

# Welcome to the Team:

## FedEx Delivery Driver Position Overview

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### Job Expectations & Requirements

Our top priority is **SAFETY**, followed by providing service that exceeds our customers' expectations. This is a fast-paced role that requires following all professional driver protocols.

- **Daily Schedule:** Expect to work 6–12 hours per day.
  - **Workload:** Drivers typically make **100–275 stops** and deliver **180–450 packages** daily.
  - **Physical Demands:** You must be able to handle packages weighing up to **150 lbs**, with a total daily volume of up to **4,800 lbs**. You will likely walk **3–4 miles** per day.
  - **Delivery Standards:** We require **100% accuracy**. This includes following specific delivery instructions, placing packages in safe locations, and providing accurate photo proof of delivery.
  - **Operating Conditions:** We operate in all weather conditions.
  - **Safety Training:** Completion of regularly scheduled safety courses is mandatory.
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### Work Schedule

Colorado depots are open seven days a week;

Tennessee depot is open six days a week

Drivers are required to **work at least one weekend day**.

- **Full-Time:** Scheduled for 5–6 days per week.
  - **Part-Time:** Scheduled for 1–3 days per week.
  - **Peak Season:** All drivers are required to work through the "Peak" season, running from **Black Friday through December 24th**.
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### Compensation & Benefits

We strive to provide a rewarding career with competitive wages and performance-based incentives.

Benefit Type	Details
<b>Health Insurance</b>	Full medical, dental, and vision coverage for full-time employees after 60 days. IM Trucking contributes a set monthly amount toward medical insurance costs.
<b>Daily Bonus</b>	A <b>daily bonus</b> can be earned based on performance, attendance, safety, and team support.

Benefit Type	Details
<b>Paid Time Off</b>	1 week (5 days) of PTO after 6 months; thereafter, vacation accrues per paycheck to equal 1 week every 6 months.  PTO is for vacation or verified sick leave only; cash payouts in lieu of time off are not permitted.
<b>Paid Holidays</b>	6 paid holidays offered after 12 months: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, and Christmas.

**Note on Bonuses:** The daily bonus is earned, not guaranteed. It is paid with each paycheck; however, if you leave or are terminated before the end of a work week, the bonus for that period is forfeited.

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### Impacts to Paycheck & Deductibles

To maintain our high standards for safety and equipment care, the following financial responsibilities apply in the event of incidents:

- **Accidents:**
    - **First Accident:** Up to \$1,000.
    - **Second Accident:** Full cost of the accident with a **\$5,000 deductible**.
  - **Equipment:** Responsibility for lost or damaged items up to \$1,000.
  - **Immediate Repayment:** IM Trucking requires immediate repayment for the estimated cost of the accident.
  - **0% Loan Offset:** To assist, IMT offsets that immediate cost with a **0% interest loan** to the employee.
  - **Weekly Deductions:**
    - **Costs up to \$500:** Repaid at **\$20/week**.
    - **Costs over \$1,000:** Repaid at **\$60/week**.
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