



Reddaway, founded in Oregon City, OR, has served the Pacific Northwest since 1919.

Through our comprehensive western local service center network, we have built a long-standing tradition of next- and two-day delivery services. We are a complete and formidable western service provider. With high on-time reliability and one of the lowest claim ratios in its region, Reddaway is among the most-efficient providers in the industry. Its more than 3,000 loyal employees have earned the prestigious Quest for Quality award from Logistics Management magazine for 20 years.

Currently, Reddaway employs nearly 200 veterans throughout its footprint, with approximately 20% of that number in the state of the Oregon. In 2014, Reddaway committed (as part of the hiring our Heroes initiative) to hire 150 veterans by the start of 2017. Reddaway reached this goal. Reddaway has been designated as a Military Friendly Employer, and is a partner in the Army Pays program.

A career in the trucking industry represents a path to financial freedom for many individuals. In Oregon, Reddaway's Local City Drivers earn an average of \$61,942 while Linehaul Drivers average \$69,207 compensation.

Trucking can, however, be a challenging field to enter. The Society for Human Resource Management recently named truck drivers as one of its ten hardest jobs to fill in 2017. In order to begin a career as a commercial driver, a CDL is required. Driving schools will typically cost between \$3000 and \$5000. Even with a CDL, a new driver will typically require significant additional training in order to fulfill their duties in a safe and productive manner.

Relevant military experience will allow certain individuals to qualify for a CDL without needing to test or attend school. However, for many veterans, there will be a significant difference between their military experience and driving through a city, or pulling a set of double trailers over an interstate. In order to ensure success and safety, Reddaway will dedicate extra days of training time to these individuals. In addition, we have created programs where individuals with no experience are trained to be able to obtain their CDL.

While a majority of our workforce are drivers, we have also had success transitioning veterans into careers as mechanics, dockworkers, sales, and management. Additional resources would allow Reddaway to expand its training opportunities and more aggressively create opportunities for our veterans to transition into successful and financially rewarding careers.

Reddaway is confident that HB 2887 would enable to us to further expand our veteran hiring initiatives. This bill would provide a significant boon to veterans throughout the state of Oregon.

Thank you,

A handwritten signature in black ink, appearing to read "Jared Smith", is written over a white background.

Jared Smith

Director of Human Resources