

2016 BEST IDEA

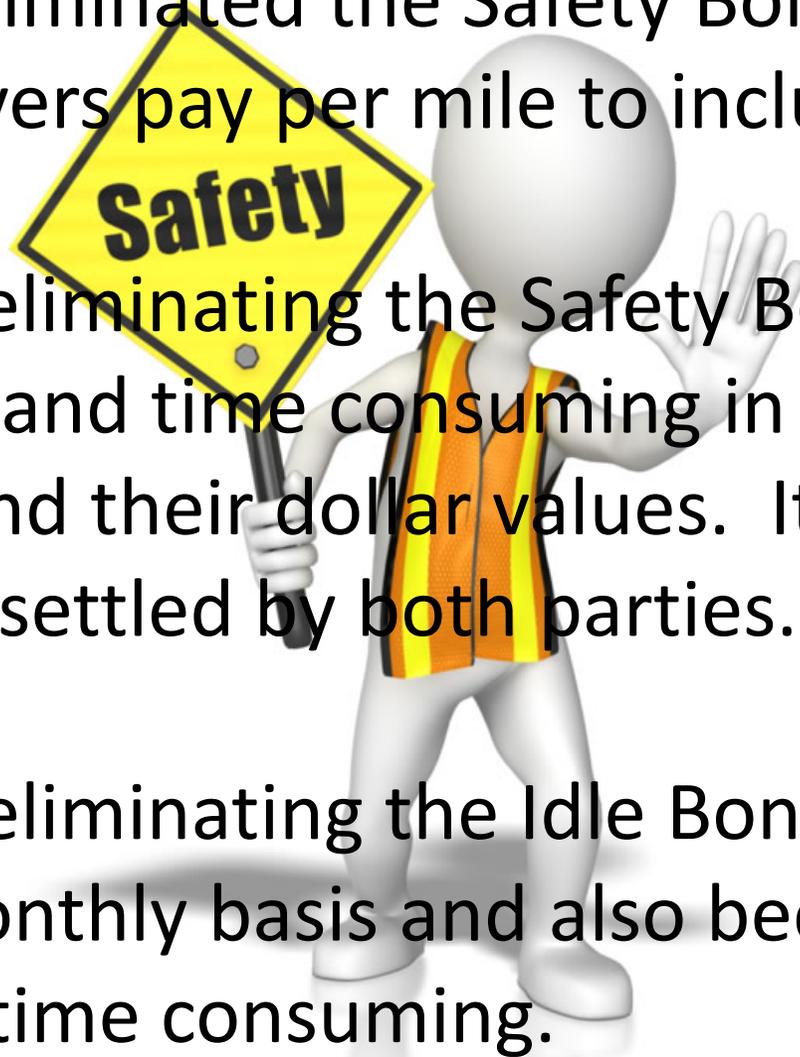


BRIAN KURTZ TRUCKING LTD.

Back in 2015 we eliminated the Safety Bonus and Idle Bonus and re-worked the Drivers pay per mile to include these earnings.

The reason for us eliminating the Safety Bonus was that it was very cumbersome and time consuming in keeping track of the safety violations and their dollar values. It could take months for us to have a claim settled by both parties.

The reason for us eliminating the Idle Bonus was that it was calculated on a monthly basis and also became very cumbersome and time consuming.



THE BIG ISSUE

During 2015 and 2016 we noticed that scratches, dings & freight claims as well as high idle had become a big issue again because there was no incentive for the Drivers.



So, in 2016 we came up with a new incentive for the Drivers.

We introduced the Performance Incentive Program that is now known as the PIP Bonus.

This Program does not only include safety related matters, it also includes incentives related to all departments of the company.

We decided to go this way because not only were there issues with the Safety aspect for the Drivers but we also had issues with our Shop, Customer Service and Accounting departments.



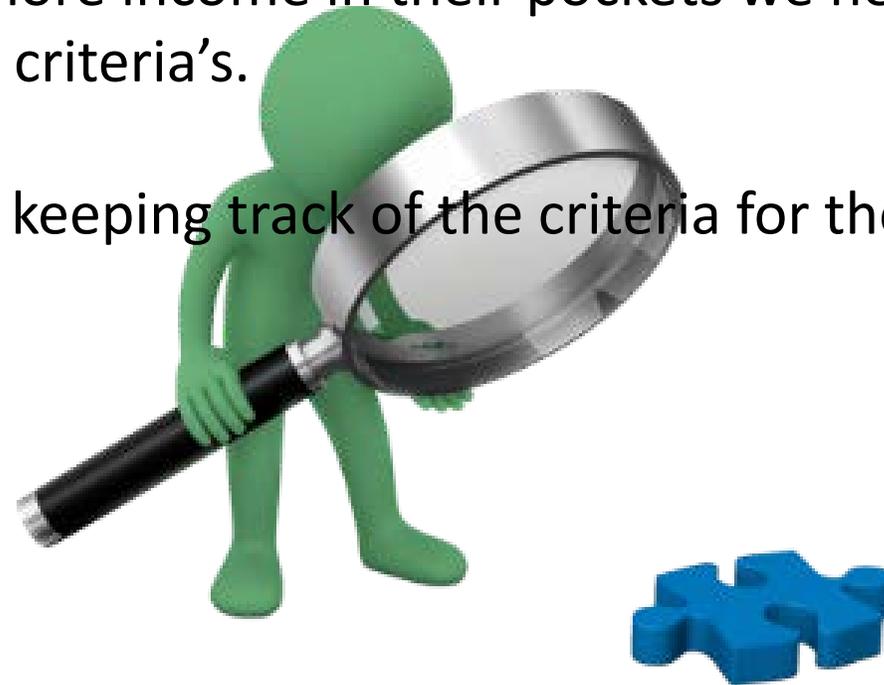
We spent time with all our departments and analyzed what and how issues can be improved.

After, analyzing the information, we felt it necessary to include more than just Safety issues within the PIP.

Our PIP now includes several areas of criteria for the Drivers to meet in order to qualify.

Don't forget that in 2015 their pays were increased to include the old Safety and Idle Bonus programs, so this meant, in order to add more income in their pockets we needed to make this a very robust program and include several criteria's.

We also needed it to be more simplistic in keeping track of the criteria for the staff involved in maintaining the data.



We now have 10 areas of issues that Drivers need to meet in order to qualify for the PIP Bonus

It is all easily based on a YES/NO answer and if the Driver meets all YES's for there qualification questions they are entitled to the PIP Bonus.



Staff involved keep their info on simple spreadsheets and the Driver has either qualified by a YES or NO.

Drivers receive .03/mile for all the miles that they ran for the quarter. Our drivers received on average \$700 to \$900 per quarter.

That gives our drivers an additional income of about \$2800 to \$3600 annually and the stress it eliminated from the other departments is priceless.



Our Criteria

ACCIDENTS/INCIDENTS	Was driver involved in any preventable or non-preventable accidents?	YES	NO
	Did driver follow Accident Reporting Policy as outlined in the Drivers Manual?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		
TICKETS	Did driver receive any tickets?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		
INSPECTIONS	Did driver report any MTO / DOT inspections?	YES	NO
	Were there any violations or defects noted on the inspection(s)?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		
DAMAGE	Was there damage reported to any equipment in the drivers care?	YES	NO
	Was the damage properly reported to all departments as required?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		
FREIGHT CLAIMS	Were there any freight claims reported while in drivers care?	YES	NO
	Did driver take all reasonable measures to prevent freight claim(s)?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		
SATELLITE MACROS	Did the highway driver respond with their availability by Thursday midnight?	YES	NO
	Did the driver send in all pickup and delivery macros?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		

PAPERWORK	Was all paperwork completed and handed in as required?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		
OUT OF ROUTE MILES	Does driver fall under the 5% or less percentile for all trips?	YES	NO
(N\A for O\O)	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		
OVER-THE-ROAD REPAIRS	Did driver have any over the road repairs?	YES	NO
	Did driver take all reasonable measures to prevent over-the-road repair(s)?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		
LOGS	Did driver submit logs in a timely manner?	YES	NO
	Did driver have 4 or more sheets returned or 4 or more e-log errors?	YES	NO
	Does driver qualify for PIP under this section?	YES	NO
	COMMENTS:		

Our Idle Bonus

In the past, if our Driver had kept his Inter Trip Idle below 10% monthly he would receive a 3% per dollar increase on their weekly pay for a month.

We ran into many complications due to our weather issues. Some months they can stay below 10% and other months they could not.

We now calculate our Idle Bonus on a 3 month run with the average needing to be below 10% in order for the Driver to earn the Bonus.

Our Bonus is now a flat \$225 per quarter should the driver qualify.

That gives our drivers an additional \$900 per year income and the stress it eliminated from our other staff is once again priceless.

