

Southern Division

Texas and Louisiana

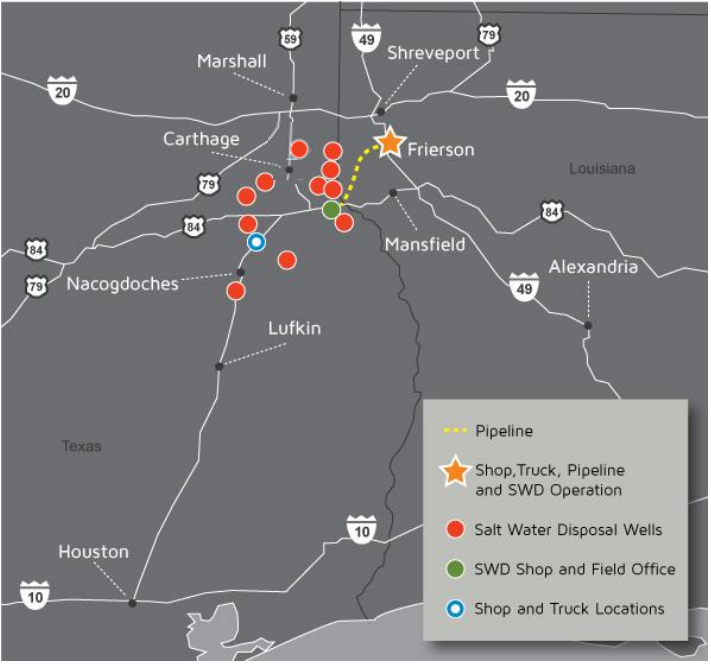
*Job Opportunities &
Career Information*





Operations

Serving our Customers with Safe, Reliable, Competitive, Honest, Water and Waste Hauling and Treatment and Full Environmental Recycle Services



Career Opportunities in Southern Division

Eagleford Shale

Permian Shale

Haynesville Shale



Operations



Our Divisional Operations, Treatment, Rental Centers and Disposal Well network provide for minimal travel time to/from your wells.





Operations

Over 200 water hauling trucks, over 400 frac tanks, 13 water disposal wells, and several water/waste recycle systems





Driver Qualifications

- Must have CDL with Class A Tanker Endorsements
 - Hazmat is a plus
 - At least 1 years of CDL driving experience is preferred
- Current medical card
- Must pass a road test
- Must pass a drug/alcohol test
- Must pass a physical ability test
- Must pass a background check
- Clean driving record is a must
- Must provide 10-year work history with no gaps in employment
- Must be able to shift up to 18 gears



- Schedules may vary from yard to yard
- Drivers work 12 hour shifts
- All driver start out working night shift
- Some examples include:
 - Starting at 5AM or 5PM
 - Starting at 6AM or 6PM
 - Shift change is done at either the yard or a nearby location
 - Work is 5 days on and 2 days off or 6 days on and 1 day off
- You can work up to 70 hours per week

Compensation



- Drivers are paid by commission (rates vary by location and based on experience)
 - May be paid more for extensive years of experience
 - Eligible for \$1 per hour more if mentor
 - Eligible for \$1 per hour more if working night shift
 - Monthly Safety Bonus eligibility
 - Advancement opportunities to supervisory positions are also available

Blue Cross Blue Shield of ND Health Plan Rates



Medical	BCBSND Classic Blue 500			BCBSND CompChoice 80		
	Monthly		Bi-Weekly	Monthly		Bi-Weekly
	Employer	Employee	Employee	Employer	Employee	Employee
Employee Only	\$ 437.06	\$ 166.14	\$ 76.68	\$ 458.15	\$ 92.25	\$ 42.58
Employee + Spouse	\$1,108.61	\$ 460.99	\$ 212.76	\$1,031.00	\$ 400.00	\$ 184.62
Employee + Child(ren)	\$ 713.34	\$ 348.76	\$ 160.97	\$ 698.40	\$ 270.00	\$ 124.62
Employee + Family	\$1,108.61	\$ 460.99	\$ 212.76	\$1,031.00	\$ 400.00	\$ 184.62

Dental	Monthly Employee	Bi-Weekly Employee
Employee Only	\$ 19.87	\$ 9.17
Employee + Spouse	\$ 52.12	\$ 24.06
Employee + Child(ren)	\$ 52.12	\$ 24.06
Employee + Family	\$ 52.12	\$ 24.06

Vision	Monthly Employee	Bi-Weekly Employee
Employee Only	\$ 11.35	\$ 5.24
Employee + Spouse	\$ 21.29	\$ 9.83
Employee + Child(ren)	\$ 17.67	\$ 8.16
Employee + Family	\$ 21.29	\$ 9.83



Effective 1/1/2018 – 12/31/2018



Additional Benefits

- 401(k) Plan
 - Full and part-time employees at least 18 years old are eligible to participate in the 401(k) plan and will be automatically enrolled at 3% on the first of the month following 60 days of employment

- Life insurance
 - Nuverra provides \$50,000 of coverage to each employee

- Short Term Disability
 - Employees are eligible for company paid short term disability

- Long Term Disability
 - Employees are eligible for company paid long term disability

- Eligibility for all benefits is the first of the month, following 60 days of employment



Additional Benefits (continued)

- \$135 boot allowance received on your service anniversary each year and company paid uniforms when you start
- Paid time off (PTO) is earned and accrued each pay period
- Advancement opportunities to supervisory positions are also available
- Prescription Safety Eyewear reimbursement annually



- Peterbuilt straight truck
 - Tandem
 - Tri axle
 - Quad axle
 - Six axle
- International straight truck
 - Tandem
 - Tri axle
- Mack straight truck
 - Tandem
 - Tri axle
- Various tractor trailers and winch trucks
- 99% are all standard trucks



Choose Nuverra For Your Career

- Great benefits
- Competitive pay
- Consistent pay
- Safe working environment
- Company provided training
- Company provided uniforms
- Boot allowance
- Advancement opportunities



Interested in Joining This Dynamic Team?

- **Southwest Texas Team:**

- Contact: Human Resources
- Phone: (830) 569-8483
- Address:
102256 IH 37
Pleasanton, TX 78064
- Email: careers3@nuverra.com
- Fax: (713) 583-9028

- **East Texas & Louisiana Team:**

- Contact: Human Resources
- Phone: (830) 569-8483
- Address:
525 Park Road
Frierson, LA. 71027
- Email: careers3@nuverra.com
- Fax: (318) 872-8850

Visit our website at careers.nuverra.com to learn more about Nuverra today!



Thank You!