

**COVENANT  
TRANSPORT**

**APPLY NOW!**

866.609.3620 • [CovenantTransport.com](http://CovenantTransport.com)



## CAREER PATH

### STUDENT

You begin the program by going out on the road with a Certified Trainer to complete 180 hours of training and our 4 Day Finishing School. Once complete you will go to one of our terminals and do an upgrade test to become a Team Driver.

**PAY:** \$600 A WEEK (\$625 A WEEK IF HAZMAT ENDORSED)

### TEAM DRIVER

You will spend 60 days with your co-driver as a Team Driver to enable you to strengthen your skills while having an extra set of eyes to ensure safety on the road. Most drivers have met someone through CDL School or as a Student that they want to partner with as a Team Driver but we have a matching system in case you haven't found the right person yet.

**PAY:** HAZMAT- \$.42/MILE\* (\$.40 LINE-HAUL PLUS \$.02 SAFETY BONUS)  
NON-HAZ - \$.40/MILE (\$.38 LINE-HAUL PLUS \$.02 SAFETY BONUS)

\*\$700 MINIMUM W/ HAZMAT \*2¢ SAFETY BONUS INCLUDED W/ HAZMAT

### OTR

Once you've completed your time as a Team Driver, you will upgrade to OTR. This is typically about 3.5 months after you started working with us.

**PAY:** HAZMAT- \$.52/MILE\* (\$.50 LINE-HAUL PLUS \$.02 SAFETY BONUS)  
NON-HAZ - \$.50/MILE (\$.48 LINE-HAUL PLUS \$.02 SAFETY BONUS)

\*\$850 MINIMUM W/ HAZMAT - \$1000 AFTER 1YR W/ HAZMAT  
\*2¢ SAFETY BONUS INCLUDED W/ HAZMAT

### EXTRA PAY OPPORTUNITIES (ALL DRIVERS)

**SAFETY BONUS:** Bonus accrues weekly and is paid out quarterly so long as driver maintains clean driving record during the quarter.

**CLEAN DOT INSPECTIONS:** \$75 each

**REFERRAL BONUSES:** Qualified solo \$500, qualified team \$1,500; qualified hazmat team \$3,000.

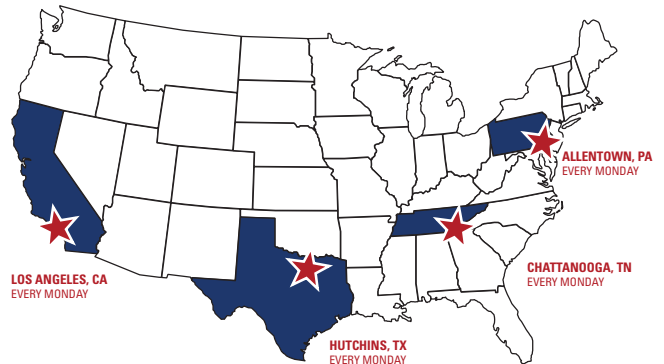
## ORIENTATION

### WE PAY FOR:

- » Lodging during orientation
- » Plus \$150 for Orientation Pay

Your 3 days in orientation will be filled with one-on-one interaction with various departmental personnel within the company, classroom time, driving time, a drug test, and physical aptitude test. Each orientation location has its own schedule. To learn about what you will be doing during your time in orientation go to [WWW.WELCOME2COVENANT.COM](http://WWW.WELCOME2COVENANT.COM).

**TO SCHEDULE YOUR ORIENTATION CALL 866.609.3620.**



### WE WILL PAY FOR YOUR HAZMAT ENDORSEMENT!

Since you get \$75 more a week during Phase 1 if you already have your hazmat, it's certainly in your best financial interest to get the hazmat process started and hopefully completed while you're in school.

If you aren't able to get the process started while in school, we will pay for you to get your endorsement (background, fingerprinting and test). Your trainer will be responsible for helping you complete the process during Phase 1.

### FAMILY PLAN AND BUDDY PLAN TRAINING

Covenant can train husband and wife teams together, and our Buddy Plan allows friends and/or other family members to train together. A qualified spouse may train the other while running team freight.

**\$15,000 TUITION BONUS**

\$125/MONTH FOR 60 MONTHS AND A \$7,500 BONUS ON YOUR 5 YEAR ANNIVERSARY.





## CONTINUE... TO BE A LEADER

Now, more than ever, military veterans are looking at the trucking industry as a place to build a new career. In response to their need, and to add exceptional drivers to our fleet, we are pleased to offer military veterans extra advantages through our MPACT civilian career transition program. Throughout our 30-year history of hiring and training more than 30,000 professional drivers, we have valued the additional skills, discipline and experience military vets bring to the job. In 2012, we received certification by the Department of Veterans' Affairs as an On-the-Job Apprenticeship Training Center for veterans, so that while enrolled in our 24 month MPACT training program, veterans that are eligible for Post-911 or Montgomery G.I. Bill educational benefits, in addition to Covenant's enhanced pay and training package for veterans. If you're ready to make your transition from the military to a rewarding civilian career in trucking, Covenant has the perfect program to support you!

### MINIMUM REQUIREMENTS FOR ACCEPTANCE INTO MPACT

- » Meets ALL Covenant Transport minimal hiring requirements
- » Eligible for Post-911 or Montgomery G.I. Bill

**VISIT [www.CDLVETS.com](http://www.CDLVETS.com)  
FOR MORE INFORMATION**

### MPACT PHASES

#### VET 1 – INITIAL TRAINING:

On top-quality trainer truck for 180 hours of driving training, then tests to upgrade to Vet 2 status before home time.

#### VET 2 – OTR TRAINING:

During this 3-month phase with a team partner, Vet 2's complete Covenant's Train-the-Trainer course and are eligible to become trainers after 1 year if they meet standard trainer requirements. A hazmat endorsement is required to proceed to Vet 3 status, which Covenant will assist in obtaining.

#### VET 3 – MENTORING:

Vet 3's mentor a Vet 2 or Phase 2 non-MPACT student for at least 180 hours. Vet 3's graduate from MPACT at day 365 of training.

#### VET 4 – TRAINER:

Vet 4's will train/mentor a Vet 1 or a non-MPACT student for at least 180 hours. Vet 4's will conduct this type of training for a max of 12 months.

### COVENANT PAY

\$650/week salary (no hazmat)  
\$675/week salary (with hazmat)

.40 CPM without hazmat  
.42 CPM with hazmat  
\$750 week minimum\*

.50 CPM without hazmat  
.52 CPM with hazmat  
\$850 week minimum\*  
\$1000 week minimum\* after 1yr

72 CPM + Student Upgrade  
Bonus Potential

*Each Vet will receive a minimum of 1200 dollars per month for their BAH from the VA depending on how much they have used previous. BAH amount is based out of Chattanooga. The minimum BAH that veterans will obtain for 24 months is \$28,800*

*\* w/Hazmat*

### ADDITIONAL PAY FOR ALL COVENANT STUDENTS

**\$15,000 STUDENT BONUS:** \$125/month for 60 months and a \$7,500 bonus on your 5 year anniversary

**ORIENTATION AMENITIES:** Lodging and meals provided

**ORIENTATION PAY:** \$150 for 3 day orientation when activated

**HAZMAT TEAM PAY:** .06 CPM to each hazmat-endorsed team driver

**CLEAN DOT INSPECTIONS:** \$75 each

**SAFETY PAY:** \$.02 of your CPM is a Safety Bonus. It is accrued weekly and paid out quarterly if you maintain a clean driving record for the quarter.

**APPLY NOW! APPLY ONLINE AT [WWW.CDLVETS.COM](http://WWW.CDLVETS.COM) OR CALL 855.840.VETS (8387)**