



STARTING YOUR NEXT OTR Team Driving Career WITH LILY



Why You Should Consider OTR Team Driving

Team drivers are some of the highest paid drivers in the logistics industry. Most people choose OTR team driving as a career because they like to work hard and earn more, or because they enjoy having company on the road.

Have you been driving solo and are looking for something new? Are you looking to increase your earnings, gain more experience, or travel the country?

If you're adventurous and you love to see new places, OTR driving is a great opportunity. Here are some of the main reasons to start an OTR team driving career.

- **Log More Miles and Earn More Money**
- **Have Company on the Road**
- **Travel the Country**
- **Gain Experience**



Log More Miles than Solo Driver

OTR team driving involves being out on the road and living out of the truck for extended periods of time. While one driver takes the wheel, the other can rest or sleep. Because OTR drivers must cover such long distances, team driving is an ideal way to increase productivity and log more miles.

When you keep the truck moving, you can log more miles, which, in turn, means more pay for both you and your co-driver. If you've been driving solo but you're looking to earn more, team driving is the perfect opportunity to do so.

Have Company on the Road

Some drivers enjoy the solitude of being out on the road by themselves, but many choose team driving so they can have company on long runs. Having someone to talk to will help you pass the time, fight off fatigue, and stay focused on the road.

Additionally, two heads are better than one when problems arise. Whether you need a navigator or just someone to help you come up with new ideas, your co-driver is always available to help. You can rely on your co-driver to share responsibilities and help you through any challenges.



Travel the Country

If you have an adventurous spirit and you love to travel, OTR team driving is an excellent opportunity to see more of the country. While solo drivers typically drive local or regional routes, OTR teams travel coast to coast to deliver their loads.

As a Lily OTR team driver, you'll be able to travel, earn excellent pay, gain experience, and enjoy your co-driver's company on the road, all with great benefits. Find out more about the benefits of a career at Lily below.

Gain Experience

OTR team drivers are some of the most dedicated professionals in the industry. If you're focused, dedicated, and looking to gain meaningful driving experience, OTR team driving is an excellent opportunity to do so.



OTR Team Driving at Lily

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 it's 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.

Over-the-road (OTR) team driving is one of the most lucrative and rewarding career choices available to Lily drivers. Not only do you have an opportunity to earn more, you'll gain valuable experience, see more of the country, and form lasting relationships.



Whether you're an experienced OTR team driver or you've been driving solo and you want to try something new, Lily has OTR team driving positions available. Lily is looking for safe, experienced drivers who are ready to grow with our family and enjoy a competitive salary.

If you're ready to speak with us about a position, don't hesitate to call us at 800-248-LILY

You can also visit our [Careers Page](#) to browse our available positions and apply directly online.

In the meantime, here are some of the great things about OTR team driving at Lily:



**Customizable
Home Time**



**Guaranteed Miles
and Excellent
Compensation**



24 Hour Dispatch



Excellent Benefits

Customizable Home Time



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. In addition to providing all our drivers with generous home time, we also provide our team drivers with customizable home time.

24 Hour Dispatch



We provide our OTR team drivers with reliable 24 hour dispatch. Our dispatchers are available to help you if you have questions or concerns. They can help you solve problems when they arise, listen to your ideas, and help you through challenging situations.

Guaranteed Miles and Excellent Compensation



Our OTR team drivers are given dedicated routes and guaranteed miles, making them some of the highest earning drivers at our company.

Excellent Benefits



Lily drivers enjoy a host of benefits, including medical benefits, a matching 401(k), and more. For a full listing of our career benefits, read our benefits section, below.

Lily Career Benefits

We offer our OTR team 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 and an OTR team driving career.

Our Philosophy

The following principles are posted at every operation 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

Excellent Benefits

Lily offers its drivers 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



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
- Mobileye lane departure and forward warning system



Lily's 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 OTR Team Driving Career at Lily Transportation Corp.

Are you ready to get started in an OTR team driving position? Contact Lily at **800-248-LILY** to speak with one of our recruiters. You can also apply online on our [Careers Page](#), or browse our openings on [Indeed.com](#).





Lily Transportation Corp.



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