

NEW GRADUATE PROGRAM



With nearly 200 locations and offices, over 7,000 employees and over \$4.7 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, Mitsubishi Fuso, Blue Bird, Collins Bus, Elkhart Coach, IC Bus, and Jerr-Dan.

The company's vehicle centers are strategically located in high traffic areas in 21 states across the country. 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 vehicle up-fitting, natural gas fuel systems, chrome accessories and tires.



PREPARE FOR AN EXCITING CAREER WITH AN INDUSTRY LEADER.

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.

We offer competitive compensation and benefits, 401(k) and stock purchase, incentives for performance, training, and opportunity for advancement – all in a culture that appreciates and rewards a positive attitude, productivity, fairness, excellence and integrity.

Our New Graduate Program prepares you for an exciting career in dealership management – whether that is sales, parts, service or collision center operations – and is the training ground for our next generation of General Managers, Regional General 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 people.





A FLEXIBLE PROGRAM FOR CAREER DEVELOPMENT.

Our New Graduate Program has a wide range of focus that allows the participant to experience different 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, collision center, new and pre-owned truck sales – and make an informed decision on where to fit 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 PLANNED EXPERIENCE.

Every candidate entering the New Graduate 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 your 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 Program		
Phase 1 2 weeks of training in each department	Phase 2 2 months of training in two selected departments	Phase 3 2 months of training
<ul style="list-style-type: none"> • Parts Operations • Service Operations • Collision Center Operations • New and Used Truck Sales 	<ul style="list-style-type: none"> • Department of choice • Department of second choice 	<ul style="list-style-type: none"> • Department of focus • Corporate training
Upon successful completion of the New Graduate Program, start your career in a position within your department of focus.		



KNOWLEDGE + EXPERIENCE = WISDOM

"TO BE A GOOD LEADER, YOU MUST
HAVE GREAT FOLLOWERS."

WHEN IN DOUBT CALL ON A CUSTOMER
DO WHAT YOU SAY YOU'RE GOING TO DO

"TEAM"

"HAVE FUN"

"SELF MOTIVATION"



WORK FOR THE BEST, WITH THE BEST, ON THE BEST.

We know putting your career in gear can be an exciting and challenging process. We want to help you get started. Here are just a few of the many benefits you can receive when you join our team.

Competitive compensation. Our compensation programs are among the best in the industry. We constantly monitor local and national trends to make sure we offer competitive salaries with room for growth.

Exceptional benefits. We offer a complete 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.

Premium facilities. Rush Enterprises operates state-of-the-art facilities located in high traffic areas on or near major highways. We offer the largest truck inventory in North America, a \$220+ million parts inventory, over 2,300 service bays and 28 collision repair centers equipped with the latest in diagnostic and repair technology.

On-going training. We encourage training both at the start and throughout your career. We offer on-site, factory training, self-study courses, university programs and industry-specific education.

Rewards and recognition. The entire Rush organization understands the value of recognizing the efforts of hard working people in creating a positive work environment. At Rush Enterprises, you have the opportunity to earn both bonus incentives as well as peer-recognition through our annual Chairman's Awards for Excellence.



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

Mike Zimmerman, General Manager
Momentum Fuel Technologies

expect more.



To learn more about a rewarding career at Rush Enterprises, or to fill out an application online, visit us at rushenterprises.com/newgraduate.
EOE/AA/M/F/D/V



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