



INTERNATIONAL McCandless Truck Center



TUITION REIMBURSEMENT PROGRAM

For VoTech Graduates

DEDICATED TO YOUR SUCCESS

The following training path outlines the minimum training required to be eligible for tuition reimbursement. All self-paced training is a prerequisite to hands-on training classes.

Tuition reimbursement to be \$437.50/month, per eligible month. To be eligible for reimbursement months 13-24, the monthly goal and payout must be achieved for the first 12 months. Once the 18-month goal is complete, the monthly payout will continue through month 24.

- 1 The student must be a graduate of a vocational program with training applicable to employment at McCandless Truck Center.
- 2 Student's initial pay is \$26-30/hr, depending on the store and specific training completed by the student.
- 3 The student will be assigned a mentor who is responsible for all assignments, work completion, and quality. The mentor will be in place for the first 24 months of employment.
- 4 Employee formal progress reviews with the mentoring tech and service manager approximately every 90 days for the first 12 months, with pay changes based on actual performance.

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SELF-PACED TRAINING
REQUIREMENTS EACH MONTH

65 HOURS OF WEB
BASED TRAINING
REQUIRED TO BE
DONE WITHIN
TIMELINES EACH
MONTH

Total maximum reimbursement
\$10,500 paid monthly over
24 months. Certifications must
be maintained, once achieved to
be further eligible.

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After the web-based prerequisite is completed for each class, hands-on training will be provided to student in the first 24 months, may add other or take some away depending on OE schedules and dealer needs

a. Navistar HVAC
c. Cummins HD

b. Navistar A26
c. Cummins MD

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Proficiency and attendance requirements, calculated time paid/ time billed

- a. Zero unscheduled absences or unexcused minutes late in month
- b. Must work full time, 40 hrs/week minimum unless scheduled PTO
- c. First month proficiency is not weighted and paid from training only
- d. Student must bill at least 50% in each of months 2-6
- e. Student must bill at least 60% in each months 6-12
- f. Student must bill at least 70% in each months 13-18

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Reimbursement is based on a 50% weight for training and a 50% weight for proficiency. If either of these criteria is not met in a given month, the company reserves the right to terminate employment at its discretion.

**Prerequisites of this program are subject to
change based on OE training requirements**