



Benchmarking TC-07



CHAIRMAN: Barry Pottle, Pottles Transportation
VICE CHAIRMAN: Sheppard Dunn, Bestway
FINANCIAL ADVOCATE: Duane Graves, Pottles Transportation
TCA STAFF LIAISONS: Debbie Sparks
MODERATOR: Jack Porter

AGENDA:

DATE AND TIME: June 6th & 7th, 2017

PLACE: **Pottle's Transportation
Residence Inn
Bangor, Maine**

Tuesday, June 6th

- I. Meeting Room Opens at 7:30am with Breakfast**
- II. Call to Order at 8AM**
 1. Opening Comments from the Chairman
 2. Review the Agenda & Housekeeping
 3. Anti-Trust Review
 4. Roundtable Introductions: Preparation Question
 - 1. What is the Biggest Challenge Facing your Department or Company in '17?**
- III. "Hot Topics"-** Opportunity to go around the room and have Members discuss what they are seeing in their Freight market, and their Customer demand compared to last year at this time?
- IV. Special Meeting Composite Review:**
 - We will spend time reviewing the whole composite and the comparable data between the individual Carriers. We will take a look toward changes in company's results toward Revenue and Gross Margin, and efficiencies. Please review the **FEBRUARY COMPOSITE**.
- V. Break at 10:00AM**
- VI. Driver Recruiting: (Meeting Survey Due May 31st)**
 - Turnover Rate Review.
 - What is your most successful Recruiting Source for Applicants?
 - What unique things are you doing to find Applicants?
 - Explain and Referral Bonus Policy you May employ?

VII. Driver Hiring & Training

- When do fleets “pull the trigger” and terminate for Safety reasons? Where do folks feel they have gray area/wiggle room, vs. black-and-white and have to terminate
- Have fleets been changing hiring standards? What have fleets ‘eased up’ on? What are the absolute/no-go areas?
- Information from anyone using simulators. How do you ensure Ops gets guys thru to use the simulator?
- Driver discipline (incidents, accidents, fuel priorities respected,) in a high turnover industry.
- What is your hiring criteria fir drivers? Age, years of experience, accidents. Have you had to lower your criteria the last two years.

VIII. Lunch at Noon

IX. Driver Orientation Discussion:

- Orientation, what is enough, right balance
- How to take the pain out of orientation?
- Hair testing? Good, bad or is the jury still out ??
- How do you Train new drivers which have just graduated from driving school.

X. Driver Utilization: We will ask all the members to come prepared to discuss the following;

- How do you determine full/part time employment status for their drivers. What criteria they use to transition low performing drivers to part time and removing benefits
- Driver scorecards – how do you measure, what do you measure & do they work?
- Driver development and training, risk assessment tools, driver performance scorecarding.
- Inward out ward cameras how is it working for you. If not do you plan on putting them in.

XI. Break @ 2:45PM

- 3:00 pm Depart Cross Insurance Center
- 3:10 pm Arrive Pottle's Transportation LLC
- Facility Tour
- 5:00 pm Depart Pottle's Transportation LLC
- 5:10 pm Arrive Residence Inn
- 6:00 pm Depart Residence Inn
- 6:15 pm Arrive Dinner Site
- 9:00 pm Depart Dinner Site
- 9:10 pm Arrive Residence Inn

Wednesday, June 7th

XII. Meeting Room open for Light Breakfast

XIII. ADMINISTRATION:

- Old Business
- New Business & Membership
 - Meetings: **October 3rd & 4th, 2017 - Savannah**

XIV. Best Idea Session:

- Identify your Best Practice you have implemented in 2016. This open to any idea you smart people have instituted to make money, reduce costs, or increase efficiency.
- Forward me and Eddie Wayland an Electronic version of your presentation **BEFORE THE MEETING!**
- Each Carrier will put \$40 in the Pool; after all presentations, we will vote for the top 2 Presenters, and they will split the pool 60/40. Good Luck!

XV. Break at 10:00am

XVI. Driver Safety:

- How many fleets allow subjective factors in determining safety discipline (such as attitude, driving willingness) and what measures are taken to make the risk acceptable if keeping a driver with checkered history?
- Beyond compliance – what are the technologies that you're using to be safer, do they work?
- How to write a safety application for safest fleet in NA that wins?
- Remediation and penalties for safety violations, such as required driver training/re-testing, escrow accounts, etc.

XVII. ELD Update:

- Who has implemented. What has been the experience on productivity, driver acceptance and turnover.
- For those who have adopted, what are you doing to differentiate your fleet from a customer and driver perspective.
- I would like to see how many folks have event recorders, what % in reduction of incidents/accidents did you see? Who do you have in place & why?

XVIII. Adjourn: Safe Travels Home & Thank You for Your Business!