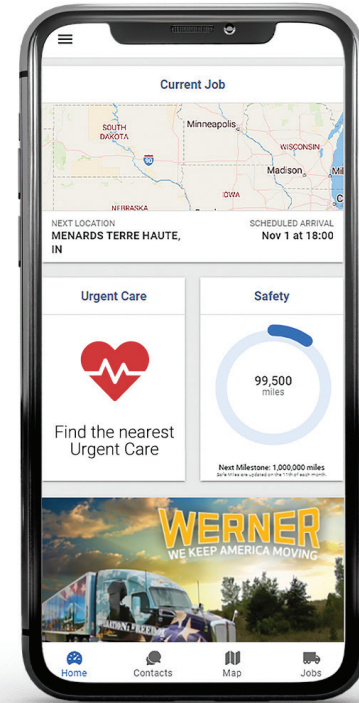
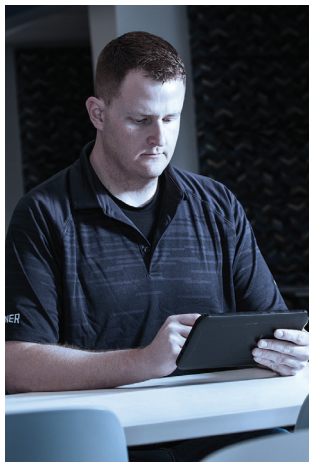
- ✓ 100% trailer tracking: optimized automated trailer assignment, reduces empty miles and time waiting for a trailer
- ✓ Below industry average. Industry average is 8.2 years.
- ✓ Trailer locator
- ✓ Automated trailer tire inflation systems



## Werner Uses the Latest Technological Advancements

Werner EDGE, the innovation arm of Werner Enterprises, advances the performance and safety of our drivers, shippers and carriers by delivering the latest technology-rich solutions in the transportation industry.

- Our Self Service Driver Portal offers a variety of company information readily available for you to view
- EDGE Connect is our tablet-based telematics solution that delivers a safer and more efficient experience for our professional drivers



## INTRODUCING THE NEW DRIVE WERNER PRO APP

Created to make your life easier and your job more efficient, so you can keep America moving. It's easy to use, loaded with beneficial features and is accessible 24/7, on and off the road.

- Email [drivewernerpro@werner.com](mailto:drivewernerpro@werner.com) to request your access today!
- Technical Support available at **800.641.0600**



# SAFETY

Werner has more than 1,800 professional drivers who have driven 1 million accident-free miles or more! Werner enhances our drivers' skills through the following programs:

- **Defensive Driving Training** – Core driving fundamentals of speed and space management, visibility and time
- **Computer Based Training (CBT)** – Our electronic library is accessible 24/7 to help drivers learn new skills and make our roads safer
- **Simulation Training** – Hands-on experience, including regionalized mobile classrooms and available at all terminals
- **Compliance, Safety and Accountability (CSA)** – Training on the seven BASICS and violation prevention methods
- **Werner Cares** – Helps all associates make good decisions using videos and our Highway Emergency Lifeline Program (HELP)
- **Collision Mitigation Systems**
- **Forward Facing Cameras Only**

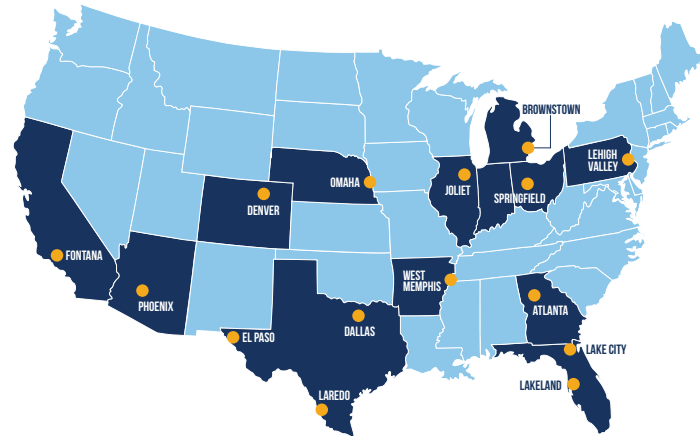
## Sustainability

✓	Received the 2020 SmartWay Excellence Award
✓	PrePass and DriveWyze for weigh stations to reduce idle time
✓	Reduced maximum RPMs to minimize gallons burned at idle
✓	Since 2007, we've saved more than 300 million gallons of fuel and reduced our carbon footprint by more than 3.3 million tons



# TERMINALS

Werner's global headquarters is located in Omaha, Nebraska. We also have locations in:



**ATLANTA, GA**  
1444 Blair Bridge Road



**BROWNSTOWN, MI**  
18673 Dix-Toledo Road



**DALLAS, TX**  
8701 Peterbilt Avenue



**DENVER, CO**  
9239 Brighton Road



**EL PASO, TX**  
13000 Gateway East Blvd.



**FONTANA, CA**  
10251 Calabash Avenue



**JOLIET, IL**  
1738 Terminal Court



**LAKE CITY, FL**  
879 NW Bell Street



**LAKELAND, FL**  
742 S. Combee Road



**LAREDO, TX**  
1201 Carrier Drive



**LEHIGH VALLEY, PA**  
Opening Spring 2021



**OMAHA, NE**  
14507 Frontier Road



**PHOENIX, AZ**  
4801 W. Magnolia



**SPRINGFIELD, OH**  
4395 Laybourne Road



**WEST MEMPHIS, AR**  
2800 E. Service Road



# MILITARY PROGRAMS

- ★ We honor and support those in uniform and those that have worn the uniform in a variety of ways
- ★ The Operation Freedom program is led by veteran associates who focus on military community initiative and provide a centralized point of contact for military issues and assistance

## Driver Apprenticeship Program

- Eligible participants can receive their tax-free VA educational benefits for up to two years in addition to their pay
- Check your veteran eligibility status at [www.ebenefits.va.gov](http://www.ebenefits.va.gov)
- The Department of Veterans Affairs pays the driver directly based on eligibility
- For more information, email us at [Apprenticeship@werner.com](mailto:Apprenticeship@werner.com) or call 877.351.7724

## Veteran Tuition Reimbursement Program

New placement drivers/veterans/eligible spouses and dependents who use VA educational benefits to pay for CDL training may be reimbursed.

## We Proudly Support our Military Veterans and their Families



★ Approximately 20% of Werner's associates are veterans

★ Freedom Award Winner: the highest recognition awarded by the Department of Defense to employers for their support of National Guard and Reserve members

★ Multiple Military Friendly Employer and Top Military Spouse Friendly Employer Awards

### FOR MORE INFORMATION:

**Email:** [MilitaryRecruiting@werner.com](mailto:MilitaryRecruiting@werner.com)

**Call:** 888.203.2655

**Visit:** [WernerHiringHeroes.com](http://WernerHiringHeroes.com)



# WHAT MAKES US ELITE

- Focus on investing in our 5T's initiative: trucks, trailers, talent, terminals and technology
- One of the nation's largest transportation and logistics companies
- Financially strong
- First carrier to implement electronic logging devices, over 18 billion miles and counting!
- Average age of our trucks – 2 years
- Our trucks travel 3.3 million miles per business day
- In 2006, Werner created the first truck driver apprenticeship program in the industry
- The free Drive Werner Pro app offers pay details, electronic trip envelopes, messages, maps, load alerts, driver referrals and more
- Pet Policy
- Recognized as a top company for women







# CHECK OUR FACTS



# NOTES

## PAID DRIVER ORIENTATION/CAREER TRACK

New Placement Drivers are paired with a Leader throughout the paid Career Track program.

## TUITION REIMBURSEMENT

Placement Drivers may be eligible for tuition reimbursement.

## AVERAGE COMPENSATION

**Solo** - \$55,000-\$75,000+ average first year compensation. Sign-on and relocation bonuses available. Minimum weekly available on select accounts.

## BENEFITS

Health, dental and vision insurance, disability, short/long term disability, 401(k) Retirement Plan with company matching 50% of the first 6% contributed and Employee Stock Purchase Plan with company contributing an amount equal to 15% of participant's Plan contribution.

## TRUCK/TRAILER

Automatic transmissions with average truck age of 2 years. Average trailer age of 4 years.

## CAREER OPPORTUNITIES

Various fleets: over the road, dedicated, van, temperature controlled and flatbeds. Solos, teams, leaders and office positions available. Seventy percent or more of our drivers get home weekly or better.

## REFERRALS

Refer experienced candidates and earn at least \$1,000; more than 2,400 referrals = \$1.5 million paid out to date.

## RIDER/PET POLICY

One dog or cat per driver, no breed/weight restrictions in the U.S. One passenger age 10 and over.

## DRIVER SUPPORT & EDGE CONNECT TABLET

24/7 driver support through fleet management and our safety network, as well as access to resources through the Drive Werner Pro app and our Werner EDGE Connect tablet.

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# WERNER

1956 2021



## YEARS

### TRUCKS



NEWER, SAFER AND DRIVER-PREFERRED, LEADING TO HIGH DRIVER RETENTION

### TRAILERS



NEWER, EXPANDED FEATURES FOR SHORT OR LONG HAULS

### TALENT



BEST-IN-INDUSTRY DRIVERS AND ASSOCIATES

### TERMINALS



EXPANSIVE NETWORK TO SERVE DRIVERS AND CUSTOMERS

### TECHNOLOGY



DEVELOPMENT OF TECHNOLOGY-RICH SOLUTIONS AND INNOVATION

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[DriveWerner.com](https://www.drive Werner.com)

800.750.7706

