



An Employee-Owned Company



Experienced Orientation

Des Moines, IA



On behalf of the TMC Family, we are pleased that you have chosen to be a part of our company. You have been extended a conditional offer of employment dependent upon your successful completion of our New Hire Orientation. We look forward to seeing you!

NOTE: If you are unable to make it to orientation on time, you must call 800.247.2862 or **800.745.7386 after-hours** and leave a message.

Failure to report for orientation or arriving late without first contacting Recruiting may disqualify you for employment with TMC Transportation.

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EXPERIENCED ORIENTATION PROGRAM

Arrival

- Arrive no later than early Sunday evening

Transportation

- TMC provided travel is by Rental Car. Travel to orientation will be a ride share with current employees or contingent employees scheduled together. Reimbursement for fuel guidelines are listed below
 - NO pre-paid gas receipts will be accepted for reimbursement
 - ALL fuel receipts must be original and show number of gallons and price per gallon
 - Do not combine any other purchases on the fuel receipts - i.e. food or drinks
 - ANY MOVING VIOLATION IN A COMPANY-PROVIDED VEHICLE WILL DISQUALIFY YOU FROM THE PROGRAM
- If you provide your own transportation
 - Contact your recruiter for travel compensation details prior to attending orientation
- Once you arrive in Iowa, shuttle transportation will be available from the airport/bus terminal to the Employee Hospitality Center/Baymont Inn & Suites. PLEASE CALL 515.285.0654 FOR THE SHUTTLE
- If you have your own personal vehicle, you are still required to ride the shuttle bus to orientation on the first day. Instructions will be provided during class if you would like to drive your own vehicle for the remainder of the program. Only exception is those who live local and are not staying at our hotel, you may drive the first day

Lodging

- TMC will provide lodging in double occupancy rooms at the Baymont Inn & Suites, 6221 Willow Creek Ave, Des Moines, IA, 50321, at no charge during orientation
- Due to limited space, single occupancy rooms will not be provided. If you require a single occupancy room, you are requested to arrange lodging elsewhere at your expense as well as providing your own transportation to and from orientation
- While the Baymont Inn & Suites is owned and staffed by TMC employees, it carries the Baymont name and is open to the public. Please conduct yourself appropriately while in the hotel as you will be around families/children
- Each room is equipped with a refrigerator. Microwaves are available in public areas of the hotel

Schedule

- Onsite Orientation: 3-5 consecutive days
 - Shuttle will pick you up at 0645 SHARP from the south entrance of the hotel
 - Consists of: classroom training and hands-on securement training
 - Evaluated on: road test, classroom proficiency, and load securement
- Over-the-Road Training (if required): 1-3 weeks with a Professional Driver Trainer



Compensation/Payroll

Contact your recruiter to clarify your orientation class status

- E0=\$200/day gross through completion of orientation/1st dispatch (excludes weekends), plus additional bonuses. You are also guaranteed a minimum of \$1,000 gross per week for your first two dispatched weeks.
- E2=\$1,000 gross for orientation, \$1,000 gross per week during training, plus additional bonuses. You are also guaranteed a minimum of \$1,000 gross for each of your first two weeks in your own truck.
- E3=\$800 gross for orientation, \$800 gross per week during training. You are also guaranteed a minimum of \$1,000 gross for each of your first two weeks in your own truck.

*all compensation, to include any bonuses, is dependent upon your availability to work
*above pay scales do not fully apply to dedicated positions. contact your recruiter for specifics if you are dedicated

Meals

- Lunch will be provided throughout the entire onsite program
- Breakfast is \$5/day at the hotel
- Evening transportation (usually Wednesday) is provided to a Walmart Super Center. There are no businesses within walking distance of the hotel and additional transportation is not available. There is a gift shop/company store located inside the hotel that carries many food items you would find at a typical convenience store

Required Items

- Hard-copy Class A License (if your state is mailing it to you, then you MUST bring valid paperwork showing the Class A CDL License has been issued. Bring your previous hard-copy license as well
****YOU ARE REQUIRED TO HAVE SOME FORM OF GOVERNMENT ISSUED ID THAT HAS A PHOTO****
- Hard-copy of SS Card (or passport/certified copy of birth certificate with official raised seal)
- Passport, if you have one, and TWIC Card, if you have one
- You must bring your account and routing numbers with you for direct deposit. If you are using a checking account and have a paper check, write void across the face and bring it with you. Submitting incorrect account or routing numbers, will delay your direct deposit by a week or longer
- Work Boots (required to wear on the first day of class) and Gloves
- Birthdates and Social Security numbers of family members being placed on your insurance
- Work clothes/rain jacket
- Rand-McNally Motor Carrier Atlas
- Headphones/earbuds (pc's only accept 3.5mm corded)
- Several days of clothing (washers & dryers are available for \$1.50/load & \$1.50/load)
- Driving School loan paperwork, if eligible for tuition reimbursement and you want to enroll in the program



Prohibited Items

- Valuables (jewelry, computers, game systems, etc); we are not responsible for any lost/stolen items
- Weapons or alcoholic beverages. No firearms allowed, period! This applies to all TMC properties, motels, and ALL company vehicles to include company-provided rental cars.

Pre-Qualification

- Physical Assessment (Monday morning)
 - Based upon DOT/FMCSR Regulations and the Essential Job Functions of a driver at TMC
 - Drug Screening, DOT Physical, Physical Agility Assessment (please refrain from sweets, caffeine or a large breakfast)
- Let your recruiter know if you have had any of the following, as you may be required to present documentation to the DOT Examiner to certify you meet DOT/FMCSR Physical Requirements
 - Hernias/Injuries/Surgeries
 - Cardiovascular problems (cardiac events)
 - Sleep Apnea
 - High Blood Pressure
 - Sugar/Protein/Blood in Urine
 - Less than 20/40 Vision (each eye)
 - Hearing Loss
 - Psychiatric Disorders
 - Take any Medication
- Driver's License Vision Requirements
 - Your **Class A license** AND your **TMC DOT medical card** must match in regards to corrective lenses. You will not be allowed to meet a trainer or be assigned your own truck unless these two documents match, due to regulatory enforcement.
 - If you must wear corrective lenses in order to pass the eye exam, and there is no corrective lenses restriction listed on your Class A license, you will need to report to your local DMV office to have that restriction added to your Class A license.
 - If you have a corrective lenses restriction on your Class A license, you must attempt to take TMC's DOT medical exam while wearing your corrective lenses.
 - If you do not have a corrective lenses restriction on your Class A license, you must attempt to take TMC's DOT medical exam while not wearing any corrective lenses.



Mission

- The mission of TMC is to be recognized as the standard-bearer of quality performance in flatbed transportation. We will accomplish this by searching out the very best people, training them in the fundamentals of quality and empowering them to develop innovative techniques focused on customer satisfaction. Emphasis will be placed on continuous process improvement in all measurable aspects of our business.

Culture

- The life values of TMC's founder, Harrold Annett, are the driving force behind the TMC philosophy. His dedication to honest, hard work and his unyielding commitment to excellence are the core values of our operation. We take great pride in TMC and it shows in everything we do. There is a TMC way of doing things and these fundamental beliefs have guided us for more than 50 years.

Safety Requirements

- Hard hat, work boots and other PPE (Personal Protective Equipment) are required anytime you are working around the truck/trailer/load. Hard hats/safety glasses/reflective vests are provided to you
- Passenger policy begins 90 days after assignment of your own truck. Contact your recruiter for specifics

Appearance Policy

- No visible body-piercing, to include earrings/tongue/nose
- Tattoos that contain demeaning or offensive images/text are not permitted. Facial tattoos are not permitted
- Hair should be no longer than the top of the shirt collar when in its natural state. Ponytails of any length and style are not permitted. Beards must be neatly trimmed
- Shorts, sweatpants, sleeveless shirts, or sandals are not permitted during working hours. Pants must be free of excessive wear/slogans/logos/no torn or patched look

Absences

- Vacation time is earned after your first year of employment. Any requests for time away from work during your first year with TMC need to be addressed with your recruiter prior to arrival at orientation.



CONTACT INFORMATION

Recruiting	800.247.2862
After-Hours Recruiting	800.745.7386
Employee Hospitality/Baymont Inn & Suites	515.285.0654

Baymont Inn & Suites

6221 Willow Creek Avenue

Des Moines, IA 50321

