



WELCOME, OWNER OPERATORS!

Thank you for your interest in partnering your business with Crete Carrier and Shaffer Trucking. With an unbeatable fuel program (keeping costs at or below \$1 per gallon), IRA contributions, dedicated dispatch, and health insurance options it's easy to see why Crete and Shaffer is an excellent partner.

QUALIFICATIONS

We take pride in hiring the most professional owner operators the industry has to offer.

- One (1) year verifiable tractor trailer experience
- Has acceptably passed the required company and D.O.T physical, the required drug test and the company in-truck driving test and otherwise meets D.O.T requirements
- Has a Class A CDL issued by the driver's state of residence
- Has a verifiable work history
- Has attained minimum age of 22 years
- Has an acceptable driving record as reflected by MVR with no major preventable accident in the most recent five (5) years
- No DUI or DWI convictions or positive drug screens or events in the past five (5) years
- Has an acceptable criminal history record
- Be able to perform functions of the job description

ORIENTATION

Orientation will be held in either: Lincoln, Nebraska; New Kingstown, Pennsylvania; Lenoir City, Tennessee; or Wilmer, Texas. Owners will receive meals and hotel accommodations during orientation and will be reimbursed for bobtailing to our facility.

INDIVIDUAL RETIREMENT ACCOUNT PAYMENT (IRA)

The Company will contribute to your IRA Account upon the completion of your second full year. Contributions increase from each year of service up to \$1,500 per qualifying year.

NORTHEAST AND TOLLS

- No forced dispatch to New York City
- EZ Pass transponders are provided to all owners

RIDER PLAN

Crete/Shaffer offers the best rider policy in the industry at no cost to the owner. Authorized passengers are as follows:

- A. Spouse, *or*
- B. One child, stepchild, foster-child, niece, nephew or grandchild 4 years of age or younger, provided they are accompanied by the non-driving spouse, *or*
- C. One child, stepchild, foster-child, niece, nephew or grandchild 5 through 18 years of age, with or without the non-driving spouse or adult, *or*
- D. One adult 19 years old or older

TRACTOR INSURANCE AND RELATED COVERAGES

- Blanket Physical Damage—Offered based on the value of your tractor
- Bobtail Coverage—Offered at \$30 to \$41 per month
- Cargo Coverage—Offered at \$15 per month
- Workers Compensation Coverage—For most states, available at a cost of \$180 per month

SETTLEMENTS

We settle with our Owners weekly (Friday) for all trips received in our Lincoln, Nebraska, terminal by midnight Monday. To expedite the settlement process and the receipt of your funds, the company allows truck stop scanning of the trip documents through the Transflo Express program at no cost.

OPTION 1

MILES*	CRETE	SHAFFER
1-150	\$1.58	\$1.61
151-250	\$1.38	\$1.41
251-700	\$1.13	\$1.16
701-1200	\$1.07	\$1.10
1201+	\$0.97	\$1.00
Deadhead	\$0.86	\$0.86

*All rates are per mile based on Rand McNally Practical Route Mileages

QUALCOMM

Installation is free. Rental is \$30 per month. Insurance is \$10 per month.

HOME TIME

21 days or more depending on your home location

PLATES AND PERMITS

Contractor provides at its cost, plates and permits for the full or remaining portion of the first calendar year of the lease. Carrier will fund for you the up front cost of the plates and this cost will be deducted from the Contractors' settlement until plates and permits are paid in full. At the end of the first calendar year, Carrier will pay Contractor a bonus in the form of a credit to be used by Contractor to purchase Contractor's plates and permits for the subsequent year if, when the bonus is computed Contractor has a current active lease agreement with Carrier and if the Contractor ran productive miles the previous year.

PERFORMANCE ESCROW

\$750 (in weekly installments of \$50 until fully funded)

OPTION 2: CRETE CARRIER

WEEKLY HOME TIME		BI-WEEKLY HOME TIME	
Trip Length (miles)	Rate**	Trip Length	Rate
1-500	\$1.01	1-500	\$1.02
501-1,200	\$0.98	501-1,200	\$0.99
1,201+	\$0.96	1,201+	\$0.97

OPTION 2: SHAFFER TRUCKING

WEEKLY HOME TIME		BI-WEEKLY HOME TIME	
Trip Length (miles)	Rate**	Trip Length	Rate
1-500	\$1.04	1-500	\$1.05
501-1,200	\$1.01	501-1,200	\$1.02
1,201+	\$0.99	1,201+	\$1.00

**All rates are per mile (loaded and empty are paid at the same rate) based on Rand McNally Practical Route Mileages

QUALCOMM

Paid by the Company

PLATES AND PERMITS

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PERFORMANCE ESCROW

\$750 (in weekly installments of \$50 until fully funded)

DRIVER CENTER LOCATIONS

NEBRASKA (HOME OFFICE)

400 NW 56th St.
Lincoln, NE 68528
800-998-2221

ARIZONA

2346 South 16th Ave.
Phoenix, AZ 85007
800-998-9009

FLORIDA

2020 Eidson Dr.
DeLand, FL 32724
800-998-5415

GEORGIA

1225 Williams Drive
Marietta, GA 30066
800-998-8002

INDIANA

5730 Fortune Circle West
Indianapolis, IN 46241
800-487-4639

MISSOURI

3631 Great Midwest Dr.
Kansas City, MO 64161
800-998-0963

NEBRASKA

10770 I Street
Omaha, NE 68127
888-228-9685

NORTH CAROLINA

112 Stagecoach Trail
Greensboro, NC 27409
800-773-8935

OHIO

5400 Crosswind Ave.
Columbus, OH 43228
800-998-3598

PENNSYLVANIA

49 East Main
New Kingstown, PA 17072
800-669-1181

TENNESSEE

2229 Buttermilk Road
Lenoir City, TN 37771
800-251-9120

TEXAS

400 E. Pleasant Run Rd.
Wilmer, TX 75172
800-998-4933

UTAH

695 West 1100 North
N. Salt Lake, UT 84054
800-998-6166

WYOMING

11220 I-80 Service Road
Cheyenne, WY
800-998-7743

For more information visit CreteCarrierJobs.com or call 800.998.2221