

Company-paid training vs personal CLP ownership fork

Blanks when an employer sponsors training but the **license stays personal**. Force written who owns the CLP/CDL and who pays retests. Pairs employer-sponsored offer + clawback note. Invents no employment law. Independent — not FMCSA. **Not legal advice.**

- **Order:** written offer → this ownership fork → [clawback note](#).
- Company tuition talk ≠ company ownership of your personal CDL.

Ownership blanks

- ☐ Employer / sponsor named on offer: _____
- ☐ Who pays school tuition / ELDT? ☐ Employer ☐ Student ☐ Split · written phrase _____
- ☐ Who holds the CLP / CDL (personal name)? ☐ Student ☐ Employer ☐ Unclear — pause
- ☐ Who pays skills / knowledge retests? ☐ Employer ☐ Student ☐ Unclear · written? _____
- ☐ Clawback / promissory / stay-term in writing? ☐ Yes · pair clawback trap ☐ No ☐ Oral only — hold
- ☐ Decision: ☐ Proceed ☐ Hold money ☐ Walk · Notes: _____

Refuse if...

- Offer won't say who owns the license and who pays retests in writing.
- Oral "we'll cover everything" with a clawback form you haven't read.