Heartland Express has many different positives to appeal to a wide range of driver wants and needs. Whether a driver is looking for pay or home-time or driver-friendly freight, there is going to be something you can sell to just about any driver that calls in.

- 95% or better "no-touch" freight. The majority of freight is drop-and-hook.
- Excellent home time. A system (OTR) driver’s average time out on the road is 10-14 days and the driver gets home about every other weekend. Regional drivers are typically out 5-7 days and home 3 out of 4 weekends.
- A growing operational area. We are able to hire from most points east of the I-35 corridor with much of our service running east of Denver, CO. Heartland West is also growing and our western regional is available for drivers. Arizona and Southern California are the primary lanes. Additional areas include the state of New Mexico, Salt Lake City, UT, Las Vegas, NV and the I-5 throughout California all the way up to Portland, OR.
- Newer and assigned International fleet of trucks.
- Satellite communication system in all company trucks.
- $.01 per-mile annual safety bonus if no preventable accidents.
- Matching 401K plan after one year.
- Extra pay for unloading freight and multiple stop - offs.
- $.04 per mile bonus for miles run in the "Green Zone", which consists of anywhere east of I-81 from New York down to Maryland.
- Rider Program – Eligible to apply for program after 60 days. Please see below for details.
- Weekly Direct Deposit.
- Paid vacation after one year.
- Health, Dental, and Life insurance coverage for company drivers.
- Completely debt-free company.
- Assigned fleet manager and an open-door policy.
- The Top Pay in the industry according to an independent driver wage survey.
Minimum Qualifications

- Driver must live somewhere within our hiring area.
- Driver has a current Class A CDL.
- CDL must be from the driver’s state of residence or the driver must be willing to obtain it within 30 days of hire.
- Must be 23 years of age.
- Must have a minimum of 6 full months of OTR experience in the last 12 months, and at least 12 months OTR experience in the last 36 months.
- No serious DAC / Work Record issues.
- No serious MVR issues.
- Has a current Long form DOT physical and medical card or ability to obtain one.

Divisions

Heartland Express has a number of divisions that will meet the needs of many different drivers. Each division has a specific running area and hiring area.

Salaried Divisions in:
Atlanta GA
Carlisle PA
Dallas TX
Columbus OH
must be domiciled within 50 miles of home terminal
running area is a 250 mile radius
Home Time

Heartland Express has many regional divisions set up to accommodate a driver’s need to be home more often. Typically, the following home time parameters will apply:

**Regional:**
These drivers are typically out 5 to 7 days at a time and Heartland will make every effort to get drivers home 3 out of 4 weekends.

**OTR:**
System (OTR) drivers are typically out 10 to 14 days at a time and home every other weekend.

**Teams:**
Teams have variable home time, set up to accommodate the needs of individual teams. Some teams like to be home often and other teams might like to run out for months at a time.

- Run 2 weeks  Get home for 2 days
- Run 3 weeks  Get home for 3 to 4 days
- Run 4 weeks or more  Get home for 5 days

There will be many times when drivers will have things they need to attend to at home, such as family functions, doctor’s appointments, legal appointments, etc. that do not fall within the normal home time parameters. When these things come up, there will usually be no issue with working around the requests if advanced notice has been given.

Heartland Express does not bank days as we believe in giving excellent weekly home time in the first place. If a driver wants extra time at home, again the driver just needs to communicate that with his fleet manager.

Finally, if a driver is taking extended home time whether through vacation or extra time off, the driver must understand that if he or she will be home for more than 4 days, the truck must be taken back to the terminal.

Pay Scales

Heartland Express determines the pay for a company driver based on the amount of verified over-the-road driving experience. There are also several different pay scales that are set up to correspond to the different freight rates one might find in various areas.

Below are the current base pay scales for Heartland Express company drivers for each division. These pay scales do not include the $.01 per mile safety bonus or the $.04 per mile green mile bonus. All miles are paid loaded and empty and are based off of a current version of the Rand-McNally mover’s guide.
Pay is direct-deposited into a checking account or mailed out weekly, with payroll being done on Friday. Every load the driver completes by Friday at 12:00 AM (midnight) will be paid out to the driver on the following Friday paycheck.

### New Pay Scales (as of 01/10/11)

#### System

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr</td>
<td>$.43</td>
<td>$.44</td>
</tr>
<tr>
<td>2 yr</td>
<td>$.43 ½</td>
<td>$.44 ½</td>
</tr>
<tr>
<td>3 yr</td>
<td>$.44</td>
<td>$.45</td>
</tr>
<tr>
<td>4 yr</td>
<td>$.44 ½</td>
<td>$.45 ½</td>
</tr>
<tr>
<td>5 yr</td>
<td>$.45</td>
<td>$.46</td>
</tr>
<tr>
<td>6 yr</td>
<td>$.45 ½</td>
<td>$.46 ½</td>
</tr>
<tr>
<td>7 yr</td>
<td>$.46</td>
<td>$.47</td>
</tr>
</tbody>
</table>

#### Carlisle Regional

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr</td>
<td>$.43</td>
<td>$.44</td>
</tr>
<tr>
<td>2 yr</td>
<td>$.43 ½</td>
<td>$.44 ½</td>
</tr>
<tr>
<td>3 yr</td>
<td>$.44</td>
<td>$.45</td>
</tr>
<tr>
<td>4 yr</td>
<td>$.44 ½</td>
<td>$.45 ½</td>
</tr>
<tr>
<td>5 yr</td>
<td>$.45</td>
<td>$.46</td>
</tr>
<tr>
<td>6 yr</td>
<td>$.45 ½</td>
<td>$.46 ½</td>
</tr>
<tr>
<td>7 yr</td>
<td>$.46</td>
<td>$.47</td>
</tr>
</tbody>
</table>

#### Columbus and Midwest Regionals

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr</td>
<td>$.40</td>
<td>$.41</td>
</tr>
<tr>
<td>2 yr</td>
<td>$.40 ½</td>
<td>$.41 ½</td>
</tr>
<tr>
<td>3 yr</td>
<td>$.41</td>
<td>$.42</td>
</tr>
<tr>
<td>4 yr</td>
<td>$.41 ½</td>
<td>$.42 ½</td>
</tr>
<tr>
<td>5 yr</td>
<td>$.42</td>
<td>$.43</td>
</tr>
<tr>
<td>6 yr</td>
<td>$.42 ½</td>
<td>$.43 ½</td>
</tr>
<tr>
<td>7 yr</td>
<td>$.43</td>
<td>$.44</td>
</tr>
</tbody>
</table>

#### Atlanta, Chester, Kingsport, & Olive Branch Regionals

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr</td>
<td>$.38</td>
<td>$.39</td>
</tr>
<tr>
<td>2 yr</td>
<td>$.38 ½</td>
<td>$.39 ½</td>
</tr>
<tr>
<td>3 yr</td>
<td>$.39</td>
<td>$.40</td>
</tr>
<tr>
<td>4 yr</td>
<td>$.39 ½</td>
<td>$.40 ½</td>
</tr>
<tr>
<td>5 yr</td>
<td>$.40</td>
<td>$.41</td>
</tr>
<tr>
<td>6 yr</td>
<td>$.40 ½</td>
<td>$.41 ½</td>
</tr>
<tr>
<td>7 yr</td>
<td>$.41</td>
<td>$.42</td>
</tr>
</tbody>
</table>

#### Chester & Kingsport System

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr</td>
<td>$.43</td>
<td>$.44</td>
</tr>
<tr>
<td>2 yr</td>
<td>$.43 ½</td>
<td>$.44 ½</td>
</tr>
<tr>
<td>3 yr</td>
<td>$.44</td>
<td>$.45</td>
</tr>
<tr>
<td>4 yr</td>
<td>$.44 ½</td>
<td>$.45 ½</td>
</tr>
<tr>
<td>5 yr</td>
<td>$.45</td>
<td>$.46</td>
</tr>
<tr>
<td>6 yr</td>
<td>$.45 ½</td>
<td>$.46 ½</td>
</tr>
<tr>
<td>7 yr</td>
<td>$.46</td>
<td>$.47</td>
</tr>
</tbody>
</table>

#### Dallas, Phoenix, & Jacksonville Regionals

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr</td>
<td>$.36</td>
<td>$.37</td>
</tr>
<tr>
<td>2 yr</td>
<td>$.36 ½</td>
<td>$.37 ½</td>
</tr>
<tr>
<td>3 yr</td>
<td>$.37</td>
<td>$.38</td>
</tr>
<tr>
<td>4 yr</td>
<td>$.37 ½</td>
<td>$.38 ½</td>
</tr>
<tr>
<td>5 yr</td>
<td>$.38</td>
<td>$.39</td>
</tr>
<tr>
<td>6 yr</td>
<td>$.38 ½</td>
<td>$.39 ½</td>
</tr>
<tr>
<td>7 yr</td>
<td>$.39</td>
<td>$.40</td>
</tr>
</tbody>
</table>
### Teams (003)

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1+ yr</td>
<td>$.45</td>
<td>$.46</td>
</tr>
</tbody>
</table>

### Owner Operator (All Divisions)

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1+ yr</td>
<td>$.93</td>
<td>$.94</td>
</tr>
</tbody>
</table>

### Carlisle Salary

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1+ yr</td>
<td>$975</td>
<td>$1000</td>
</tr>
</tbody>
</table>

### Columbus & Atlanta Salary

<table>
<thead>
<tr>
<th>Exp.</th>
<th>Without Hazmat</th>
<th>With Hazmat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1+ yr</td>
<td>$775</td>
<td>$800</td>
</tr>
</tbody>
</table>

*** REMEMBER to Add $.01 per mile safety bonus! ***
*** REMEMBER to Add $.04 per mile GREEN MILE bonus for NORTHEAST running! ***
Hazmat Bonus

While Heartland Express does not require drivers to have their hazmat endorsement, we do encourage it. Drivers with the hazmat endorsement will earn an extra $.01 per mile for all dispatch miles. The cost of getting a hazmat ranges from $100 to just over $200, depending on the state. So it is definitely worth picking up.

Safety Bonus

Heartland rewards safe driving and pays each driver an annual Safety Bonus of $.01 for every dispatch mile run over the course of the year with Heartland Express. The bonus is paid out on one lump-sum check on the driver’s anniversary date with Heartland Express. Only preventable accidents will affect the amount of their Safety Bonus as the amount of any preventable accidents will be deducted from the bonus. If the preventable accident turns out to be more than what the bonus would be, the safety bonus date is reset.

Green Mile$

Heartland Express has developed a program called Green Mile$, where drivers who run miles in the Northeast section of the country – known as the green zone – will make an extra $.04 per mile bonus over and above their standard pay rate when they are up in that area of the country. We know that the Northeast is a tougher area to run, so we believe in rewarding the drivers for going up there.

The green zone is the area east of I-81 from New York down to Maryland. Any time a driver is east of that line, their pay rate is $.04 higher than their normal pay rate. Once the driver crosses back over that line heading west, their pay reverts back to normal.

Some drivers may ask if that pay is based on pick-up point and destination point. It is not. It is only in effect when they are east of the line. For example, if a driver picks up a load in Dallas, TX and takes it to Portland, ME, the driver will be paid his or her standard mileage rate until he or she hits I-81. At that point, the Green Mile$ bonus kicks in and the driver stays at the bonus rate until they come back across the line. That means if they pick up the next load in Portland, ME and takes that to Columbus, OH, they will get Green Mile$ bonus pay until they hit I-81 again, then standard pay the rest of the way.
Rider Policy

Heartland Express allows a rider to accompany a company driver out on the road under the following rules:

- A driver must have 60 days of service with Heartland Express before he or she can qualify to have a rider authorized.

- A driver must have one year of service with Heartland Express to be eligible for rider authorization during the winter months. (December, January, and February). This is only for the driver's first winter at Heartland Express.

- Rider has to be at least 21 years of age during the school year and at least 10 years old during the summer months in order to ride along. No one under 10 is ever permitted to ride.

- Any preventable accident disqualifies the driver for one year.

- Rider insurance costs $22 per calendar month.

Owner Operators are subject to the same rider policy with the exception of the 60 day waiting period. Owner Operators would just need to have the correct paperwork filled out.

Pet Policy

Heartland Express currently does not allow any pets of any kind to ride in company trucks. Owner Operator's can have a pet, as it is their own truck. They are, however, expected to abide by customer rules concerning pets while on their property.

Dress Code

The driver must look professional. No Cut-off shorts, tank tops or sweatpants (Clean, hemmed shorts, t-shirts and jeans are great).

For men, hair must not be longer than their collar, no pony tails, and no earrings above the collar.)
Heartland Express Equipment

- All Heartland company drivers currently operate an International 9400i or an International Pro Star. At this writing, the company is moving toward an all Pro Star fleet.

- The International trucks maintain a 76-inch "sky-rise" bunk and use a straight-ten manual transmission.

- All Heartland trucks are governed – the 9400i’s are governed at 64 and the Pro Stars are governed at 61 to 65, with the range dependent on the driver’s idling time. The idling is computer-monitored and the lower the driver’s idle time, the faster the truck will go. Idling is allowed above 72 degrees and below 52 degrees.

- All company trucks (and Owner Operators) are equipped with satellite communication system and nearly all dispatching and communication with the driver is done via the QUALCOMM. The company is currently migrating to the PeopleNet mobile communications. There are test units at each orientation site so a new driver that might be unfamiliar with that equipment can practice.

- Trucks are given a grease job every 7,000 miles and the oil is changed every 30,000 miles.

- All trucks have cruise control and jake brakes.

- Power invertors are not allowed in Heartland trucks. There are absolutely NO exceptions to this rule! This is because of safety concerns due to the fire hazard created. Our number one priority is the safety of our drivers. If a driver must have an inverter for whatever reason, Heartland Express is not the company for them. There are 6 cigarette lighter ports that a driver can use to run anything DC driven.

- Trucks are assigned to the driver, so they can take the truck home with them as long as the truck and trailer stay connected at all times during home time.

- Heartland currently maintains a large fleet of 53’ Wabash trailers. These are all spring-ride with Dura-plated sides and the fleet is well-maintained and growing. Great Dane trailers are currently being added to the fleet.
The following page shows a picture of each of the trucks Heartland uses.

*International 9400i*
Heartland Express does hire Owner Operators and their safety and experience requirements are the same as for a company driver.

As stated earlier, Owner Operators make a base CPM of $.93 per mile and are eligible for the Hazmat and safety bonuses, just like a company driver. Owner Operators will also receive a fuel surcharge that fluctuates with the national average price of diesel.

Upon hire, an Owner Operator will need a truck that meets all Heartland requirements:

**Basic Requirements**

- No older than 8 years.
- Appearance of unit must be respectable with no body damage.
- Wheel Base of 265" or less - Sliding fifth wheel, 48" or less.
- Maximum weight of 19,600 lbs or less with half tanks of fuel.
- Stack heights must be 13’ to 13’6”. If there are any elbows or slants, the stacks must be turned out at 45 degrees.
**Specific Requirements**

- Steer tires tread depth must measure no less than 7/32”.
- Drive tires tread depth must measure no less than 4/32”.
- Rear mud flaps must be in place.
- Windshield crack cannot be wider than ¼ inch and not intersect any other crack. There can be no damaged area which cannot by be covered by a penny (¾ inch in diameter) if not closer than 3 inches to any other damaged area.
- All lights must work.
- Steer axle brake travel must measure less than 1 ½ inches.
- All other brake travel must measure less than 1 ¾ inches.
- Brake linings must be above 14/32”.
- No air leaks, fuel leaks, or oil leaks – including wheel seals.
- Must pass all standards as set forth in part 393 of the Federal Motor Carriers Regulations.
- Must have all safety equipment:
  - Fire extinguisher (mounted and fully charged)
  - Three reflective triangles
  - Spare lights (fuses if applicable)

Heartland Express will cover the base plates, the licensing and permits, cargo liability and IFTA fuel taxes. The Owner Operator will need to cover the bobtail insurance (available from us at $33 a month), physical damage insurance, and have a paid and stamped 2290 (Heavy Highway Use Tax).

Health insurance is not available to Owner Operators, but we can refer the driver to a few outside companies that underwrite Owner Operators.
Owner-Ops will be asked to drive their truck to orientation at their own expense with a scale ticket showing them weighing under 19,600 lbs. with the tanks half-full of fuel. Once there, the truck will be inspected and prepared for hire into the fleet. All running areas are the same for an Owner Operator as they are for a company driver and forced dispatch applies to Owner Operators just as with company drivers.

Heartland requires that the driver of the truck be the person who owns the truck or has their name on the title or application for title. So, small fleets or multiple trucks with one owner are not acceptable.

### Preparing a Complete File

Heartland is thorough when screening applicants. In order for our recruiters to qualify a driver for hire we will need:

- **Application:** listing current contact information, social security number, date of birth, CDL and State plus any endorsements, and a ten year work history.
- **Pre-screening questions:**
  - Accidents(last 3 years)
  - Violations(last 3 years)
  - License Ever Suspended?
  - Any DUI/Drug Charges?
  - Any Careless/Reckless Drv Chg
  - Any Felony Convictions?
  - Are you willing and able to go to Canada?
  - TWIC Review?
  - Hazmat Endorsement?
  - Any Physical Lifting Rest
  - Type of driver Comp/Owner Op?
  - Division?
  - A complete release - signed by the driver with company names filled in and initialed (to be completed and signed by the applicant, not the agent)
  - current Long Form Physical and Card
Hiring Process

Upon receipt of the file, we contact the agent to inform who will be handling the file. This person will be outside agent’s internal contact for status updates and for processing additional information as necessary. The applicant is contacted by phone as soon as possible. Our recruiters will order a DAC report and MVR, then send for verification of past employment. We will work diligently to process the information as quickly as possible. Once the recruiter has the complete file and any additional information necessary, the file will be sent to our Safety Department for a final review. If the Safety Department gives approval, the recruiter contacts both the agent and the applicant to schedule the orientation. If the Safety Department has additional questions, we will contact both the driver and agent in an effort to produce the documentation required. In the case where the applicant is disqualified by our Safety Department, Heartland Express will notify the outside agent who should in turn notify the applicant.

Complete File

A completed file will be defined as an application, release form, long-form physical, and matching medical certificate. A completed file will be necessary to complete the hiring decision of an applicant.

a) If the physical is sent with the application, we will evaluate the applicant file for a current physical previously included. If no, credit will be given to the agent. If yes, credit will remain with Heartland staff.

b) In the event the driver does not possess a long-form physical (or does possess one but it may take a few days to deliver it), the application and release forms should be sent independently. The status of the physical requirements should be communicated with the initial application. We will evaluate the file for an recent application previously included (an active file within the past 60 days). If no application, credit will be given to the agent. If an application has been previously secured, credit will remain with the Heartland staff.

c) After credit has been given to an agent, any file that goes stagnant for a 60 day period will be returned to Heartland’s general database. Should any of these stagnant files resurface as a new application, the above rules will once again apply.
Ideally, we will want all this sent initially. The file will be evaluated for duplicate status in the Heartland database. We will consider two things to assign file credit; first is a recent (six month) two way dialogue between the driver and a Heartland recruiter, and second is the physical. Credit will be disallowed to the agent only when the physical was already included in the file.

In the event the driver does not possess a long-form physical (or does possess one but it may take a few days to deliver it), the application and release forms should be sent. The status of the physical requirements should be communicated with the initial application. These files will also be evaluated for a previous two way dialogue between the driver and a Heartland recruiter. If this dialogue had previously existed, the credit will be given at the point the physical is obtained. Should there be no previous two-way dialogue credit of the file will be given to the agent and the agent will be responsible for completing the file through obtaining the physical.

The physical has proven to be the time consuming requirement within the application. Providing the remaining information independent of the physical will allow for file review and reference checks to occur while the physical is being obtained, which in turn should speed the process. At any one point that a file is rejected it will be communicated. However, the reason for rejection will not be communicated. This will eliminate any needless work on an incomplete file that has been declined. Any information that is needed from the driver will also be communicated for any working incomplete file.

Checklist

1) Application (web based)
2) Release for references
3) Long form physical

Application and release should be sent immediately
Reference checks can begin

Determine if driver possesses a long-form physical

If yes
Arrange to have all sent
If no
Arrange to have driver walk-in to a Concentra clinic and obtain the physical through Concentra

At any one point that a file is rejected it must be communicated. We will not communicate reasons for rejection.

We will not communicate where the file is within the cycle, But instead if it remains a working file and if anything further is needed from the driver.

Application
Reference release
DAC
MVR
Reference checks
Physical
Qualification review
Hire driver

Running & Hiring Area Maps

System
Atlanta Salaried

Hiring area is a 50 mile radius around Atlanta

Running Area is 250 mile radius around Atlanta.
**Dallas Regional**

005
Effective 03/22/10

**005 Hiring Points**
- 50 mile radius from Dallas
- Everything else that is shaded
- Remember that any driver living within 50 miles of the terminal, must park the truck at the terminal
Mid-Atlantic Regional

008
Effective 03/22/10

[Map showing the Mid-Atlantic regional area with designated areas for hiring and running]

Legend:
- Hiring Area
- Running Area
Southwest Regional

We are currently hiring drivers along the I-5 as far north as Portland, OR.
Florida Regional

016
Effective 01/16/09

[Diagram of Florida Regional with symbols indicating hiring areas and running areas]
Memphis Regional