

Office: 432-234-9729
General info: 800.734.3640
Recruiter: 972-755-3034
Email: jobs@bobeaux.com
Website: bobeaux.com



12107 County road 100
Midland, Texas 79706

www.bobeaux.com

4321 east derrick road
Carlsbad, New Mexico 88220

Office: 432-234-9729
General info: 800.734.3640
Recruiter: 972-755-3034
Email: jobs@bobeaux.com
Website: bobeaux.com

Frequently asked questions:

1. What are the driver requirements?

Minimum Age 23

Must have two years CDL licensed experience for the appropriate class of business - Driving similar equipment

Maximum of 3 moving violations, or 2 moving violations & 1 accident in 3 years

No Major Violations (Reckless, DWI, DUI, Leaving the Scene of an Accident) within the past 10 years

2. How much will I make?

Company drivers are paid 25% of each load. Right now, the average load price is \$575 (varies depending on distance to the well). Generally, you will get between 1 and 3 loads per day. The average load count per week is 14. We do have drivers that get more loads than that regularly, but 14 is the average.

Owner operators are paid 70% per load if they pull a Bobeaux trailer and 80% if they pull their own trailer. Average load count is 14 per week- average load price is \$575.

3. What is the schedule?

The work schedule is 21 days on- 7 off. You can stay out as long as you want, we do not require you take the days off.

4. Does Bobeaux do slip seating?

No, all drivers sleep in their trucks and park their trucks during home time.

5. What region will I be in?

Almost all of Bobeaux's work, right now, is in Southeast New Mexico and West Texas.

6. Does Bobeaux have their own mechanic shops?

Yes, there is a shop in Midland and a shop in Carlsbad.

7. What kind of trailers?

Right now, the majority of the work is box work. We do pneumatics as well.

8. Will I be paid demurrage or detention pay?

There is demurrage pay on some of the wells. The hourly amount and wait time are negotiated differently with each company.

9. What is the pay schedule?

Week one- Training

Week two-Friday you are paid training pay at \$50 a day.

Week three-Friday you are paid any loads you ran training week.

Week four-Friday you are paid your first full week of running loads.

You are always one week in the hole to allow time for auditing. The pay week ends Friday at 11:59pm.

10. How long is training?

4 days unless you have Oilfield Certifications (H2S, Fit, CPR, and Safe Land). Training is paid at \$50 a day. (Please see Orientation Packet for more info on training.)

11. Is this a 1099 position?

Company drivers and drivers for owner operators (who are not the owner), receive a W-2. Owner operators are 1099 employees.

12. Is there company insurance?

Not at this time.

13. What type of equipment will I be driving?

14. The majority of the fleet is 2013 International Prostars with 10 speed transmissions. There is a variety of other trucks and transmissions as well.

Office: 432-234-9729
General info: 800.734.3640
Recruiter: 972-755-3034
Email: jobs@bobeaux.com
Website: bobeaux.com

Welcome to Bobeaux Trucking.

Bobeaux Trucking & Oilfield Services was founded in 2014. Our focus has always been building the best frac sand trucking and Logistics Company in the Permian and Delaware Basin.

We have fully staffed yard/shop locations in Midland, TX, and Carlsbad, NM. These allow us to provide ongoing reliability to our customer base in the Permian and Delaware basin.

Our customers include E&P companies, pressure pumpers, sand mines, and third-party logistics companies. We are proud to have earned Master Service Agreements (MSA's) with some of the best companies in the industry including EOG, WPX Energy, Apache, Occidental Petroleum Corporation (Oxy), Marathon Oil, Halliburton, Pro Petro, Universal Patterson, CUDD, FTSI (Frac Tec), BJ Services, Keane, Python Pressure Pumping, Preferred Sands, Sandbox, US Silica and Unimin. Our management team has decades of trucking, logistical, and operational experience. We are invested and committed to safety and providing only the best equipment, services, and people to our customers. Bobeaux is your answer for efficient and reliable integrated last mile logistics solutions. Bobeaux Trucking and Oilfield Services is one of the leading fastest growing oilfield transportation companies operating in the Permian and Delaware Basin. We own and operate a large fleet of trucks and trailers. We specialize in Frac-sand transportation in: Texas, New Mexico, and Oklahoma. Our management team has decades of trucking, logistical, and operational experience. We are invested and committed to providing only the best equipment, services, and people to our customers. Bobeaux Trucking has locations in Midland, Texas and Loving, New Mexico and. Bobeaux offers efficient and reliable transportation options for independent and major energy operators.

Chuck Moses,
DIRECTOR OF OPERATIONS

Office: 432-234-9729
General info: 800.734.3640
Recruiter: 972-755-3034
Email: jobs@bobeaux.com
Website: bobeaux.com

Frac sand Drivers

We are **NOW HIRING**, company, Class A CDL, Frac Sand Drivers. Come join the fastest growing frac sand hauling company in West Texas/SE New Mexico. We have long-term contracts with several of the largest oil companies. This means more loads and more money for our drivers!

- **Excellent Compensation: 25% of Load (2-3 loads per day) 25% demurrage.**
- **Flexible schedule with weekly payments.**
- **Fleet includes 2013 International Pro Stars, 2014 Peterbilts, 389 Longnose, and 2015 Pneumatic Frac Trailers.**
- **Bobeaux offers long-term employment**
- **Provides a Fuel card.**
- **We also have excellent MSA with major energy operators.**
- **Great company culture and family atmosphere! (We really do care about our drivers!)**

Requirements:

- **Must be at least 23 years old.**
- **Must have two years CDL licensed experience for the appropriate class of business-Driving similar equipment (Class A)**
- **Maximum of 3 moving violations, or 2 moving violations & 1 accident in 3 years**
- **No major violations (Reckless, DWI, DUI, Leaving the scene of an accident) within the past 10 years.**
- **Prior frac sand hauling experience preferred, but not required (training provided).**
- **Must be willing to work long hours as well as day and night shift.**
- **DOT Drug Screening Mandatory -- Zero Tolerance Policy on drug use.**
- **Must have a positive attitude, a strong work ethic, and good communication skills.**
- **Must be able to climb ladders and stairs. Also must be able to carry hoses, coupling, and other equipment up to 75 lbs.**
- **Paperwork is a large part of driver's duties. You must be able to complete all necessary documents and turn in on a daily basis.**
- **Drivers must possess the ability to inspect vehicle, make minor repairs (lights, fuses, etc.) or have the willingness to learn and perform on a regular basis**
- **Must speak, read and write English enough to converse and comprehend DOT/OSHA regulations**

Interested drivers please contact.

Dennis Bell

Recruiter, Bobeaux trucking & Oilfield services

Dennis.Bell@bobeaux.com

Direct 972.755.3034

Midland Office; 432-234-9729

Or

Apply online at <https://bobeaux.software/application> or www.bobeaux.com

12107 County road 100
Midland, Texas 79706

www.bobeaux.com

4321 east derrick road
Carlsbad, New Mexico 88220

Office: 432-234-9729
General info: 800.734.3640
Recruiter: 972-755-3034
Email: jobs@bobeaux.com
Website: bobeaux.com

Important information for newly hired employee drivers:

Welcome:

My name is Amberleigh Berry, and I am the DOT Manager with Bobeaux Trucking. I will be your main contact person from our Midland office.

You will need to arrive at:

12107 County Road 100,

Midland, TX -79706

On the scheduled Monday at 9 am for orientation. Bobeaux will provide lodging Monday night thru Wednesday night. Bobeaux does not guarantee an available bed Sunday night. We have a bunkroom with 7 available beds. These beds are on a first come first serve basis for Sunday night. You are responsible for your own transportation from the airport or bus station. There are cabs and uber available at the airport.

Note: All of the paper work and almost all of the training is completed in Midland, Texas.

Required documents for the hiring process:

1. A voided check or direct deposit instructions from your bank.
2. **Driver's license and social security card.**
3. **Short and long form medical cards. (You can get a long form from your doctor if you do not have it.)**
4. Bedding (sheets, blanket, towel, pillow etc.)

You must provide:

1. Steel toe boots.
2. **Fire Retardant clothing (pants and long sleeved shirt, or full coveralls.) You can purchase these items at Walmart, Boot Barn, Cavender's, or any safety-clothing store.**
3. **Smart phone- This is needed for Transflo, which is how your tickets are scanned. This allows you and Bobeaux to be paid. You will also need a smart phone for the Keep Trucking app.**

All other PPE (Personal Protection Equipment) will be provided.

12107 County road 100
Midland, Texas 79706

www.bobeaux.com

4321 east derrick road
Carlsbad, New Mexico 88220

Office: 432-234-9729
General info: 800.734.3640
Recruiter: 972-755-3034
Email: jobs@bobeaux.com
Website: bobeaux.com

Orientation Process

The total orientation pay is \$50 a day.

*Day 1-DOT file setup, road test, and drug test.

*Day 2- safety orientation, trailer training, Instruction on the Keep trucking app (ELD), Transflo documentation, and proper truck blower use...

*Day 3-AJT safety training Part I, H2S training, Fit test, Safe Land (PEC), and CPR

*Day 4 AJT safety training Part II –Then new hires go to Carlsbad for Watco orientation and additional safety training.

Orientation starts on Monday – you will leave the Midland facility on Thursday and drive to Carlsbad. In Carlsbad, you will complete the rest of your orientation and start your 5-load training on regular percentage pay.

Drivers are paid 25% of the load-1-2 sometimes 3 loads per day

The work schedule is flexible -work as long as you want to work.

Be prepared for the conditions out here- It is hot at the well, and cold in the winter. Lease roads are poorly maintained.

We have our own two shops and our own mechanics. One shop is in Midland Texas and the other is in Carlsbad New Mexico. Both shops have showers and a laundry.

If you have your PEC, safe land, H2S, CPR, and Fit Test, please bring proof of those. If you do not, we will get you certified.

Welcome to Bobeaux Trucking

Amberleigh Berry

Phone: 432.234.9729

Toll free: 800.734.3640

Fac.877.561.0042

amberleigh.berry@bobeaux.com

12107 County road 100
Midland, Texas 79706

www.bobeaux.com

4321 east derrick road
Carlsbad, New Mexico 88220

Office: 432-234-9729
General info: 800.734.3640
Recruiter: 972-755-3034
Email: jobs@bobeaux.com
Website: bobeaux.com

Contacts

Amberleigh Berry-DOT manager

Cell 432.234.9729

amberleigh.berry@bobeaux.com

Fax: 877.561.0042

Kevin Keyes-Driver manager

Cell: 432-301-0464

kevin.keyes@bobeaux.com

Dennis Bell- Recruiter

Office: 972-755-3034

dennis.bell@bobeaux.com

General Conduct

Bobeaux reserves the right to separate employment of any employee who does not comply with company policy or acts:

- Firearms, policies and procedures: Prohibited weapons, ammunition and explosives of any kind
- Intoxicants, Items narcotics, illicit drugs and alcohol
- Pets and other animals
- Any riders or non-Bobeaux personnel allowed unless otherwise approved in writing
- Lewd, crude or any other offensive types of behavior
- Any type of sexual harassment
- Physical violence, and or unusual behavior will not be tolerated, and can be deemed grounds for immediate separation of employment
- Race or hate group related behavior; to include pictures, drawing etc.
- Unsafe Conduct
- Bobeaux will maintain a workplace free from harassment, unfair treatment and/or intimidation.

12107 County road 100
Midland, Texas 79706

www.bobeaux.com

4321 east derrick road
Carlsbad, New Mexico 88220