

The Benefits Of A  
**Career  
With Lily**



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Rewarding careers.  
Real impact.

## About

Lily Transportation Corp. is a family owned, professionally managed organization that provides its clients with stability, commitment, and expertise. Operating throughout the United States and Canada, Lily is well-known for its dedicated, highly-efficient, and service-sensitive logistic systems.

Our people are the most dedicated logistics professionals in the business. Our leadership is comprised of shipping and logistics experts who have decades of experience in the industry.

At Lily, we believe our people are our greatest asset. When you become a member of our team, you aren't just a part of one of the top dedicated carriers in North America, you are a part of our family. We recognize we have maintained our well respected reputation and position in the industry in large part because of our employees.

If you're ready to apply for a position, don't hesitate to do so now:

- Talk with a recruiter at **800-248-LILY**
- [View our jobs at lilycareers.com](https://lilycareers.com)
- [Apply directly through our online job application](#)

In the meantime, this guide will provide you with a comprehensive understanding of the benefits of a career at Lily. We offer our drivers excellent health benefits and competitive salaries, among other benefits. We're also proud of our unique veteran program, which helps our country's heroes transition from military to civilian life.



# Our Philosophy

The following principles are posted at every operation that we manage for our clients and are regularly reviewed by our management, drivers, and administrators:

## Lily Operating Philosophy

1. **Safety First** – no injuries & no accidents
2. **DOT “Satisfactory” Carrier** – no violations, protect this house
3. **People are our Greatest Asset** – hire well, train properly and motivate
4. **Know & Plan** – we don’t accept surprises
5. **Go & See** – inspect to expectation
6. **Relentless Attention to Detail** – in everything we do
7. **Image** – is perception, we are Clean & Green
8. **Profit** – we always meet our profitability targets thru Safety First
9. **Customer** – we provide perfect service and we get paid on time
10. **Vendor** – accountable to us, inspected by us, paid on time
11. **Be Proactive** – every day, every week, on every issue



## Multiple Positions Available

Lily is looking for safe, experienced drivers who are ready to grow with our company and enjoy a competitive salary as:

- Local drivers
- Regional drivers
- OTR team drivers

View all our positions [here](#).



“Lily made me feel comfortable and gave me the opportunity to change careers. It’s a great company to work for and I just want to ask you (other drivers): **“What are you waiting for?” Join us!**”

— Yessica Liconá-Amador, *Driver*

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## Excellent Benefits

Lily offers its employees excellent benefits, including:

- Blue Cross Blue Shield Medical and Dental Insurance
- Paid Holiday and Vacation Time
- Matching 401K
- Annual and Quarterly Safety Bonuses
- Health and Wellness Program

We also have a referral bonus program for our current employees. If you refer new drivers to Lily, you will receive:

- \$2000 for a solo driver
- \$5000 for an experienced team

50% of the bonus will be paid in the new driver's first week and the remaining 50% will be paid in week 26.



## Additional Benefits

Meticulously Maintained Equipment: Lily's fleet of vehicles includes brand new and late model trucks that are maintained for safety, efficiency, and comfort. Our models include:

- Volvo VNL
- Kenworth T680
- Peterbilt Trucks
- Freightliner Trucks

**Custom Clothing:** Lily provides its drivers with stylish, custom branded clothing and an annual \$130 Red Wing Boot Voucher.

### Other Benefits:

- Veterans recognized for their service by branch-specific decals on their trucks
- 24 Hours Dispatch
- Pet Policy



"Once you come on board here, they (Lily Transportation Corp.) provide you with shirts, hats, jackets, t-shirts, gloves, safety vests, etc. We get uniforms and most of the other companies out there don't do that. **Lily does, and we appreciate it."**

— Jerry Rodriguez  
Driver



## Customizable Home Time for Teams

We recognize that being away from your family for long periods of time can be challenging, which is why we pride ourselves on honoring the home time our drivers earn and have no forced dispatch. In addition to providing all our drivers with generous home time, we also provide our team drivers with customizable home time.

## Safety is Our Top Priority

Safety is our highest priority, not just for our drivers, but also for our clients and the community. Lily has a comprehensive Driver Safety Program to ensure we always operate in the safest manner. Our program includes safe operating practices as well as onboard safety equipment in our vehicles.

Our safety practices include:

- Proactive management of Driver Safety Program
- Corporate Safety Department reports directly to Senior Management
- Weekly Safety Meetings with drivers and management
- Quarterly and annual safety bonus programs
- Quarterly health and wellness programs
- Our onboard safety measures include:
  - Driver logs & trip reports
  - PeopleNet E Log systems through electronic onboard recorders
  - Mobileye lane departure and forward warning system



# Lily Veterans Network

United States military veterans, having succeeded in the most trying environments, possess many of the professional characteristics that Lily values most, such as teamwork and an aptitude for mission-focused work. Lily maintains a one-of-a-kind program for veterans to help them transition from military to civilian life.

Currently, 15% of Lily employees are veterans. Our mission is to increase that number by 10% each year.

In an effort to achieve this growth, Lily offers a special program for veterans who:

- Are interested in careers as commercial truck drivers but have no experience.
- Are current commercial truck drivers or whose MOS was as a heavy truck operator in the service.

After certification of your CDL, you will enter a Lily training program to fine-tune your skills. Lily has three specific programs for veterans:

## **1. Veterans whose MOS was as a heavy truck driver in the military can apply for our transitional training program.**

- This program will provide three to six weeks of fine-tuning your existing skills for the demands of the marketplace.
- During training, you will be paid \$800 per week and enjoy company benefits.
- Upon graduation, you will join a current Lily operation and can expect annual compensation from the \$60s to high \$70s.



## 2. Veterans who join Lily with prior commercial truck driving experience can expect preference in the employment process.

- Enjoy first class equipment.
- Be honored as one of “Lily’s American Heroes” and enjoy compensation from the mid \$60s to high \$70s.

## 3. Veterans interested in management careers are encouraged to apply to Lily’s management training program.

- You will receive in-depth training in all aspects of the dedicated transportation business and be assigned to a senior executive who will be your mentor and counselor as you begin your career.
- This is a ten-week program and participants enjoy full compensation and company benefits.
- Upon graduation, you will be assigned your first management role in a Lily location.

We pledge to integrate, train and retain you so we can succeed together. This training curriculum is fully paid by Lily and **will not deplete your GI Bill benefits.**

Veteran Drivers: In exchange for your full scholarship with pay and benefits during training, all we ask for is a minimum one-year commitment in an over the road assignment.



# Start Your Career at Lily Transportation

Ready to discover how exciting your future can be as a member of the Lily family? Don't hesitate to apply now or reach out to one of our recruiters:

- Talk with a recruiter at 800-248-LILY
- [View our jobs at lilycareers.com](http://lilycareers.com)
- [Apply directly through our online job application](#)





## Lily Transportation LLC

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**800.248.LILY**



**Lily.com**



### **Physical Address**

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