

Retraining Our Nation's Heros!

TRADE BRIDGE PROGRAM

CADMAN MATERIALS

8705 NE 117th Avenue Vancouver, WA 98682

CADMAN
HEIDELBERGCEMENT Group
A subsidiary of Lehigh Hanson

THE PROCESS

HERE ARE THE STEPS TO APPLY FOR CADMAN'S
TRADE BRIDGE PROGRAM. GET STARTED TODAY!

01

Apply

Apply for Ready Mix Truck Driver position:
<https://www.lehighhanson.com/sites/cadman/contact/careers>

- Click on Oregon
- Click on or search for "Ready Mix Driver Portland, OR and Vancouver, WA"
- Click on Apply Now

02

Interview

- An initial phone screen (5-10 minutes) will be initiated by Cadman Materials
- A face-to-face interview will be scheduled and held on site at:
Cadman Materials
8705 NE 117th Ave
Vancouver, WA 98682

03

Prerequisites

After an employment offer is made, Cadman Materials prerequisites will begin:

- DOT physical, drug screen and audiogram
- DOT Background check
- Reference Checks
- Complete New Hire Documents (*W4, Direct Deposit*)
- Review and sign off on company policies

04

ACQUIRE PERMIT

Acquire Commercial Learner's Permit (CLP) during Cadman Material Prerequisite Process:

- Apply for Commercial Learner's Permit (*CLP*)
 - Make an appointment to apply for a CLP at a driver licensing office.
<https://www.dol.wa.gov/appointments/index.html>
- Bring your:
 - Current license
 - Social Security number
 - Proof of U.S. Citizenship, Lawful
 - Permanent Residency, or non-domicile document.
- Self-Certify: Depending on your situation you might need to submit your Medical Examiners Certificate.
 - <https://www.dol.wa.gov/driverslicense/cdlmedicalcertificates.html>
- Pass the knowledge test(s) for the Class B CDL. (*\$35 fee*)
 - <https://www.dol.wa.gov/driverslicense/cdlwritten.html>
- Pay the \$40 CLP fee.

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I 05: ATTEND TRANS360 SCHOOL

TRANS360 WILL PROVIDE A CDL APPLICATION INSTRUCTION PACKET AND WILL GUIDE YOU THROUGH THE PROCESS TO ACQUIRE YOUR CLASS B CDL

- TRANS360
18110 NE FOURTH PLAIN BLVD, VANCOUVER, WA 98682
(360) 588-2449 • TRANS360@TRANS360.COM • TRANS360.COM
- TWO-WEEK PROGRAM CONSISTS OF 80 HOURS OF TRAINING



06: DAY ONE

Once you have your Class B CDL, you will be ready to start your first day as a Cadman Materials employee. Orientation will be held at:

Cadman Materials
8705 NE 117th Ave
Vancouver, WA 98662

Your first day will take approximately four hours and will include completing HR documents and safety training. Your second day and each day after for four weeks will include full days of on-the-job training. Our goal is to ensure you are 100% confident and comfortable in operating the equipment.

PLEASE BRING THE FOLLOWING FOR YOUR FIRST DAY:



- Voided check for your direct deposit or a bank document that shows the bank name, routing, and account number.
- 2 forms of ID for your I9 form (*US Employment Verification*)
 - Acceptable documents:
<https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>

07: DAY 2

BELOW IS THE DRESS CODE TO HELP YOU PREPARE FOR YOUR SECOND DAY:

- Long pants
- Long/short sleeved shirt (preferably fluorescent)
- Mask
- Safety Boots (composite or steel toed). We ask you to purchase your first pair of boots. Every fall we provide a safety boot allowance to assist with the next purchase.
- Face mask (please wear anytime 6 feet of distance cannot be maintained and when traveling in the same vehicle with another person)

WE WILL PROVIDE:

- Hard hat
- Hearing protection
- Safety glasses (*Prescription Safety Glasses Program Available Upon Request*)
- Gloves
- Safety Vest

CADMAN MATERIALS OFFERS THE FOLLOWING:

- Benefits start after your first 60 days with the option to elect:
 - Medical: Blue Cross Blue Shield
 - Dental: Cigna
 - Vision: Superior Vision
 - Supplemental Insurances (*life, accident, critical care, etc.*)
 - 401k pre- and post-tax options available. Cadman Materials will provide 3% whether you chose to participate or not. If you would like to participate, the company will also match 50% up to 6%.

