

NEW GRADUATE TRAINING PROGRAM



expect more.

> PREPARE FOR AN EXCITING CAREER WITH AN INDUSTRY LEADER



A NAME YOU CAN TRUST

With more than 200 locations and offices, almost 8,000 employees and \$7.8 billion in annual revenues, Rush Enterprises, Inc. (NASDAQ as Rush A and Rush B) owns and operates the largest network of commercial vehicle dealerships in North America, representing commercial vehicle equipment manufacturers including Peterbilt, International, Ford, Hino, Isuzu, Dennis Eagle, Blue Arc, Blue Bird, Micro Bird, Collins, IC Bus and Jerr-Dan.

The company's vehicle centers are strategically located in high-traffic areas in 23 states and Ontario, Canada. These one-stop centers offer an integrated approach to meeting customer needs, from sales of new and used vehicles to aftermarket parts, service and collision repair, plus a wide array of financial services including financing, insurance, leasing and rental. Rush Enterprises' operations also provide CNG fuel systems, telematics products, vehicle upfitting, chrome accessories and tires.

We offer a complete compensation and benefits package including medical, dental, vision and prescription coverage along with 401(k), stock purchase and savings plans, flexible benefits programs and paid holidays and vacation. Rush Enterprises also offers incentives for performance, training and opportunity for advancement – all in a culture that appreciates and rewards a positive attitude, productivity, fairness, excellence and integrity.

Experience a rewarding career with a leader in the commercial vehicle industry, and grow with us as we continue to expand our network of locations and services. Rush Enterprises is an equal opportunity employer and makes employment decisions without regard to race, color, religion, sex, national origin, protected veterans status, disability status or any other status protected by law. We are always looking for hardworking and dedicated people to join our team.

> A FLEXIBLE PROGRAM FOR CAREER DEVELOPMENT



NEW GRADUATE TRAINING PROGRAM

Our New Graduate Training Program prepares you for an exciting career in dealership management – whether that is in sales, parts or service operations – and is the training ground for our next generation of department managers, regional managers and executive leadership.

Rush Enterprises, Inc., is a premier provider of quality products and solutions to commercial equipment users. We are customer-focused, people-oriented and financially motivated to deliver excellent outcomes for customers, shareholders, vendors and our employees.

Our New Graduate Training Program has a wide range of focus that allows the participant to experience all areas of dealership operations before choosing a specialty area. This allows every candidate to learn more about each functional area of the dealership – service, parts, aftermarket sales and truck sales – and make an informed decision on where he or she fits best within the organization.

**THE NEW GRADUATE PROGRAM
LAUNCHED MY CAREER AT
RUSH ENTERPRISES,
HELPING ME DEVELOP
AND GROW.**

Corey Lowe, Senior Vice President
Rush Truck Centers Peterbilt Dealerships



SIX MONTHS OF PLANNED EXPERIENCE

Every candidate entering the New Graduate Training Program follows a six-month path of planned experience that takes place in three phases, including two weeks in each dealership department, two months in the candidate's top two department favorites and two additional months in the department of focus. Along the way, each participant also receives training in leadership development, HR, marketing, sales and operations.

NEW GRADUATE TRAINING PROGRAM

Phase 1

Two weeks of training in each department

- Parts Operations
- Service Operations
- Aftermarket Sales
- Truck Sales

Phase 2

Two months of training in two selected departments

- First Choice Department
- Second Choice Department

Phase 3

Two months of training

- Department of Focus
- Corporate Training

Upon successful completion of the New Graduate phase, start your career within your department focus.

THE NEW GRADUATE PROGRAM ALLOWED ME TO EXPERIENCE ALMOST EVERY ROLE AND PROCESS IN THE DEALERSHIP. IT SET ME UP FOR SUCCESS TO BEGIN MY CAREER AS A GENERAL MANAGER WITHIN A FEW YEARS OF GRADUATING FROM THE PROGRAM.

Paige Albritton, General Manager
Rush Truck Centers – Pontoon Beach



REWARDS AND RECOGNITION

The entire Rush organization understands the value of recognizing the efforts of hardworking people in creating a positive work environment. At Rush Enterprises, you have the opportunity to earn both bonus incentives and peer recognition through our annual awards program.

THE NEW GRADUATE PROGRAM ALLOWED ME TO TRY SEVERAL DEPARTMENTS BEFORE CHOOSING A CAREER IN SERVICE OPERATIONS.

Mike Zimmerman, General Manager
Cummins Clean Fuel Technologies
(A joint venture of Cummins and
Rush Enterprises)

