



Four Decades of Growth  
in Bulk Liquid Transport

Experienced Safe Drivers

Error Free Efficiency is our Goal

We are a Proud Member of  
the American Chemical Council's  
"Responsible Care Program"



**RESPONSIBLE CARE®**  
OUR COMMITMENT TO SUSTAINABILITY

Pick Up the load on Time  
Deliver the load on Time  
Unload without Incident



## TERMINAL LOCATIONS

### DALLAS AND CORPORATE OFFICE

Waxahachie, TX 75165

### HOUSTON

Channelview, TX 77530  
Pasadena, TX 77507

### CHICAGO

Diamond, IL 60416

### CHARLOTTE

Charlotte, NC 28216

### NEW JERSEY

Rahway, NJ 07065  
Baltimore, MD 21226

### MORROW

Morrow, GA 30260

### CINCINNATI

Cincinnati, OH 45241

# Coal City Cob Company, Inc.



## "WE ARE DRIVEN TO BE THE BEST"



## Coal City Cob Company, Inc.

IF THAT'S AN ATTITUDE  
YOU SHARE, IT'S TIME TO TALK!



## HIRING COMPANY DRIVERS BENEFITS:

Paid Vacations and Holidays  
Health Insurance  
Tank Wash and Training Pay  
Layover and Breakdown Pay  
401k

## COMPANY DRIVER PAY PLAN

| Experience | % of Load | Loaded | Unloaded |
|------------|-----------|--------|----------|
| 1st Year*  | 25%       | \$.53  | \$.28    |
| 2nd Year   | 26%       | \$.54  | \$.29    |
| 3rd Year   | 27%       | \$.55  | \$.30    |

## Non-Revenue Compensation

1 Year \$16.60  
2 Year \$17.00  
3 Year \$17.50

\*Two years of prior, verifiable tank truck experience, compensated at 2nd year rates.



## JOIN THE COAL CITY COB FAMILY

Very low driver turnover  
Solid line haul rates  
Good mix of Regional, Local and OTR  
Well maintained tractors and trailers  
No "Slip Seating"

## CORPORATE OFFICE ADDRESS

4300 North I35 East  
Waxahachie, TX 75165

**Main**

800-872-5412

**Recruiting**

855-734-7392



## HIRING INDEPENDENT CONTRACTORS

### PAY PLAN:

Paid Weekly  
Direct Deposit  
Fuel Cards

## COMPENSATION: PERCENTAGE OF LINE HAUL

| Experience | % of Load |
|------------|-----------|
| 1st Year*  | 63%       |
| 2nd Year   | 64%       |
| 3rd Year   | 65%       |

Plus 100% of Fuel Surcharge

## INSURANCE: THRU PAYROLL DEDUCTIONS

Physical Damage Insurance (Tractor)  
Worker's Comp  
(or Occupational Accident Coverage)  
Non-Trucking (Bob Tail) Coverage