

Spring Driver Recruiting Campaign

Feb 15 through Mar 31, 2016

Over the next 45 days, Andrews Logistics will be conducting a special driver recruiting campaign to increase our driver force. We need additional capacity to service our existing customer base as well as take advantage of a few opportunities to expand with new customers. The focus will be to target referrals, which has always been our best source of qualified drivers. In 2015, we spent over \$50,000 on driver referral bonus's which diverted money from advertising and media companies directly into the pockets of our drivers and their families. We want to increase this number in 2016 and each of you can have a significant impact. The following bullet points outline the highlights of the campaign:

- We currently have the driver referral bonus of \$1,500 in place for any driver that refers a new qualified driver. The bonus is paid in 2 phases: \$1,000 after 90 days with the company and the remaining \$500 on the one year anniversary of the referred driver.
 - As part of the campaign, we are offering a **60" LED Smart HD Flat Screen TV** in addition to the standard bonus outlined above. For each driver referred, hired, and retained for 60 days, we will order the TV and have it shipped out directly to your house!
 - Also, during this campaign, we are also changing our referral bonus program to include ALL office and mechanic personnel in addition to the drivers with the exception of the Terminal Manager position. **You do not have to be a driver to participate!**
- The attached flyer outlines the many benefits of working on the Andrews Logistics Team. We are sending 5-10 of these flyers to each driver at their home terminals. Feel free to make more copies. It has a blank at the bottom to print your name and phone number before handing it to a potential candidate. We are asking that you put your name on the form and hand it out to drivers while you are out performing your jobs at loading sites, truck stops, repair facilities, tank washes, delivery points, or anywhere else you might find a qualified driver that might be interested in joining our team. If every employee contributes to the effort, almost 2,000 flyers will be distributed throughout the country.
- **Sign-On Bonus:** Through March 31, during this campaign, we will be offering a **\$3,000 sign-on bonus** to any driver coming to us from a competitor or with 3 year's verifiable tanker experience. The bonus will be paid out in \$1,000 increments after 90 days, 6 months, and on their one year anniversary. For drivers with less than 3 years tanker experience, the bonus will be **\$1,500** paid in two phases: \$1,000 after 6 months and the remaining \$500 on their one year anniversary.
- Special 2016 **Retention Bonus** for all active drivers as of March 1, 2016

For each full-time driver that is Injury, Accident, Spill, or Contamination Free for remainder of year and still actively employed with the company as of December 31, you will receive a one-time retention bonus of \$500.00.

During this campaign, we will be putting a lot of emphasis on driver recruiting and advertising on in the newspaper, online, and through social media. We ask that the applicants list your name when they complete their application on-line at www.AndrewsLogistics.com. To be eligible for the bonus TV, a completed application must be received by March 31.



Andrews Logistics Benefits Overview

Benefits: All Employee Categories

- Weekly Pay with ACH Direct Deposit or optional EFS MasterCard Pay Card.
- Six Paid Holidays.
- Vacation Pay:
 - After 1 Year of Employment: 1 Week
 - After 2 Years of Employment: 2 Weeks
 - After 5 Years of Employment: 3 Weeks
- Health Insurance. Cigna PPO, Core program and Buy-up Program.
 - Free Annual Well Checkup.
 - \$30.00 Co-Pays.
- Dental Insurance - PPO.
- Vision Care Insurance.
- Contributing 401K – 25% for every 1% contribution up the first 4% of employee contribution.
- Optional Voluntary Benefits at Group Rates for employee & spouse: Life, Disability, Critical Care, & Accident.
- Company Paid Life Insurance Policy - \$15,000.
- Employee Recognition Programs.

Additional Benefits: Driver Category

- Competitive Pay Package based on Experience.
- Paid Training Program.
- Company Paid:
 - TWIC Card.
 - Hazmat Endorsement.
 - Passport where needed.
 - DOT Physicals.
- Company Paid Uniform Program.
- Driver Referral Program. (Currently at \$1,500 per qualified driver hired)
- Loyal Customers with Consistent Steady Year Round Work.
- Mix of Local, Regional, & Over the Road work. Mostly out and back dedicated lanes.
- Higher Pay and more Home Time than most typical Over the Road flatbed or dry-van driver jobs.
- Permanently Assigned Tractors in most applications.
- Various Incentive Programs for safety, compliance, & retention.
- Prepass & toll transponders to bypass DOT scales and toll authority booths.
- Master Driver Trainer Opportunity for Advancement.

Additional Benefits: Independent Contractors

- Take advantage of full company volume purchasing discounts at target fuel stop locations. This benefit can range from \$.05 to \$.35 cents per gallon. Discount is applied at the pump.
- License Plate, Bobtail, Physical Damage & Owners Occupational Injury Insurance purchase/deduction program.
- Free Fuel purchase card with no transaction fees in network. Weekly pay and settlement deductions.
- Substitute Spare Tractor Program when your tractor is down for extended maintenance or repairs.
- Special Pricing for Maintenance & Repairs in company owned maintenance facilities.
- Access to Company Health Insurance programs at Andrews Logistics group rates.
- Assistance with purchase and installation of pump or air compressor & PTO equipment.
- Participation in Various Incentive Programs for safety, compliance, recruiting, & retention.
- Free IFTA Filing.

Referred by: _____ **Phone:** _____

Please list the name of referring employee on completed on-line application at

www.AndrewsLogistics.com