

## Future-Focused Innovation, Daily

Every day, from the shop floor to the global marketplace, Daimler Truck North America is working to develop technologically sophisticated products that move people and goods safely and efficiently. Innovation is at the core of everything that we do, throughout our organization, where great minds with a passion for teamwork are constantly focused on the future. Central to our engineering approach, our passion for innovation is driven by our steadfast dedication to our own teams and to those impacted by our products, which is why we also strive to give back.



### Matching Gift Donations

Our matching gifts program is designed to honor the diversity of employee giving by supporting a broad spectrum of organizations and institutions with financial donations that match employee donations dollar-for-dollar, up to a \$500 match per employee annually. The matching gifts can be donated to any nonprofit organization of their choice.



### Community Pride

As a proud sponsor of our hometown sports teams, Daimler Truck teams up with the Portland Trail Blazers and the Portland Timbers to give back to the city that the company has called home for over 70 years. We stand together with the Timbers soccer team in support of the Oregon Food Bank and other non-profit community partners, and we plant 3 trees for each 3-pointer scored by the Blazers during their regular basketball season.



### Community Projects

Giving back to the community is an integral part of DTNA's commitment to being a good corporate citizen and a good neighbor. Our employees share our vision and our commitment. DTNA provides volunteer opportunities to allow employees to grow personally and contribute to the well-being of the places they call home.

Pairing talented, enthusiastic individuals with innovative products and uniting them with motivated leadership creates unparalleled results and superior products. Teams are the key.

EXPLORE OUR TEAMS



### Wellness Initiatives

We believe the health and well-being of our employees is of the utmost importance. In addition to offering full benefits, Daimler Truck North America is committed to helping our employees maintain a healthy, balanced lifestyle through wellness initiatives, such as:

- Lunch time fitness classes
- Cycling clubs
- Fitness facilities at some locations and gym discounts
- Health fairs
- Flu shots
- Tobacco cessation assistance



### Benefits and Compensation

- Medical, dental, and vision plans
- Short- and long-term disability
- Life Insurance/AD&D
- Graduated salary continuation
- Flexible spending accounts
- Health savings accounts
- Work/Life assistance program
- Optional spouse and child life insurance
- Workers' compensation
- Competitive pay
- 401K with 75% employer match per dollar up to 8%
- Bereavement leave
- 13 total holidays (including winter holiday shutdown)
- Paid jury duty leave
- Military leave program
- Employee discounts for various retailers and service providers
- On-site childcare



### Development Opportunities

A Culture of Continued Learning: Our Corporate Training and professional development programs provide a diverse portfolio of courses and are receptive to the development needs of our employees.

- Corporate Training
- Tuition Assistance
- International Opportunities
- Rotations and Job Shadowing
- Volunteer Opportunities

Investing in People

Respecting and encouraging an international assemblage of diverse and talented individuals and helping them to excel and achieve goals...it's what we do. Attracting motivated, exceptional employees with fantastic incentives is only the beginning.