



Illinois Orders

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**Sand & Gravel, Inc.**

28955 W Rte 173, Antioch, IL 60002

Doing business in Wisconsin as Wilmot Ready-Mix & Westosha Airport

**Ready-Mixed Concrete • Aggregates • Excavating • Septics • Building Materials**

Wisconsin Orders

(262) 862-2324

(800) 537-2324

## **Driver Training Program**

All applicants' applying for truck driving (R/M or Sand & Gravel) will go through a minimum of 1 week (5 days) of unpaid training. At the end of his/her training period a committee will evaluate their training file, based on the applicant's strengths and weaknesses, a determination will be made as to whether or not they are hired. All training sessions may be terminated prior to its completion if it is determined that the applicant does not have the necessary abilities.

Depending on the applicant and his/her driving abilities, the first day(s) will be in a Gravel Truck. A determination will be made by the trainer as to how long the applicant will operate the vehicle their scheduled for that day. We will start with 50% and go up or down from there. Once they have successfully completed the gravel truck, their next day will be in the classroom (Refer to Appendix B). After they have completed the classroom portion, the rest of their training program will consist of operating a Rear Discharge Ready Mix or Gravel Truck. Appendix A & C will be completed and signed by the instructor(s) each day the applicant operates a Motor Vehicle. Appendix B will be completed and signed by the instructor(s) at the end of their classroom training. Appendix B does not have to be completed in its entirety during the classroom training as long as it's fully completed prior to him/her being hired. Once an applicant has been hired on as a Thelen driver, a re-evaluation will be done before their 20<sup>th</sup> day of employment, to determine their status. The re-evaluation will consist of a ride along, either by a manager or someone in dispatch, and completing and signing Appendix A & C. A determination will then be made as to whether or not their abilities and skills meet company standards.

All new hires will not operate a Front Discharge Ready Mix Truck, until the proper training has been given and documentation is on file.

### **Rear Discharge R/M Truck Trainers:**

Dan McMillan

### **Front Discharge R/M Trainers:**

Dan McMillan

### **Gravel Truck Trainers:**

Dan McMillan

### **Stone Slinger Trainers:**

Dan McMillan