

# 2017 BEST IDEA



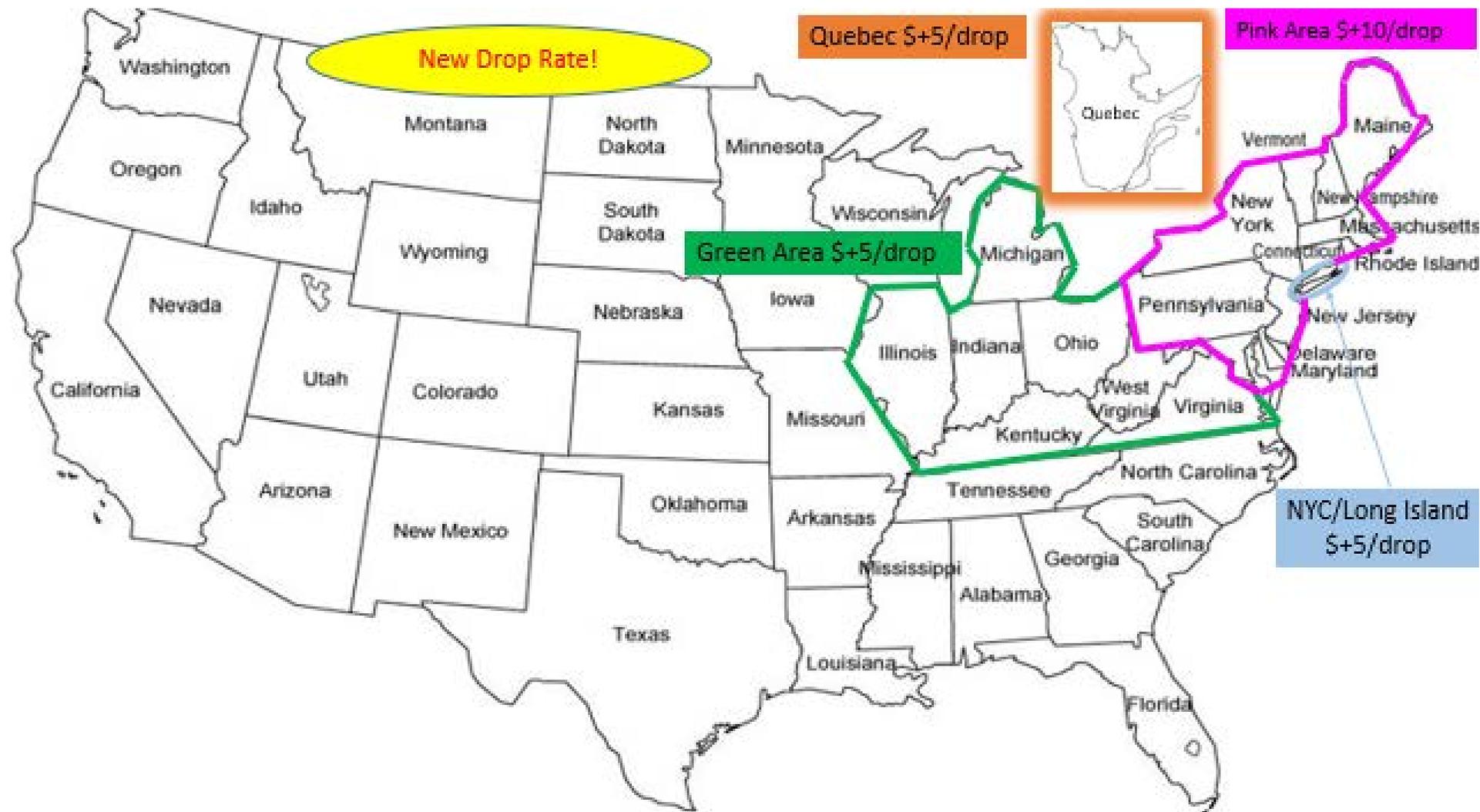
## BRIAN KURTZ TRUCKING LTD.

Aside from our regular recruitment and retention efforts, ie: sign on bonus, annual performance incentive bonus, we felt we needed to do something different in order to retain our drivers.

With the implementation of ELOGS, drivers have become angry, withdrawn and stressed and we were going crazy in trying to figure out what we can do to change this.

We decided it was time to make some changes.

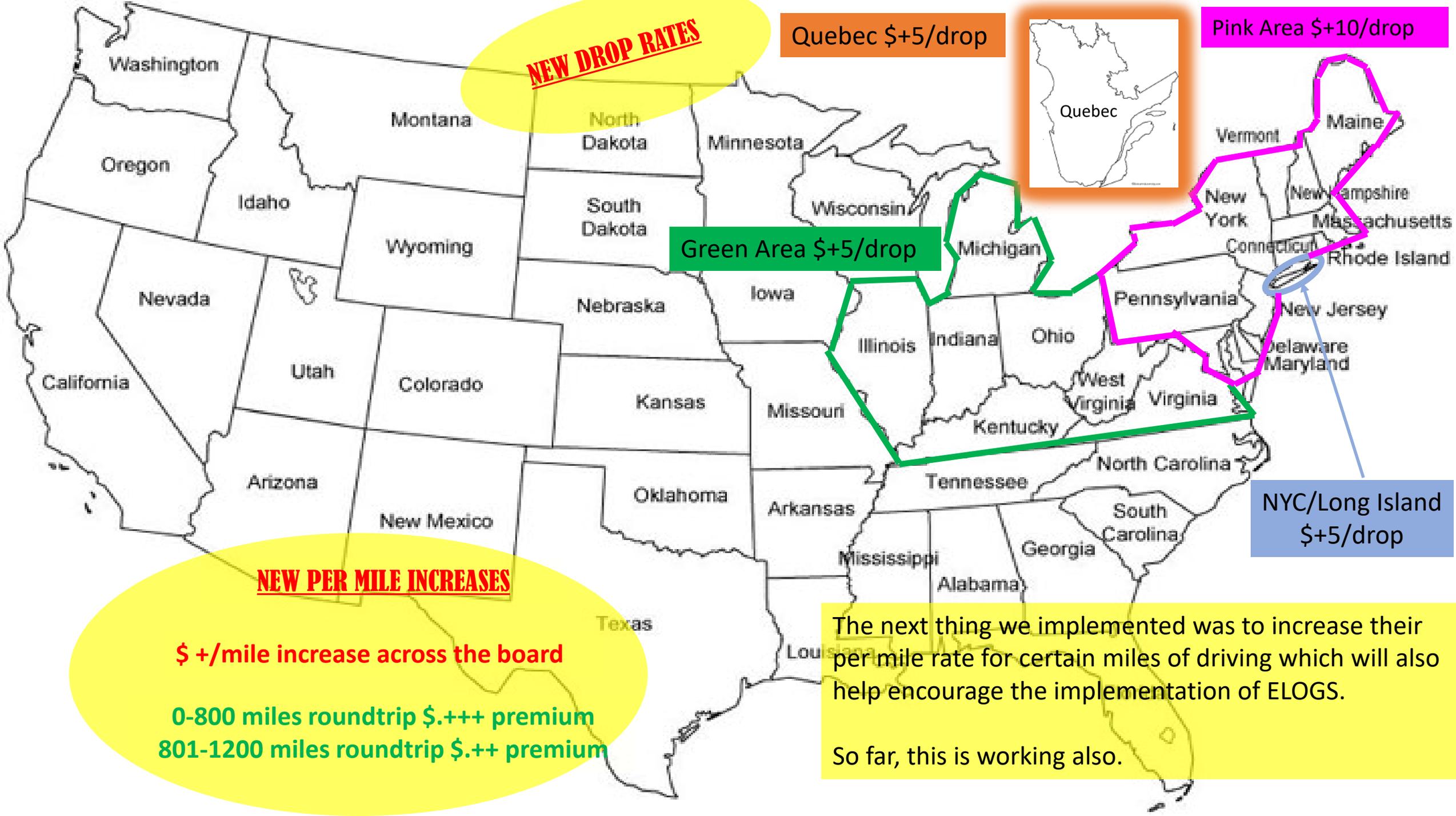




What we first implemented was increasing our drop rate in certain areas to benefit the ELOG drivers.

This was an encouragement to have them all up and running by September 30, 2017.

So far it is working!



**NEW DROP RATES**

Quebec \$+5/drop

Pink Area \$+10/drop

Green Area \$+5/drop

NYC/Long Island \$+5/drop

**NEW PER MILE INCREASES**

\$ +/-mile increase across the board

0-800 miles roundtrip \$.+++ premium  
801-1200 miles roundtrip \$.++ premium

The next thing we implemented was to increase their per mile rate for certain miles of driving which will also help encourage the implementation of ELOGS.

So far, this is working also.

These changes only apply to the Drivers that are on ELOGS.

Out of 75 drivers we now only have 9 drivers that need to get onto ELOGS by September 30, 2017

This has seemed to ease some of the tensions and stress that were causing the drivers.

We think this is fabulous!!!!



On top of those changes, we had asked our drivers to submit a form with  
“What 3 changes would you like to see to make your job more efficient?”

What 3 changes would you like to see to make your job more efficient?

1.

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2.

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3.

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We have to admit, we were a little worried on what we would receive.

To our delight it wasn't so bad.

**Here is a run down to the suggestions we received:**

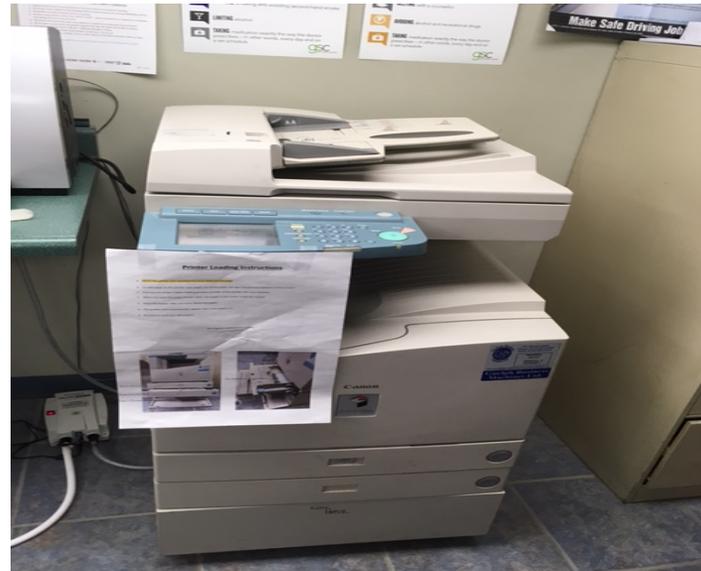
**Loads ready earlier**  
**Working photo copier in Driver's room**  
**Better trucks (less rattle)**  
**Warehouse needs to scale loads**  
**Keep someone on early mornings**  
**Initial satellite messages**  
**Free coffee in the Drivers room**

We were astounded at the little things that would make our drivers happier!

## Here's what we have done.

**Loads ready earlier:** We have spoken to our dispatch and warehouse to ensure that loads will be ready earlier.

**Working photo copier in the Driver's room:** Photo copier in the drivers was working, the problem we found was that the drivers were not well versed in how to work it and reload it with paper, so we added instructions to the front of the copier and all is well.



**Better trucks (less rattle):** well honestly there isn't much we can do about that aside from ditching all our trucks and buying new ones. We told the drivers that when we repurchase trucks that will be something we will look for.

**Warehouse needs to scale loads:** Well, you know what happened here, we made sure that the warehouse scales the loads.



**Keep someone on early mornings:** The fellow that was temporarily working early mornings is now working early morning permanently.



**Initial Satellite messages:** We made sure to notify everyone that sends satellite messages to initial their messages so the Driver knows who it comes from.



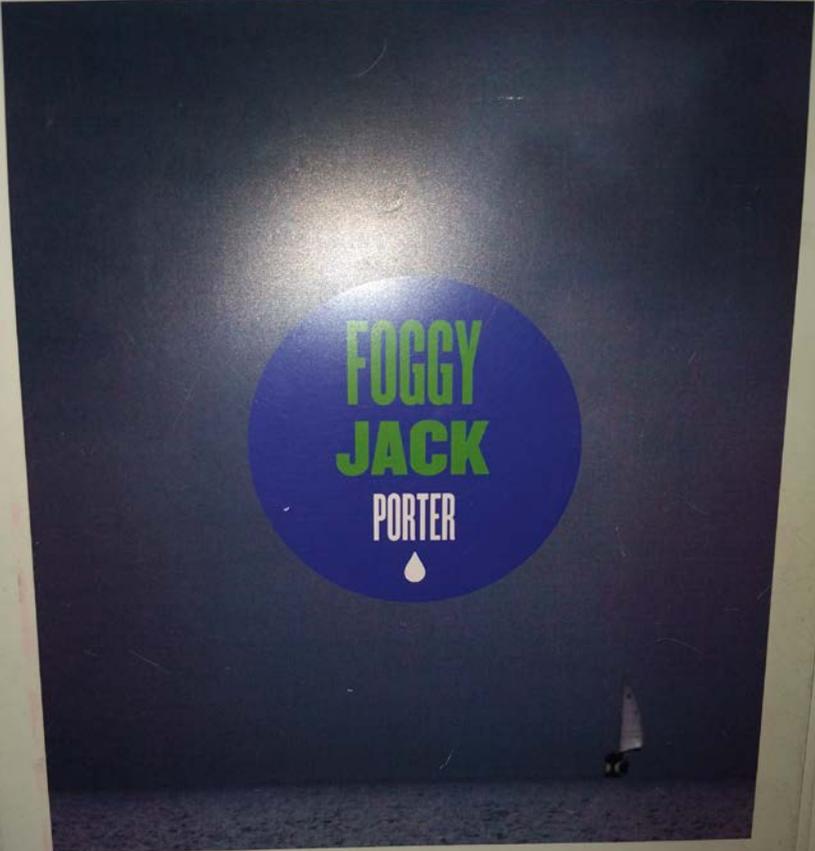
The last suggestion was the one that has made a huge difference.

**Free Coffee in the Driver's Room:** Not only coffee, they have Tea, Hot Chocolate, French Vanilla, Hazelnut.....you name it, this coffee bar has it.



We are also serving FOGGY JACK Porter in the Driver's Room, please come out and sample!!  
Straight from Duluth, MN.....

CANAL PARK BREWING CO.  
EST. 2012



**FOGGY  
JACK  
PORTER**

With pronounced malt flavor and hints of chocolate and coffee with a dry roasty finish, this is the perfect beer to sip and watch a storm roll in off the big lake.

|                    |                    |
|--------------------|--------------------|
| <b>5.7%</b><br>ABV | <b>37.5</b><br>IBU |
| <b>15.4</b><br>OG  | <b>5</b><br>FG     |

We learned that it was the little things in life that made the Driver's much happier!!!

