

Navajo FAQ Sheet:

Q: How much does Navajo pay drivers?

A: We have a number of pay opportunities for drivers depending on driving experience, additional certifications, and team vs. solo driving. New drivers (non-student) can earn up to \$.43/mile starting off. For additional details and for a complete breakdown of Navajo Express pay scales, please contact a Recruiter by calling 303.287.3800 or by emailing us at recruiting@navajo.com.

Q: What type of truck will I be driving?

A: Navajo takes great pride as being one of the most updated fleets on the road, with all of our tractors being 2014 models or newer. All of our trucks are late model Kenworth, Freightliner and Peterbilt tractors, with new tractors and trailers being added to our growing fleet daily. While we can't specifically promise that you will be placed in a certain make or model, our Recruiting and Operations Teams will do everything we can to accommodate any special requests that you have as a new member of our driving family.

Q: How many miles should I expect to be running every week?

A: It is our goal to keep you moving at all times when you're available to work. While your weekly mileage may vary, your driver leader will be working with you every day to make sure that you're not sitting, and will help schedule loads to get you home when needed. Our bonus program goes into effect for our OTR drivers at 9,500 miles a month, and we want to see all of our drivers hit this mileage amount.

Q: How often will I get home?

A: Home time will be very dependent on the lanes that you are running, but we would like to be able to get our OTR drivers home every three weeks. Our driver leaders know the stresses of being on the road for extended periods, and will work with you to schedule the appropriate amount of home time for you.

Q: What kind of freight does Navajo primarily haul?

A: Navajo is primarily an asset based reefer carrier, but we do also haul dry goods. The majority of the freight we touch is usually needs to be on a reefer trailer.

Q: How often will I be paid?

A: Drivers are paid weekly on Wednesdays, and we require that all bills for the prior pay week are scanned and sent to the payroll team by midnight Monday (MST) in order to receive your full payment for your work.

Q: Does Navajo use electronic or paper logs?

A: Navajo Express runs exclusively on electronic logs.

Q: Do Navajo trucks have their speeds governed?

A: We take great pride in providing a safe working environment for both our drivers, and the public in general. As part of our safety policies, we have set speed governs, as well as additional safety measures, on our trucks at 65 MPH while in cruise control, and 62 MPH outside of cruise control.

Q: What additional features do you have on your trucks?

A: Our fleet is equipped with Carrier and Thermo-King Evolution APUs to assist in lowering idle fuel usage, as well as to provide our drivers with a comfortable environment to live. New trucks have stability control, adaptive cruise control, in dash driver coaching, and we are 100% equipped with Qualcomm units to communicate with your driver leader.

Q: Does Navajo allow non-driving riders on the trucks?

A: Yes, a rider can join you on the truck as long as they are over the age of 10.

Q: Does Navajo allow pets to ride in the trucks while I'm driving?

A: Yes, Navajo allows your pets to ride with you, assuming that it doesn't compromise your safety while operating the vehicle. We know that for many drivers, their pets are like family, and we want to do everything we can to make driving for Navajo a great experience.

Q: Where does orientation take place and how long is the process?

A: Currently, we have three of our terminal locations that accommodate the orientation trainings, which last three days. The terminal locations are: Denver, CO; Tolleson (Phoenix), AZ; Boise, ID. Orientation days are Monday – Wednesday, with a second class from Wednesday – Friday weekly. We will help to provide you with transportation and lodging during this time.

Q: If I'm a student driver coming to join Navajo, how long will I be placed with a trainer before becoming a solo driver?

A: This will be dependent on a number of factors, and all trainees will be tested and evaluated before being placed with a trainer. The training process can last upwards of 6 weeks.

Q: As a driver, what type of benefits do I get?

A: You will be eligible for all benefits offered to Navajo employees, including 401K and health insurance. Both the 401K and health insurance become available to you after 90 days of consecutive employment. We take great pride in the excellent benefits package offered to our drivers, and a member of our recruiting team would be happy to explain this in more detail.

Q: Am I allowed to take my truck with me when I go on home time?

A: For safety and security reasons, we will find a secure parking location near your home to leave the vehicle prior to you going onto home time.

Q: Does Navajo offer pay for layovers and detention?

A: For all mileage OTR drivers, detention and layover pay is available. For any drivers that are on our daily pay program, we have factored these instances into your pay already, so it is not offered.

Q: Does Navajo have a referral bonus?

A: We offer a very substantial referral bonus where the referring driver can earn up to \$1,000 within 6 months of their referred driver working for Navajo. A recruiter can provide additional details for this program, but it provides an excellent opportunity for our drivers to make more money while working with Navajo.