

# FAQ's FOR EMPLOYMENT AT WILLTRAN, INC.

1. **How many nights am I out on the road?** Typically, you will be out about six days and home for about two or three. We try to get you home as much as possible as we understand you have a family.
2. **Does WillTran offer benefits?** We offer health insurance, dental insurance and a vision plan. WillTran pays a portion of your benefits.
3. **What's the pay rate?** We pay our drivers depending on experience. Our driver's pay is among the top in the industry.
4. **What kind of equipment does your company run and what do you haul?** We run mostly sate model Peterbilts and Freightliners. You will be pulling bulk liquid non-hazardous materials in tankers that are non-baffled. Drivers should have or be able to get a tanker endorsement for your CDL if you want to come to work for us. We also do dry van and flatbed hauling, so if you have that kind of experience we would like to speak with you as well.
5. **Do you haul hazardous materials?** We do not haul hazardous materials.
6. **What is your geographic area of operation?** We haul mostly in the Pacific Northwest, but occasionally you may be required to go into California, Texas, Colorado and Wyoming. Other states could be added but we try to make sure you are OK going before we send you out.
7. **Do you run electronic logs?** WillTran has been running electronic logs for several years now. We use XRS and you will be required to do so as well if you come to work for our company. Electronic logs take the guess work out of log keeping and help keep you safe and on schedule. Training is provided on using our system.
8. **What type of requirements are there to drive for your company?** We like to see the following:
  - CDL drivers must have proper endorsements as required by law for the type of vehicle being driven and be in compliance of any Federal and State requirements and meet applicable physical qualifications and certifications.
  - A minimum of two years' verifiable experience, in the past three years, of driving equipment similar to the vehicle being driven, in similar traffic and terrain.
  - No more than three minor moving violations in the past three years with not more than one during the preceding twelve months and zero accidents. No more than two minor moving violations in the past three years and one accident.
  - No major violations during the past five years.
  - Not more than one preventable accident within the past three years.
  - Age between 23 and 65 years old.
9. **What if I don't meet the above requirements?** If you have driving experience but don't meet all of the above requirements, please contact us for training opportunities.