

BIG DREAM BIG CAREER

Stevens Transport

NORTH AMERICA'S

BEST

IN CLASS

EST. 1980



OUR MISSION



Chairman, Steven L. Aaron, an entrepreneur and true visionary within the transportation industry.

From day one, Stevens has adhered to the philosophy that "people are the heart of any organization". Our mission is to hire and retain top quality employees, provide them with the finest tools and technologies available, and then challenge them to meet and exceed the highest standards of performance.

In 1980, the groundwork was laid, the blueprints drawn, for a truly exceptional North American transportation provider. With a forward thinking, technology driven mindset, a growing partnership with our customers, and a total company focus on our number one asset - "our people"- Stevens Transport has become one of the largest and most successful trucking and full service logistics companies in North America.



THE DIFFERENCE-DRIVER FOCUS

- People-driven organization
- Drivers are our customers
- Drivers are respected, appreciated and considered our most valuable asset
- Every employee's number one focus at Stevens surrounds the driver's success
- Every driver assigned a career counselor to map out short term and long term goals
- We cater to our driver's needs to help them meet and exceed their personal goals and expectations
- From CEO to professional driver or anything in between, **your family is our family**



WHO WE ARE

- Founded in 1980
Family owned and operated
- 4th largest privately owned refrigerated trucking company in North America
- Employ over 6,000 people nationwide
- Over 100 satellite locations in the U.S.
- Worldwide headquarters in Dallas, TX
- **No layoffs** in our 36 year history



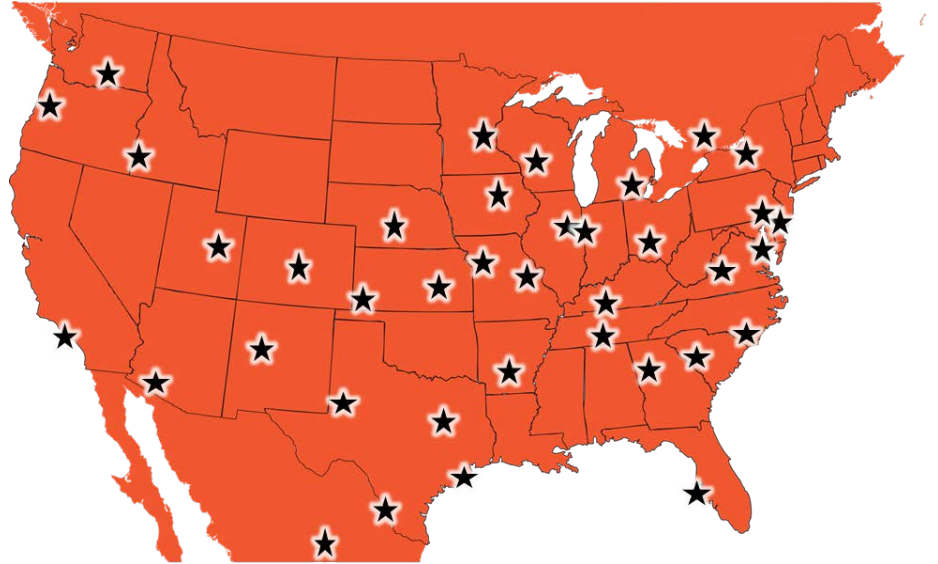
WHAT WE DO

- Specialize in temperature controlled, time sensitive, recession proof freight
- Operate across 48 states in the U.S. plus Canada and Mexico
- Over the road, regional, dedicated services



STEVENS GLOBAL REACH

- Stevens offers truckload, multi-modal, dedicated and logistics services to the continental U.S., Canada and Mexico this is reflected in orange on the map.
- The stars reflect Stevens global reach with our terminals, facilities, International locations and 3PL.



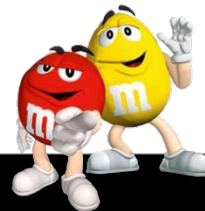
CUSTOMERS

We've built long-standing partnerships with
North America's largest food giants.

Here are just a few of them.



TARGET®



DRIVEN
TO EXCELLENCE



AWARDS

2016-Coca-Cola Refrigerated Carrier of the Year
2016-Whole Foods Carrier of the Year
2015-Hershey Chocolate Transportation Award
2014 – Kraft Cavalry Award
2014 – Coca-Cola Refrigerated Carrier of the Year Runner Up
2014 – Tyson Foods Premier Carrier of the Year
2013 – General Mills Temperature Controlled Carrier of the Year
2013 – Kraft Transportation Partnership Award
2013 – Kraft Director's Award
2013 – Coca-Cola Refrigerated Carrier of the Year
2013 – Perdue Director's Award
2012 – Chiquita Express In Appreciation for 10 Years of Dedicated Service
2012 – General Mills Temperature Controlled Carrier of the Year
2012 – Heinz North America FY12 Frozen Carrier of the Year
2011 – Thermo King Energy Efficiency Award
2010 – Cavalry Award – Kraft Foods
2010 – Kraft GEM (Going the Extra Mile) Award
2009 – General Mills Temperature Carrier of the Year
2009 – Campbell Soup Temperature Controlled Truckload Carrier of the Year
2009 - Capsugel - Service Excellence
2009 – Target Outstand Partnership Award
2008 - Kraft Foods GEM (Going the Extra Mile) award
2008 – Kraft Foods Directors Award
2007 – Kraft Dedicated Carrier of the Year
2007 – General Mills Temperature Carrier of the Year



WHY STEVENS

1. Top Pay and Benefits
2. Superior Training
3. Excellent Career Advancement
4. State of the Art Equipment/Technology
5. It's All About YOU!



TOP PAY AND BENEFITS

- By specializing in long-haul, temperature controlled, time sensitive goods, Stevens has the longest length of haul and most miles in the industry
- Driver pay is all about miles, not the cents per mile.

More miles = more money

- 1st year driver pay - \$45,000-\$50,000
- Average weekly pay- \$800-\$1,000/week
- 3rd year driver pay \$70,000- \$75,000
- Average weekly pay - \$1,350-1,440/week



EXAMPLE OF DRIVER PAY

Stevens 1st year driver average pay

Cents per mile	Miles traveled	Weekly pay
\$0.50/mile	1,000 mi/week	\$500/week
\$0.49/mile	1,500 mi/week	\$600/week
\$0.35/mile	2,000 mi/week	\$700/week

Cents per mile	Miles traveled	Weekly pay
\$0.35/mile	2,600 mi/week	\$910/week
\$0.35/mile	2,800 mi/week	\$980/week
\$0.35/mile	3,000 mi/week	\$1,000/week



COMPARISON

	STEVENS	OTHERS
Extra stop pay	\$35/stop	\$0
Extra detention pay (sitting at shipper/receiver for 2+ hours)	\$20/hour	\$0
Extra load/unload pay (optional)	\$150-250/load	\$0
Extra school visits	\$75/30 min	\$0
Extra layover pay	\$75-\$150/day	\$0
Extra tuition reimbursement	\$150/month	\$0
Total extra weekly pay =	up to \$500+/week	\$0

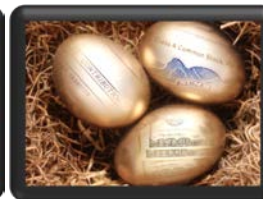
(Add extra pay to top mile pay)

Stevens drivers have the **best overall pay package**



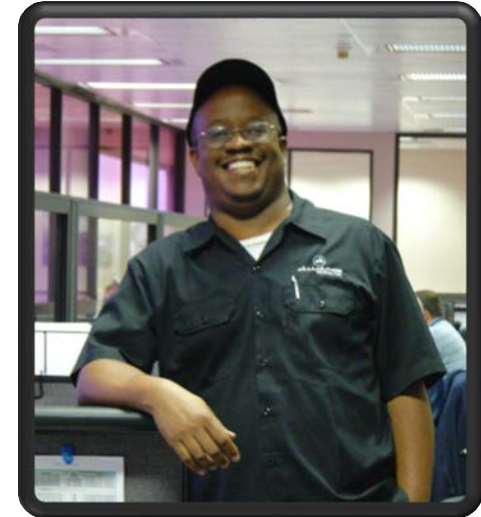
TOP PAY AND BENEFITS

- ✓ Major Medical Insurance
- ✓ Prescription Drug Benefit
- ✓ Dental Plan
- ✓ Vision Coverage
- ✓ \$50,000 Life Insurance
- ✓ 401K
- ✓ Long Term/Short Term Disability
- ✓ Per Diem Pay (Food Allowance)



ADDITIONAL BENEFITS

- ✓ Rider Policy
- ✓ Tuition Reimbursement
- ✓ Driver Referral BONUS
- ✓ Emergency Driver Assistance Fund
- ✓ Expense Advances
- ✓ No Relocation Required
- ✓ Driver Award Gifts
- ✓ Longevity BONUS Pay
- ✓ Dedicated/Regional/OTR
- ✓ Direct Deposit
- ✓ Fuel Card
- ✓ PrePass/EZ Pass
- ✓ Paid Vacation



WE HONOR OUR VETS



Stevens Transport's approved partnership with the Department of Labor and VA allow eligible veterans to earn up to an additional **\$21,630 tax free from the VA** in your first year with Stevens Transport

With our shared core values of;

- ✓ Safety
- ✓ Integrity
- ✓ Excellence
- ✓ Respect

Stevens Transport is a natural fit for all military personnel.



SUPERIOR TRAINING

We build the best foundation for you to launch your successful career

- Training drivers for 30+ years
- Nationally recognized for providing superior comprehensive training to our entry-level drivers
- 100% of our drivers are trained by Stevens.
- Excellent safety reputation in the industry as a result of our outstanding training program.
- Thousands of success stories of Accident-Free Million Milers who started as students and are driving for Stevens Transport today.



SUPERIOR TRAINING-BREAKDOWN

ORIENTATION

3 days in Dallas

DOT Physical

Transportation overview

Skills review

OTR TRAINING

240 Driving Hours

5-6 Weeks/All regions

With Senior Trainer

City & Highway driving

Various terrain & mountains

Paid each Friday

Earn up to \$600 weekly

SOLO DRIVER

Earn Great Mileage Pay!

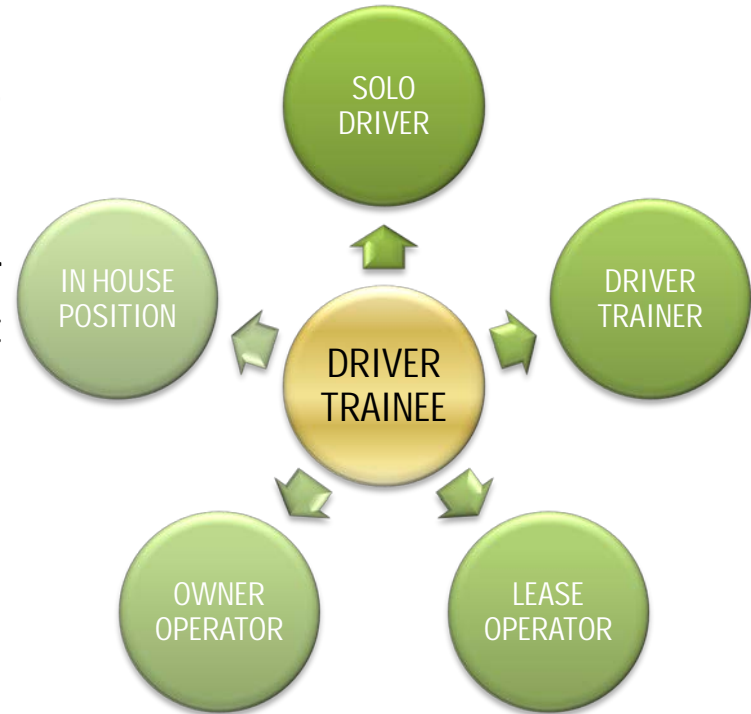
Assigned your own truck

Choose your career path



CAREER ADVANCEMENT

- **You are our partner!** We provide you with more choices to open up more opportunity for career advancement
- Each driver is appointed to a career counselor to ensure that we meet and exceed your personal goals
- **Stevens Transport promotes from within.** Many career paths await you as a Stevens Transport member.



CAREER ADVANCEMENT



CAREER ADVANCEMENT

National OTR Division

Regional Zones-

- Western Comfort Zone
- Texas Regional Zone
- Southeast Comfort Zone
- Midwest Comfort Zone
- Northeast Regional Zone

★ Dedicated Driving Opportunities



STATE OF THE ART EQUIPMENT/TECHNOLOGY ONLY THE BEST FOR OUR BEST

At Stevens we know that **our drivers are our #1 asset** and we want them to have the safest and most comfortable experience possible which is why we provide our drivers with the **newest, most modern fleet on the road today**

- Average age of our tractors is less than 12 months
- No tractor in fleet over 3 years old!
- Standard and automatic vehicles offered – you choose!
- Guaranteed to be driving the best equipment on the road– ask anyone!



STATE OF THE ART EQUIPMENT/TECHNOLOGY



Stevens invests almost **\$40,000** more per truck than our competitors to spec out the comforts of home and the latest technology.

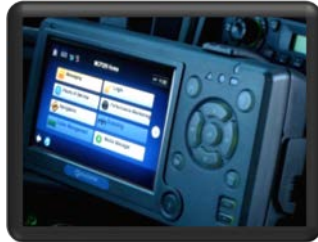


STATE OF THE ART EQUIPMENT/TECHNOLOGY

Millions of dollars invested in the latest technology to make your job safer, more productive and easier.



Maptuit NaviGo
GPS Routing



Qualcomm
Satellite
Communications
(with Wi-Fi and
Electronic Logs)



Stevens Transport
Mobile App



ThermoKing
TriPac APU

IT'S ALL ABOUT YOU

- Superior support system built around entry-level drivers
- Receive the highest quality training
- Unbeatable overall pay package
- Finest technology and equipment accessible to make your job easier, more productive and more comfortable
- We believe in a company culture of respect and honesty
- Every driver is a valued member of the Stevens family and is treated with respect, appreciation, and gratitude
- Stevens values family first – quality home time is a priority



JOIN OUR
WINNING
TEAM!

APPLY TODAY!



StevensTransport.com | 800-333-8595

DRIVEN
TO EXCELLENCE

