

The Drive Advantage

Drive Logistics is committed to providing the highest level of transportation service and support to our customers. Our goal to be the Customers' #1 Choice leads us to pursue many continuous improvement initiatives and guides the way we deal with vendors, partners and most importantly, our customers. A strong customer focus guarantees that we provide reliable service and value to our customers and ensures that we continue to invest in the growth and success of Drive Logistics consistent with our Guiding Values. Our customer based focus entails creating partnerships that will maximize customer profitability, ensure quality and build a foundation for a long term relationship.

What is The Drive Advantage:

This package was prepared to provide information about the following Drive Logistics advantages:

- Innovative Driver Apprenticeship Program
- Continuous training for all employees
- Strong corporate culture
- Experienced and knowledgeable staff
- High driver retention rate
- Cross border specialist
- Late model dependable equipment
- Strategic border location

Drive Logistics is:

- C-TPAT Participant
- P.I.P. Approved
- F.A.S.T. Approved
- A.C.E. e-Manifesting
- I.S.O. 9001:2000 Certified
- C.S.A. Approved



When choosing a company for your transportation needs, we want you to go with a company you can trust. Drive Logistics believes integrity and trust are the foundation for a great business relationship. Let our team of trained professionals work for you.

Sincerely,

Bob Campbell
President



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Safety is an Attitude

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Drive Logistics Safety Program includes the following key elements:

- Communication, coordination and cooperation among our people.
- A preventative maintenance policy
- Short and long term goals to address identified issues
- Collection and analysis of highway safety data
- Safety training for all employees
- General safety information boards
- Identification of resources and training needs

Safety Ratings

CVOR Safety Rating – The CVOR safety rating reflects our compliance with Ontario safety rules. Companies are rated based on the safety of equipment, driver compliance to rules and regulations and the occurrence of accidents. Drive Logistics has set its CVOR goal far above ministry standards to affirm our seriousness about safety and safety compliance.



Safer Rating – The Safer rating reflects our compliance with U.S. safety rules. Companies in the U.S. are rated based on the safety of equipment, driver compliance to laws and regulations and occurrence of accidents. Drive Logistics continues to maintain a low rating allowing us to pass through scale stations without having to wait in long inspection lines. Companies with higher ratings may be subject to inspections at the discretion of the inspector and companies with a very high rating will be subject to inspections at all weigh stations. The Safer ratings are provided by the Department of Transportation and customers can refer to this information when deciding which carrier to use.

Communicating our Message

Drive Logistics believes in providing timely and relevant information to our team members. The following tools are used to communicate with our team members:

- Weekly newsletter
- Quarterly safety meetings
- Up-to-date safety boards located throughout the building
- Regular safety training through Drive Logistics University



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Drive Logistics University

Drive Logistics University is a comprehensive training program designed to ensure that we have the best trained team of professionals in the industry. We empower our employees and prepare them for success by investing in and providing them with training that is relevant and useful. We resist the temptation to take short cuts and understand that excellence demands hard work and dedication. Drive Logistics believes that a well trained team will help us reach the high level of service our customers have come to expect.

Training Modules

- Safety
- Defensive Driving
- Extreme Weather Driving
- Technology
- Customs Procedures
- Guiding Values
- Load Security
- Driver Logs and Regulations
- Team Building
- Forklift Driving
- Customer Relations
- Phone Etiquette
- Interpersonal Skills
- Business Strategy for Owner Operators



Drive Logistics Apprenticeship Program

The Apprenticeship Program for Professional Drivers in Ontario is a reality. In August of 2006, the Ministry of Training – Colleges and Universities, officially registered Drive Logistics as a sponsor of their apprenticeship program. By including the apprenticeship program into the Drive Logistics University curriculum we hope to combat the future driver capacity issues facing the trucking industry and assist new drivers in finding a company they can build a career with. The apprenticeship program includes a thorough orientation that introduces drivers to company policies and procedures as well as an extensive training course to compliment the training received in truck driving school. The training program consists of three parts: 1) In-class training to further reinforce the knowledge gained in school and a practical portion of driving time with an experienced mentor driver. 2) In cab driving along side a veteran mentor to help build confidence and an understanding of all aspects of the career. 3) The final step of the program is a driver evaluation performed by Markel Insurance to measure the progress of the students.



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Service Coverage

Drive Logistics specializes in providing transportation services to customers across the United States, Ontario and Quebec. Drive Logistics is your cross border specialist with the ability to move freight anywhere within the United States, Canada and Mexico.



Primary Markets

- Ontario
- Michigan
- Indiana
- Ohio
- Illinois
- Texas

Secondary Markets

- Missouri
- Iowa
- Tennessee
- Nebraska
- Mississippi
- Kansas
- Alabama
- Oklahoma
- Georgia
- South Carolina
- Louisiana
- North Carolina
- Arkansas
- West Virginia
- Virginia
- Kentucky
- Quebec

Services Offered:

- Cargo Vans & Cube Vans
- Straight Trucks & Tractor Trailers
- Milk Run or Multiple Stop Programs
- 1lb. to Full Truck Load
- Same Day and Over Night Services
- 24 hour, 7 days a Week Dispatch

Technology Used:

- 2 way Radio Systems
- 24 hour Tracking
- Premium Dispatch Software
- E-mail Event Notification
- E-Manifesting (A.C.E.)



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Human Resources

Driver Retention

In an industry with an average retention rate of 50%, Drive Logistics strives to maintain its exceptional retention rate that has exceeded 96% for the past 3 years. Driver shortages are at an all time high in the trucking industry and Drive Logistics has taken a proactive approach to managing future capacity issues. As a result, training programs have been developed to provide drivers with industry information, safety training and mentoring aimed at improving overall job satisfaction and attracting top notch professional drivers to Drive Logistics. Drive Logistics believes that, "Our People Are Our Strength" and we will continue to nurture and invest in this area.

Communication

Drive Logistics continues to have an excellent working relationship with its employees by promoting an open door policy. We believe in first, selecting individuals who share our values and second, in keeping the lines of communication open for these employees to express issues important to them. We have provided many means for employees to express themselves such as suggestions@drivelogistics.com where employees can submit any issues or concerns they have in a confidential setting. A weekly newsletter is also circulated to inform all staff members of current issues as they pertain to our company and the trucking industry as a whole. Further, employees attend regular business planning meetings, safety meetings and profit sharing meetings.

Reasons for Driver Retention

- Strong Company Culture
- Competitive Pay and Benefits
- A Preventative Maintenance Plan
- Continuous Improvement Process
- Plate/Safety Bonus Plans
- Late Model Equipment
- Quarterly Driver Meetings
- Lane Posting Program
- Drive University
- Thorough Hiring Process
- Breakfast with the President
- Commitment to Driver Safety
- Strong Partnerships
- Driver Support Specialist to assist with customs paperwork



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