

# Solutions for Varying Driver Needs

Best Idea - Sept 2017

**Mast**  
TRUCKING

*The Problem:*

Driver Needs are not “One Size Fits All”

- ▶ Drivers ALL need respect and to feel valued

# *The Problem:* Driver Needs are not “One Size Fits All”

- ▶ Drivers' needs vary regarding:
  - ▶ Compensation
  - ▶ Consistency of pay
  - ▶ Home time
  - ▶ Lanes
  - ▶ Assigned truck
  - ▶ Ability to advance career

*The Solution:*

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Multiple Pay Package Options

# Mast Salary Based Pay Options

## Pay for Excellence

- ▶ Home on the weekend, 1 day & 2 nights

## Pay for Excellence - Extended Leave

- ▶ Work minimum of 12 days - earned time off

# Mast Salary Based Pay Options

## Pay for Excellence - 5 On 5 Off

- ▶ Work 5 days, home 5 days
- ▶ No assigned truck

## Dedicated Pay

- ▶ Dedicated Customer
- ▶ Work 5 days, home 2 days

# Mast Mileage Pay Plans

## Pay for Excellence - Mileage

- ▶ Home on the weekend, 1 day & 2 nights

## 1 Round South

- ▶ Dedicated Lane South
- ▶ Work 3 days, home 1 day x3
  - ▶ 4 days home after 3<sup>rd</sup> trip
- ▶ No Assigned Truck, Non-smoking truck
- ▶ Driver unload at customer



# Other Options available:

## Local and Part Time

- ▶ Hourly pay
- ▶ Varying schedules
- ▶ No Assigned Truck

## Career Advancement

- ▶ Dispatch, Recruiting, etc.

# Conclusion

Drivers are recruited every day, and have for the past 20+ years. Our industry has taught drivers to constantly look for something better, or the next big thing. We want to be the answer and for the best drivers to stay at Mast Trucking. Drivers do not have to switch companies to get what they need.