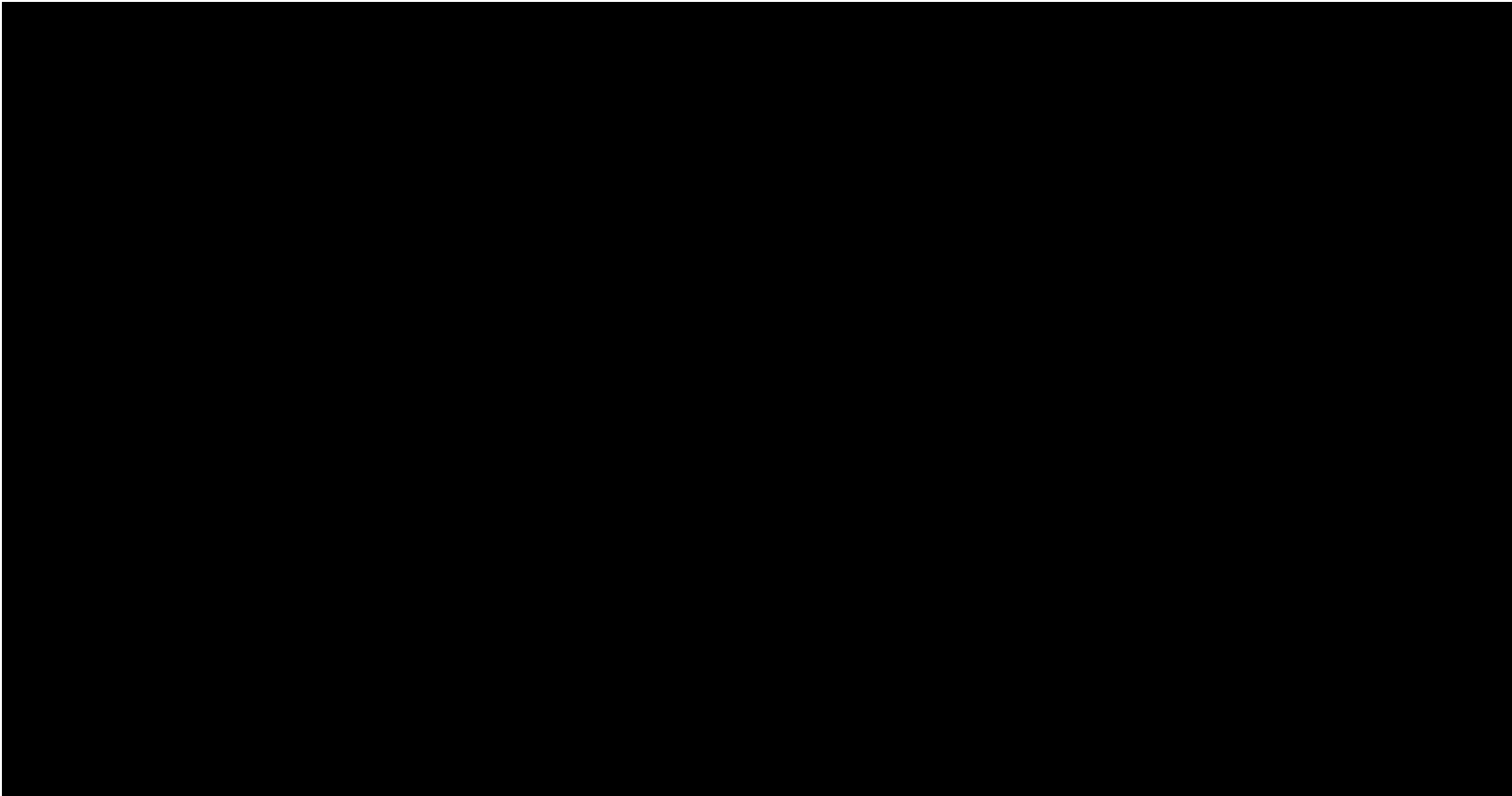


# Diesel Technician Apprentice Program



The Love's Family of Companies



# Our Company

## How we Started

- 1<sup>st</sup> service station opened 1964 in Watonga, OK.
- 1<sup>st</sup> convenience store opened 1967 in Guymon, OK.
- 1<sup>st</sup> travel center opened 1981 in Amarillo, TX.
- Today, Loves has grown to 644 locations across 42 states



## Who we are

- Great People Who Care
- Safe, Clean and Well-maintained Stops
- Get Customers Back on the Road Quickly
- Offering Good Value at a Competitive Price





# The Love's Family of Companies



**MUSKET**



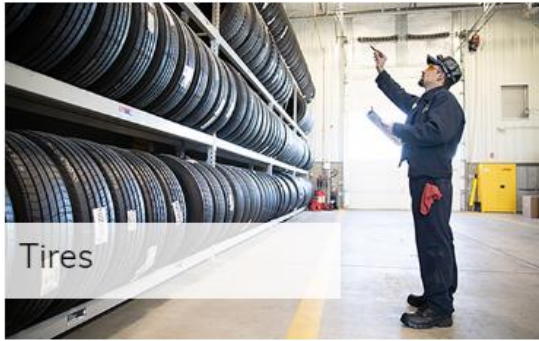
The Love's Family of Companies

# The Evolution of Truck Care

- 2008 – First Tire Care Facility opened
- 2011 – First Shop w/Light Mechanical opened
- 2015 – Installed Tire Pass
- 2016 – Introduced Mobile Mechanic Training Labs
- 2016 – First Retread/Distribution Center opened in Dallas, TX.
- 2017 – Acquisition of Speedco
- 2017 – Began Retrofitting Pits & Oil Bays into our shops
- 2018 – Total Truck Care Began
- 2022 – Truck Care Academy Launched



# Total Truck Care - Today



Tires



Roadside Assistance



Light Mechanical



Oil & PM



Love's Retread Process



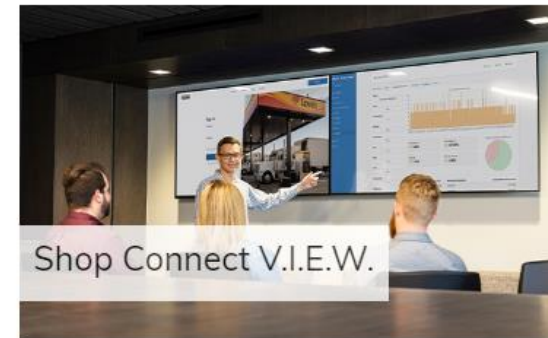
TirePass



International Warranty



Love's Truck Care Academy



Shop Connect V.I.E.W.

# Light Mechanical Services

- HVAC Services
- Batteries (Starting/Charging Systems)
- Brake Services
- Computer Diagnostics
- Drive Line
- DOT Inspections
- Electrical Systems
- Exhaust Systems
- Suspension Systems
- Tire Repair
- Preventative Maintenance (PMs)



# Over 430+ Truck Care Locations Nationwide

Type	Truck Care	Off-site SpeedCo	On-Site SpeedCo	Total
Count	278	104	53	435





# Diesel Technicians Are In Demand

- The need for diesel mechanics shows zero signs of slowing down, with the career expected to grow by 8% from 2020 to 2030
- Analysts predict that there will be about 28,100 new job openings for diesel mechanics each year for the next 10 years to replace workers who will be retiring.

**Diesel/Truck Service Technicians & Mechanics**

Work for manufacturing, truck transportation, maintenance, and parts and repair companies.

Enjoy a fast-paced work environment.

Have the opportunity to work with their hands every day.

Will see **21,600** jobs added to the economy between 2012 and 2022.

Source : <http://www.bls.gov/bos/installation-maintenance-and-repair/diesel-service-technicians-and-mechanics.htm>

# Soaring Costs of Trade Schools

- Trade/Technical School Costs are on the Rise
- \$33k p/yr. - Avg Cost to attend Trade School

UTI

Program Name	Tuition & Fees	Books & Supplies	Program Length (Hours)	Avg Completion Time
Automobile/Automotive Mechanics Technology/Technician	\$50,550	\$215	90	19
National Average	\$9,260	-	812	10.03
Automobile/Automotive Mechanics Technology/Technician	\$39,700	\$215	61	12
National Average	\$9,260.00	-	812	10.03
Automobile/Automotive Mechanics Technology/Technician	\$48,850	\$215	81	16
National Average	\$9,260	-	812	10.03
Diesel Mechanics Technology/Technician	\$37,050	\$215	54	11
National Average	\$12,395.00	-	1015	11.54
Welding Technology/Welder	\$22,350	\$215	36	9
National Average	\$9,261.00	-	748	8.5
Automobile/Automotive Mechanics Technology/Technician	\$47,150	\$215	77	15
National Average	\$9,260	-	812	10.03

# The American Dream



Learn While You Earn  
Receive a \$3500 Tool Set at Graduation

# Opportunity is Our Greatest Benefit

- Level 6 – Diesel Mechanic
  - Level 5 – Diesel Technician
  - Level 4 – Diesel Apprentice
  - Level 3 – Senior Technician
  - Level 2 – Technician
  - Level 1 – Technician
- \*L5 – Diesel Tech – 5% Commission when producing \$3000 in repair labor.
  - \*L6 – Diesel Mechanic – 3% Commission on ALL Labor Repair Dollars once the entire shop turns \$12,000 p/wk.



# Industry Leading Benefits

## Full-Time Field Team Member Highlights of Benefits 2023



- Employee Paid Holidays (New Year's Day, Independence Day, Thanksgiving Day, Christmas Day)
- Vacation Awarded @ 180 Days.
- 401k @ 30 Days of Employment
- Affordable Health Care – Costs as low as \$37 p/wk.
- United Health Care Plan
- Medical/Dental/Vision Insurance @ 30 Days of Employment.
- Uniforms Provided/Boot Program

### Vacation:

**Full-Time Team Members** (Average 30+ hours per week):

- 1 week after 180 days
- 2 weeks after 1 year
- 3 weeks after 5 years
- 4 weeks after 20 years

Vacation time must be used within the anniversary year. If criteria are met, earned vacation time is made available on anniversary date. Vacation must be requested and approved in advance by the immediate supervisor. States with rollover provisions are capped at 200 hours available to be paid at any point in time.

### State-Mandated Paid Time Off:

Please refer to the Employee Handbook for any policies affecting your state.

### Holidays:

New Year's Day, Independence Day, Thanksgiving Day, Christmas Day.\* Holiday pay is only paid to employees who work on the holiday.

\*All team members will receive double pay for Christmas Day only.

### Funeral Leave:

Employees receive three days leave for immediate family and one day for extended family, as defined in Employee Handbook.

### Employee Assistance Program:

Company-paid. All employees, their families, and all members of their household have access to the Employee Assistance Program. This includes **six FREE** face-to-face or virtual counseling sessions, tobacco cessation, event planning, estate planning, and much more. Visit [liveandworkwell.com](http://liveandworkwell.com) (Access Code: Loves) or call 24/7 833-EAP-1234.

BENEFIT ELIGIBILITY	
FULL-TIME TEAM MEMBER	
MEDICAL	✓
HSA	✓
TELEMEDICINE	✓
DENTAL	✓
VISION	✓
FSA	✓
BASIC LIFE, AD&D	✓
VOLUNTARY ACCIDENT	✓
VOLUNTARY CRITICAL ILLNESS	✓
VOLUNTARY HOSPITAL INDEMNITY	✓
VOLUNTARY STD	✓
VOLUNTARY SUPP. LIFE	✓
VOLUNTARY SPOUSE LIFE	✓
VOLUNTARY CHILD LIFE	✓
VOLUNTARY PET INSURANCE	✓

Employees are eligible for the following benefits the first of the month following 30 days of employment.

### 401(k) Savings Plan:

Employees are eligible if they are 21 years of age. Previously eligible employees who did not enroll at the initial entry date can enroll any time thereafter. Employer matches 100% of the first 5%. Participants may elect to make either or both traditional pre-tax contributions or Roth after-tax contributions.



# What We Expect from our Apprentices



Commitment



Passion



Drive

# What Apprentices can Expect from Love's



Learn While You Earn (On The Job Training)



Unlimited Growth Opportunities



Competitive Hourly Pay



Industry Leading Benefits



\$3,500 Tool Set Upon Graduation

# Ongoing Education





# Hands On Training – Inside the Training Trailer



# Mechanic Training Trailer Certifications

## \$1000 in Certifications for FREE

EPA 609 Refrigerant Handlers Card - \$25 Test

Bendix Air System Certification - \$400 Test

Conmet Hub System Certification - \$0

Stemco Wheel Seal Certification - \$0

Meritor Wabco ABS System Certification - \$25 Test

Meritor Air Brake System Certification - \$0

ASE - \$85 per Test. 7 needed for Master Status. We cover all costs at a proctored testing center.

# Truck Care Academy

- New State of the Art Training Facilities.
- 1st training facility (Amarillo TX / 2022)
- 2<sup>nd</sup> training facility (El Reno OK / 2023)
- 3<sup>rd</sup> training facility (Indianapolis IN / 2023)
- Upcoming (Casa Grande AZ)



# Truck Care Academy

- 5-week in residency courses. (16 p/per class)
- FREE education / Paid while you learn.
- Ready for ASE Cert testing upon completion.
- Free Set of Tools upon completion (\$3500 Value)
- Immediately placed into employment after graduation.



# Current Roadside Fleet

- 1+ Service Trucks per site. Some have as many as 5.
- Fully Equipped for Roadside
- Bright and Branded for Safety on the Highway



# Mechanical Roadside

- New State of the Art Equipment.
- Specific Service Vehicles to meet our customers needs
- Bright and Branded for Safety on the Highway





# Questions?

