

TRUCK DRIVER TRAINING PROGRAM

For

Riverside Contracting, Inc.

CONTRACT ID #02220 – ROCKVALE-LAUREL (NB LANES)

Riverside Contracting, Inc. hereby requests approval to utilize the following Truck Driver Training Program on the Rockvale-Laurel project. This program will be a minimum of 500 hours paid as a Zone 1, Group 2 Truck Driver with wages reduced to 60% (\$16.84) for the first 250 hours, 75% (\$21.05) for the next 125 hours, and 90% (\$25.25) for the last 125 hours. After 500 hours, the trainee will be paid as a Journeyman Truck Driver (\$28.06). In addition to the hourly wage, a fringe benefit of \$10.16 per hour will be contributed to the MCA Healthcare & Retirement Trusts for the benefit of the employee, per the trust documents.

Schedule of Training:

Job Orientation & Safety	40 hours
Inspections & Record keeping	40 hours
Truck Driver (Belly Dump and/or Water Truck)	420 hours

The trainee will begin with safety training and inspection/recordkeeping training. They will ride with an experienced driver for the first few days, then an experienced driver will ride with the Trainee until it is determined that the Trainee is qualified to work alone. The Trainee will be required to know and follow all safety rules set forth in the Riverside Employee Safety Manual. Prior to being hired, the Trainee must pass a pre-employment DOT drug test and will remain part of a company-wide random drug testing pool while employed by Riverside Contracting. They must also have, in good standing, a current Commercial Driver's License (Class A) with tanker endorsement and current Medical Examiner's Certification that is registered with the MT Motor Vehicles Division. A driving record review will be conducted by Riverside Contracting to ensure that the Trainee falls below the maximum allowable driving violations for the past three years (Riverside Contracting Driver Requirements Policy will be provided upon request).

Riverside's Project Supervisor and the Trainee will complete monthly 7A training reports and submit to the MDT. Furthermore, Riverside will provide the Trainee with a Certificate of Completion after 500 hours of training has been completed.

The Trainee will be given a copy of his/her training program before beginning training.

Truck Driver
Training Program
Riverside Contracting, Inc.

It is acknowledged that the training and upgrading of minorities and women towards journeyman status is a primary objective of the contract training special provisions. Riverside Contracting will advertise with the women and/or minority recruitment sources in the surrounding area in an attempt to find a qualified candidate for this training position, as required in the FHWA-1273 provision.

This training program is submitted by Kristen Clark, Riverside's EEO Officer, for approval by the Montana Department of Transportation.

Kristen Clark, EEO Officer

Montana Department of Transportation

Date

Date