

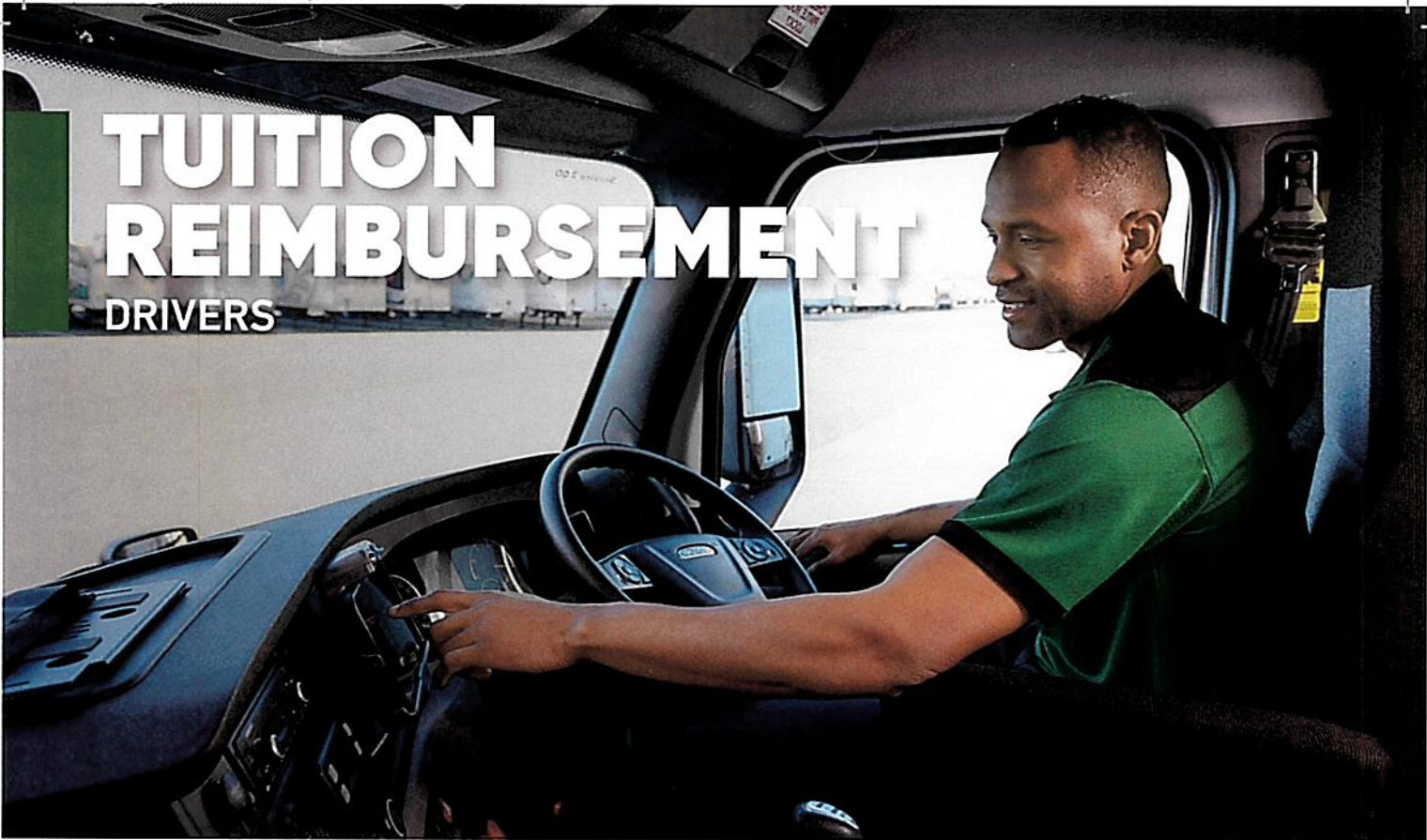
Pickup and Delivery Drivers Job Description

Eligibility requirements for Pickup and Delivery Drivers:

1. Must have the ability to read, write, speak English and perform simple mathematical calculations with general mental abilities to handle receipts, read maps, road signs, maintain logs, etc.
2. Must possess a valid commercial driver's license with hazmat, doubles and tanker endorsements.
3. Must have an acceptable motor vehicle record.
4. Must have 12 months previous tractor-trailer driving experience and/or be a graduate of a State Certified, Licensed and Safety Department approved driving school, and/or have satisfactorily completed the Old Dominion Truck Driver Training school (ODTDT-8/88)
5. Must have the ability to properly operate hand held mini-computer when required.
6. Must have good oral communications skills.
7. Must be able to follow instructions and take directions via two-way radio or by phone.
8. Must have working knowledge of vehicle safety and control systems.
9. Must have knowledge of DOT regulations governing safe driving, hours of service, inspection, and maintenance, and transportation of hazardous materials.
10. Must meet or exceed the medical standards of the U.S. Dept. of Transportation.
11. Must satisfactorily pass a drug test.
12. Must satisfactorily pass an alcohol test (if applicable).
13. Must satisfactorily pass the orientation/training program instructions by an Old Dominion qualified driver trainer.
14. Must be at least 22 years of age.

Essential Functions/Physical Requirements

1. Must be able to sit and remain alert while driving for an aggregate period of up to 11 hours.
2. Must be able to shift manual transmission and operate foot pedals.
3. Must be able to perform frequent squatting to handle, position and secure freight.
4. Must be available for work at all times in order to meet customer pickup and delivery schedules.
5. Must be able to perform frequent crouching to hand, position, and secure freight.
6. Must be able to enter and exit the vehicle's cab as many as 45 times a day or more. Cab floor level is generally from 36 to 66 inches above ground level, with entry and exit achieved with the assistance of various configurations of steps and hand holds; also requires frequent bending, twisting, climbing, squatting, crouching, and balancing.
7. Must be able to perform frequent pushing of freight weighing up to 500 pounds on a dolly or cart as well as occasional pushing of freight weighing more than 300 pounds with or without a mechanical aid.
8. Must be able to perform frequent pulling of freight weighing up to 500 pounds on a dolly or cart as well as occasional pulling of freight weighing more than 300 pounds with or without mechanical aid.
9. Must be able to frequently perform carrying freight weighing up to 100 pounds of varying size and shape a distance of at least 1 foot but usually no more than 100 feet.
10. Must be able to frequently reach for freight at waist level and frequently reach for freight above shoulder height or below waist level.



TUITION REIMBURSEMENT DRIVERS

DRIVER TUITION REIMBURSEMENT UP TO \$5,000

As a driver for Old Dominion Freight Line, you will play a vital role in serving our growing customer base. New driving school graduates who start work at OD may qualify for up to \$5,000 in tuition reimbursement.

To qualify, you must meet the following criteria:

- Are a current student or graduate of OD partner school, within the past year
- Provide certificate of completion
- Accept an offer of employment with OD

APPLY TODAY:

Email: Recruiting@odfl.com

Call: 1-877-635-6248

odfl.com/careers



WHY WORK FOR OD?

As an OD driver, you'll have access to competitive pay and benefits as you advance your career.

BENEFITS INCLUDE:

- Local Drivers average annual pay: \$81,000
- ~~Local Drivers average annual pay: \$81,000~~
- ~~Local Drivers average annual pay: \$213,000~~
- 95% of our drivers are home every night.
- Free Premium Medical Plan (Employee-Only)
- 12 days PTO / 9 paid holidays
- 401(k) Retirement Plan with Company Match
- Vision, Dental, Life Insurance

Helping The World
Keep Promises™



*Mastio & Company, National LTL Survey, 2023

OD DOMESTIC

OD EXPEDITED

OD PEOPLE

OD GLOBAL

OD TECHNOLOGY

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OLD DOMINION FREIGHT LINE, INC. 2026 BENEFITS HIGHLIGHTS

Full time employees are eligible for benefits after 60 days of employment.



MEDICAL

UNITEDHEALTHCARE:

OD offers two medical plan options:

VALUE CO-PAY PLAN: free employee-only coverage, lower premiums for employee plus family coverage, with a modest deductible and co-insurance. Co-pay for office visits and prescriptions

CHOICE CO-PAY PLAN: higher premiums with co-pays for doctor's visits and prescriptions and no annual deductible

Both are Preferred Provider Organization (PPO) plans with national networks and offer prescription drug coverage.



DENTAL

DELTA DENTAL

OD offers a dental plan that covers preventive, basic, and major dental services as well as orthodontia for children. Preventive services are covered 100% by the plan. There is no waiting period for major services and orthodontia. The annual maximum benefit allowance is \$1,500 per person.



VISION

SUPERIOR VISION/METLIFE

OD offers benefit-eligible employees and dependents a voluntary vision plan that provides coverage for lenses, frames, and contact lenses. Annual eye exams have a \$10 co-pay and the plan offers a \$175 annual frame allowance and a \$160 annual contact lens allowance.



FLEXIBLE SPENDING

FLORES: You may use Flexible Spending Accounts (FSA) to set aside money through pre-tax payroll deductions to pay for qualified out-of-pocket expenses. **OD OFFERS TWO FSA PLANS:**

- **HEALTHCARE FSA:** Allows you to pay for eligible medical expenses such as co-pays, deductibles, prescriptions, and dental & vision services for yourself and eligible family members, even if they're not enrolled in the medical plan. \$550 rollover allowed for unused funds.
- **DEPENDENT CARE FSA:** Allows you to pay for eligible dependent care expenses on a pre-tax basis.



RETIREMENT

EMPOWER RETIREMENT: You may set aside money from your pay on a pre-tax or post-tax basis after 60 days of employment. After meeting eligibility criteria, OD will:

- Automatically start your contribution at 3%
- Match \$.50 of every dollar you contribute up to 6% of your weekly salary
- May make an annual discretionary match to all participants based on the Company's annual net profits after taxes.



DISABILITY

UNUM:

SHORT TERM DISABILITY (STD): Provides salary replacement for hourly employees up to 60% of weekly earnings in increments of \$50, from a minimum of \$200 up to \$1500. There is a 14 day elimination period and the benefits are paid weekly up to 90 days.

EXTENDED TERM DISABILITY (XTD): In the case of a prolonged illness or injury, this plan will provide benefits after the STD benefits are exhausted. Paid monthly with a maximum benefit of \$5,000, the XTD plan provides salary replacement of 50% of monthly earnings.