

Vander Haag's, Inc.



Your Trucks & Parts Headquarters
www.vanderhaags.com



**Improve Yourself.
Improve Your Future.**



**Join Our
Winning Team!**

Vander Haag's, Inc. Sponsorship Program

VHI provides you an opportunity to get paid while you work **and** earn your Associate's Degree while gaining valuable hands-on experience.

When you team up with Vander Haag's as your sponsor, you are able to have your student loans forgiven and kick off a long and rewarding career in the heavy duty truck industry.

Additionally, Vander Haag's provides these other benefits to technicians joining our team:

- ✓ ***Paid internship:*** Paid for part-time hours while you go to school.
- ✓ ***Tool Allowance:*** An additional \$2,000 during your first year to assist with the purchase of your own tools.
- ✓ ***Hands-on training classes*** from our in-house, ASE Master Certified trainer.
- ✓ ***Tuition reimbursement*** and loan forgiveness

Earn up to: \$76,000 with Vander Haag's, Inc.!

How it breaks down:

- + \$53,000** during your first year as a Technician.
- + \$11,000** when you team up with Vander Haag's as your sponsor.
- + \$ 2,000** for tool allowance.
- + \$10,000** paid internship.



Vander Haag's, Inc. provides an opportunity to work hands-on on a wide variety of heavy duty trucks. We work on all makes and models, so you rapidly gain experience on all kinds of different trucks, diesel engines, and equipment! As a member of our team, you have an opportunity to join some of the industry's best technicians and steer your career path in any direction you choose within our growing company.

We also offer several company-sponsored perks for all of our employees such as:

- ✓ Company owned vacation properties at Okoboji, IA, and Monticello, IN.
- ✓ Season tickets to the Kansas City Chiefs and Kansas City Royals home games
- ✓ Annual department hunting & fishing trips
- ✓ Discount on your Verizon cell phone bill

Vander Haag's, Inc. Sponsorship Details

When you partner with Vander Haag's, Inc., you help minimize your student loan debt and lock in your start in a high-paying, hands-on job in the diesel technology industry. All students that accept a Vander Haag's sponsorship must agree to work with Vander Haag's for a minimum of three years upon graduation from a technical training program.

After three years, Vander Haag's sponsorship is 100% forgiven.

- ✓ The sponsorship helps support tuition, fees, books, and other required program expenses.
- ✓ Students enrolling in any of the following programs are eligible to apply:
 - Diesel Technology (Truck or Heavy Equipment)
 - Automotive Technology
 - Collision Repair & Refinishing
 - Welding/Fabrication
- ✓ Both in-state students and out-of-state students are eligible for VHI's sponsorship program. Students of all ages are eligible to apply.

✓ Student agrees to:

- Meet enrollment requirements.
- Maintain a GPA of at least 2.5 on a 4.0 scale.
- Regularly attend all classes per VHI and the program's attendance policy.
- Meet the conduct policies of the technical school.
- Authorize the technical school to release information to VHI regarding grades, courses taken, attendance, performance, and conduct issues that might cause the sponsorship to be in jeopardy.
- Work in a part-time capacity with Vander Haag's, Inc. while attending classes. Part-time schedules and hours will vary to accommodate class schedules.

Sponsorship Costs

Vander Haag's, Inc. will pay the following:

- ✓ \$2,750 per semester. That's a total of **\$11,000** contributed by Vander Haag's towards a two year AAS degree!
- ✓ Any remaining funds may be covered by in-state grant scholarship programs or by the student.
- ✓ Sponsorship costs are forgiven over a period of three years of full-time employment with any VHI location after graduation.



Earning potential after graduation

	Demanufacturing Technician	Diesel Service Technician	Yard Technician
Regular Hourly Rate	\$28,000	\$42,000	\$38,000
Overtime	\$ 7,900	\$11,800	\$10,700
Commission	\$19,500		
Paid Time Off (PTO)	\$ 1,300	\$ 1,995	\$ 1,800
VHI Benefit Contributions*	\$ 2,030	\$ 2,020	\$ 1,900
Total Compensation	\$58,730	\$57,815	\$52,400

*Vander Haag's, Inc. contributes towards your 401(k) plan as well as a Health Savings Account!

5 Simple Steps to Apply for a Sponsorship:

1. Go to our website: www.vanderhaags.com
2. Click the "Apply for a Job" button
3. Select the store location you're interested in working at during your internship
4. Click the "Internship/Sponsorship" position listed there.
5. Click the "Apply" button and complete the necessary fields.

Drive your career forward by enrolling in Vander Haag's Diesel Technician Sponsorship program!

Vander Haag's partners with multiple community colleges in the area to provide you with hands-on education from the industry's top instructors. While you go to school, Vander Haag's provides a paid internship that allows you to gain hands-on experience, earn income, and take what you've learned in school and apply it in the real world. Our program is designed to help you gain the education you need in the classroom while also providing experience alongside our experienced professionals.



Phone: (800)242-5030 x7125
E-mail: hr@vanderhaags.com



At Vander Haag's, Inc., we realize that your paycheck is only a portion of your total compensation. That is why we provide a comprehensive benefits package to provide for you and your family.

- ✓ **Health Insurance:** We offer multiple health insurance plans through Blue Cross & Blue Shield.
- ✓ **Vision Insurance:** Very affordable vision plans, most with coverage for less than \$10/month.
- ✓ **Dental Insurance:** You have two different dental plans to choose from. Both plans offer coverage through Delta Dental.
- ✓ **Short & Long Term Disability Insurance:** These policies cover you in the event you are injured and can't be at work. These policies are 100% paid for by Vander Haag's, Inc.
- ✓ **401(k) with Company Match:** Vander Haag's offers a matching contribution towards your 401(k). VHI will match 33% of your contribution up to 6% of your annual income.



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Our Facility Locations:

- 1-Spencer, Iowa
- 2-Des Moines, Iowa
- 3-Sioux Falls, South Dakota
- 4-Council Bluffs, Iowa
- 5-Kansas City, Missouri
- 6-Winamac, Indiana
- 7-Indianapolis, Indiana
- 8-Columbus, Ohio