

**JOBS FOR TRUCKERS**

**FREE**

# OVER THE ROAD

July 2015



**ANVIL RING**  
TRANSPORTATION

A PROUD CANADIAN COMPANY

**Keep this magazine in your truck...you never know when you'll need it!**

[www.otrdigital.ca](http://www.otrdigital.ca)

# AND THE WINNER IS...

CONGRATULATIONS TO LUCIAN STOICA, WINNER OF OUR HARLEY GIVEAWAY CONTEST!

MR. STOICA IS AN OWNER OPERATOR IN KITCHENER. HE HAS BEEN WAITING 35 YEARS FOR THIS! LEARN MORE ABOUT HIS STORY AT [DRIVERCHECK.CA](http://DRIVERCHECK.CA)

HE'S PROOF THAT GETTING A MEDICAL WITH US PAYS OFF!  
STAY TUNED FOR NEXT YEAR'S PRIZE!



Finally,

# A RANDOM POOL

YOU'LL WANT YOUR NAME DRAWN FROM.

1-519-748-4658, 31 McBrine Drive, Unit 8, Kitchener

**DRIVERCHECK**  
Medical Testing & Assessments

# ANVIL RING

TRANSPORTATION

A PROUD CANADIAN COMPANY

**Owner Operators  
required for Canada-wide  
Super Bs**

100% Owner Operator only company  
Paid \$2.00 per mile plus fuel surcharge, loaded & empty  
Paid tarp \$130.00  
Paid picks and drops

**Owner Operators required  
for the four western  
provinces to all parts of  
the U.S.A.**

**85% of revenue**

**1-877-464-3429**

(Office Hours: 7:30 am to 3:30 pm Mountain Time)

[lonny@anvilring.ca](mailto:lonny@anvilring.ca)

**GENESIS**  
**EXPRESS & LOGISTICS**



**Paid  
Base Plate**

**NOW HIRING  
OWNER OPERATORS**

**Open Board  
\$1.50/mile**

- Great Pay Package
- All Miles Paid Weekly
- Permits/Tolls/Heavy Tax Paid
- General Insurance Paid
- Fuel Cards & Border Cards
- Pick Up & Delivery \$50
- Flexible Fuel Surcharge

FOR MORE DETAILS CALL

**1-888-230-9250**

Harold Worotny, Ext. 235

Email: [recruiting@genesiscarriers.com](mailto:recruiting@genesiscarriers.com)

**Hiring Company Drivers in Windsor, \$20.00 an hour**

# OVER THE ROAD

1189694 Ontario Ltd. C.O.B. as Over The Road

[www.overtheroad.ca](http://www.overtheroad.ca)

**Publisher**  
**Peter Charboneau**  
peter@otrgroup.ca

**General Manager/  
Editor-in-Chief**  
**Ed Novoa**  
ed@otrgroup.ca

**Director of Operations**  
**Cathryn Charboneau**  
cathryn@otrgroup.ca

**Account Executive**  
**Luke Zentil**  
luke@otrgroup.ca

**Account Executive**  
**J.C. Arseneault**  
jc@otrgroup.ca

**Account Executive**  
**Earle Madden**  
earle@otrgroup.ca

**Graphic Design  
& Advertising**  
**Top Shelf Graphics**  
david@tsgraphics.ca

**Controller**  
**Estela Navarrete**  
estela@otrgroup.ca

**Business Office:**  
18 Parkglen Drive, Ottawa, Ontario K2G 3G9  
**1.800.416.8712 • 613.224.9947**  
Fax: 613.224.8825 Email: otr@otrgroup.ca

**Toronto Office:**  
advertising information  
**416.763.5966**

**Montreal Office:**  
**438.289.1186**



All advertisements, and/or editorials are accepted and published by Over the Road on the representation that the advertiser, its advertising company, and/or the supplier of the editorials are authorized to publish the entire contents and subject matter thereof. The advertiser, its advertising company, and/or the supplier of the editorials will defend, indemnify and hold Over the Road harmless from and against any loss, expense or other liability resulting from any claims or suits for libel, violation of privacy, plagiarism, copyright or trademark infringement and any other claims or suits that may rise out of publication of such advertisement and/or editorials. Press releases are expressly covered within the definition of editorials.



## NOW HIRING DRIVERS

Paid P & D

Good pay package  
with trip bonus

Border crossing paid

Annual increase

Benefits available

Friendly Environment

All drivers to have fast card  
with 2 years US experience

## Owner Operators:

- \$1.467 / Mile
- Paid picks & drops
- Home each week
- Trip bonus
- Paid HVT

A family business since 1961  
with a head office in Brampton

**COME JOIN US**  
Immediate Need For  
Company Drivers & O/Os  
**ACT NOW!**

**Call Brad or Mohamed**

at 1-800-388-8947, ext 238 or 270  
905-458-1156 • Fax: 905-458-5688  
C-TPAT, PIP, FAST and CSA Carrier

# Midwest Transit

**Apply Now**

Independent Contractors Wanted  
We pay in U.S. Funds  
**Roadrunner Transportation Service Inc.**

**Kalyn Devoe**  
800-560-3758 • [kdevoe@rrts.com](mailto:kdevoe@rrts.com)

# VeeBoards®

## 1-866-335-0711



# primex transource



## **Hiring Owner Operators** **We service the runs** **that most Drivers want!**

### **We Provide:**

- A Sign on Bonus
- Competitive Pay Package
- No Forced Dispatch
- No Northeast US
- Fuel Cards Supplied
- Fuel Surcharge Paid
- Steady Year Round Miles
- All Miles Paid—PC Miler Practical Miles
- No Touch Freight
- All Bridges, Tolls, Scale, Insurance and Borders Paid
- No Paint Code
- Paid Extra Pickups /Deliveries

### **Driver Requirements:**

2 years verifiable Border crossing experience  
Clean Abstract • Criminal Search, FAST card or Valid Passport

For more information about joining our team please contact

**1-800-265-6576/905-267-2223**  
**dispatch@shipprimex.com**

15 Bramalea Road, Unit #3, Brampton, Ontario



**Sign on  
Bonus**

**New Compensation  
Package 2015**

## **Better opportunities. That's Ryder.**

AZ (Class 1) Single & Team Company Drivers, Ontario & Alberta

Drivers must have:

- FAST or CDRP card required (Ont)
- Valid AZ licence Class 1
- Min. 2 years AZ driving experience
- Clean Abstract and CVOR
- Clean Criminal Search

We offer:

- Home Daily – Day and Afternoon routes
- Attractive remuneration package
- No Touch Freight
- Weekly Payroll
- Flex Benefit Plan
- RRSP Plan
- Stock Purchase Plan
- Uniform and Boot Allowance

*Please submit your resumes/abstracts to:*

ONLINE [canada.ryder.com/career](http://canada.ryder.com/career) | EMAIL [hire32@ryder.com](mailto:hire32@ryder.com)

TEL **1.800.339.2834 x2** | FAX **519.681.9040**

**FLEET MANAGEMENT | SUPPLY CHAIN SOLUTIONS**

Ryder is an equal opportunity employer.

Ryder and the Ryder logo are registered trademarks of Ryder System, Inc.  
Copyright © 2014 Ryder System, Inc. Ever better is a trademark of Ryder System, Inc.





# JOIN OUR EASTERN REGIONAL FLEET.

**WHY? BECAUSE WE GIVE YOU CHOICES.**

Want the flexibility to customize your work situation to suit your needs? At Tenold, we are all about options.

- *Work with your own flat or step deck or ours.*
- *Elect to be paid either by mileage or percentage.*
- *Based out of our Brampton or Johnstown terminals.*
- *Get your miles and get home time.*

On top of it all we offer benefits like company fuel cards, no hold back or start-up costs, all tolls and border crossings paid, as well as a quarterly safety bonus.



**TENOLD IS CURRENTLY SEEKING ONTARIO & QUEBEC BASED FLATBED OWNER OPERATORS TO JOIN OUR GROWING TEAM**

We require: *Late model equipment • Min. 2 years OTR experience • Driver's / CVOR abstract*

For more information call  
or visit [www.tenold.com](http://www.tenold.com)

Larry :  
**1.800.371.0094**

Stuart:  
**1.866.857.9344**

**A 100% Owner Operator Company**

A Mullen Group Ltd. Limited Partnership



Road **Star**  
TRUCKING

**AZ Owner Operators  
Team and Single  
Team Company Drivers**



**Toronto - Montreal O/O needed • Great pay package • Excellent company**

Border Crossings • Base plates paid • Sign On Bonus\*  
Competitive fuel surcharge • Excellent pay package

Please contact recruiting at **safety@roadstartrucking.com**

or **905•878•7282 ext 7**

**www.roadstartrucking.com** \*Conditions apply



Ship Via:

**BESTWAY**

**We are a Mississauga Based Company**

Home Weekly

Automatic Deposit

Flexible Schedule Options

Part-time Driving Positions

Short & Long Highway Trips

Assigned - Well Maintained,  
Late Model Equipment

Benefits~Vacation Pay~Stat Pay

New Driver Mentoring Program

Full-time - Year Round Work

**Hiring Single Company AZ Drivers & Owner Operators**

Send your resume by fax: **905-565-8878**

or by email to: **careers@shipviabestway.com**

For more info call Debbie at **1-800-267-2378 ext.232**



# NEW PAY RATES IN EFFECT



## NEVER FAR FROM HOME

Driving with TransX is a family affair, after all it's Your Life and Your Lane. We have paved the way when it comes to work-life balance and will work with you to maximize Your Life and Your Lane.

- 80% of the time we cross west (Detroit - Windsor)
- 20% of the time we cross east (Niagara - New York)
- Regular home time every week

**TRANSX**  
GROUP OF COMPANIES

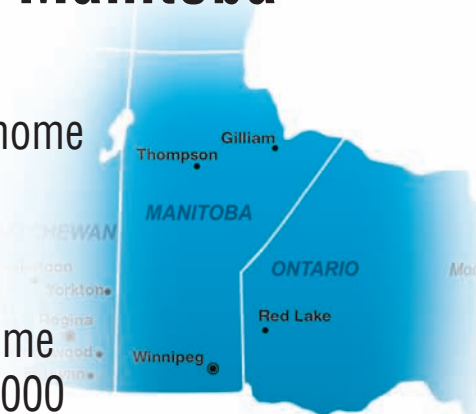
**DRIVE YOUR LIFESTYLE**  
**1.877.787.2679**

**[drivetransx.ca](http://drivetransx.ca)**



# O/O Pneumatic Bulk Division Based out of Manitoba

- Regional Work  
you're never too far from home
- Regular Home Time
- Excellent Earning Potential  
Average gross annual income  
between \$280,000 - \$310,000



Kim Vosper, Driver Recruiter • [kvosper@kleysen.com](mailto:kvosper@kleysen.com) • 1-888-271-9785  
Andy Trybell, Driver Recruiter • [atrybell@kleysen.com](mailto:atrybell@kleysen.com) • 1-888-271-9785

KLEYSEN GROUP LP is a Mullen Group Income Fund Limited Partnership

# VeeBoards®

## 1-866-335-0711



### Flatbed Fleets & Owner Operators

- Protect your cargo from strap damage
- Reduce insurance claims for damaged goods
- Improve your service and company image
- Become a leader in cargo control and management
- Reduce the wear on straps
- Show you really care about your freight

[www.veeboards.ca](http://www.veeboards.ca)

Email: [sales@veeboards.ca](mailto:sales@veeboards.ca)

## *AYR Motor Express*

THE BEST IS THE LEAST WE CAN DO

### **Class 1 – AZ Company Drivers Required Both Teams and Singles to run Canada/USA**

#### **NEW PAY PACKAGE** Up to 44¢ per mile

Including a group health & benefits plan PLUS a Company Pension Plan  
Paid weekly with direct deposits

We provide regular home time from our terminals  
in Winnipeg, Brampton and New Brunswick

You need:

2 years verifiable experience,  
clean abstract, criminal search  
and a FAST card

**Special Need  
for O/O's Teams**

#### **Please contact our Recruiting Department**

[dale.underhill@ayrmotor.com](mailto:dale.underhill@ayrmotor.com) • [b.sparkes@ayrmotor.com](mailto:b.sparkes@ayrmotor.com)

Tel: 1-800-668-0099 • 1-506-325-2205 • Fax: 1-877-325-2952

or our new Brampton Terminal – Helen Tomes

Tel: 1-800-263-8899 • 1-905-793-0532 • Fax: 1-905-793-7005

Please visit our website for Rates and Applications.

**AYR Motor Express Inc. [www.ayrmotor.com](http://www.ayrmotor.com)**



Find us on  
**Facebook**



"In my 21 years at Ayr Motor I have never had a shortage of miles and the money has been good. I'm in a new truck every 3 years and they are good trucks. Ayr Motor is one of the few companies that grew during the recession which is hard to do. Definitely a very reliable company to work for."

Allan Steeves

**Canada's Largest Truck Delivery Company is Growing Again**

**and Requires Company Drivers to Deliver  
New and Used Vehicles all across Canada and the USA**

*La plus grande compagnie de livraison de camion au Canada s'agrandit encore et nous avons besoin  
de chauffeurs de compagnie pour livrer des véhicules neufs et d'occasions à travers le Canada et Les Etats-Unis*



### **DZ Driver/Class 3**

- ★ **Must be able to cross borders**
- ★ **Must have a valid Passport**
- ★ **Must provide a new clean Abstract and CVOR**
- ★ **Must provide a new Criminal Police Check**

### **AZ Driver/Class 1**

- ★ **Must be able to cross borders**
- ★ **Must have a valid Passport**
- ★ **Must provide a new clean Abstract and CVOR**
- ★ **Must provide a new Criminal Police Check**

**Champlain, NY Office  
OPENING SOON!**

### **Chauffeurs Classe 3**

- ★ **Doit être capable de traverser les douanes**
- ★ **Doit avoir un passeport valide**
- ★ **Doit fournir un dossier de conduite sans infractions, ni accidents**
- ★ **Doit fournir une vérification d'antécédent criminel récente**

### **Chauffeurs Classe 1**

- ★ **Doit être capable de traverser les douanes**
- ★ **Doit avoir un passeport valide**
- ★ **Doit fournir un dossier de conduite sans infractions, ni accidents**
- ★ **Doit fournir une vérification d'antécédent criminel récente**

**OUVERTURE BIENTÔT !  
Bureau à Champlain N.Y.**

**Email resume to [recruiting@drive-star.com](mailto:recruiting@drive-star.com) or  
Call: 1-855-781-3787 Fax: 1-866-754-5718**

**Why be a Contractor when you can be an employee?**



# We are looking for you, Quality Team Owner Operators



**For Dedicated Canada Only Runs - Ont. to BC/AB  
Plus Dedicated lanes between Vancouver, California & Toronto**

We welcome husband & wife teams



**PRIMARY  
HIRING AREA:**  
Greater Toronto Area  
& Vancouver

Over 25 years in transportation  
All new equipment • Satellite tracking  
24 hour dispatch



Katelynn Millar 905-564-3374 ext: 21 • Fax: 905-564-5804  
kmillar@sprucklines.com • www.sprucklines.com

# LIVINGSTON

## Livingston is now hiring Company Drivers & Owner Operators due to continued growth

### Owner Operators:

- OEM Deliveries
- Plates Paid
- Fuel Surcharges Paid
- Fuel discount card with no administration fees
- Direct deposit bi-weekly
- No start up costs
- No paint requirement

### Company Drivers:

- Competitive Wages
- Benefits and Pension Plan
- Dedicated Truck
- Incentive Programs
- Direct Deposit
- Home Weekends

**Immediate  
Need**  
for Owner Operators  
in Montreal  
and Vancouver



**Contact David Brown at 1-888-227-4656 x5511  
or e-mail [dbrown@livingstonintl.com](mailto:dbrown@livingstonintl.com)**

# ONE CARRIER. ONE FAMILY.


We are **Hyndman**, the new face of Celadon in Canada. The name might have changed, but the unbeatable driver support, exceptional customer service and friendly staff certainly haven't. **Join our growing family today!**



is now

**Hyndman**   
A Celadon Company

**800-332-0518**  
**DriveHyndman.com**

*Celebrated Past. Exciting Future.* **Hyndman**   
A Celadon Company

## *Payne Transportation L.P. Celebrates 15 Years of Trucking*

It was the spring of 2000 and there was a lot of uncertainty in the future of Tom Payne Sr. with his employer, Tri-Line Freight Systems, based in Calgary, Alberta. The company was just purchased by TCT and after nearly 30 years of employment and close to 10 as President & CEO, Tom found himself in a precarious spot. His son, Tom Jr. was also employed with Tri-Line in Winnipeg and like his father, was not at ease with the recent announcement of purchase. Tom Jr. was looking at opportunities when Sr. called and said he's too young to retire and wanted to work together. Tom and his wife Gail quickly moved home to Winnipeg and they started Payne Transportation.

To say Tom Payne Sr.'s reputation precedes him in Canadian Trucking circles would be an understatement yet, even he was surprised and somewhat taken back by the level of support the new company received by former co-workers at Tri-line.

The initial response was great. So great that Tom called his friend and competitor, Murray Mullen, CEO of Mullen Group Ltd. to see if Murray still had an interest in working together and investing in the newly formed company, Payne Transportation. Together with Murray, Tom now had the IT and financial support necessary to get started.

Payne hired 30 owner operators in the first 30 days and 20 more each of the next 4 months. They opened branch offices in Edmonton and Montreal within those months and needed the financial support from their new investor to take advantage of growth opportunities. All of this occurred in the first 6 months of business and in a market that was very difficult for trucking companies to grow due to the shortage of drivers and owner operators. Tom remembers

the bank asking, "How are you going to get started and grow when no one else can at this time?" Tom knew and their partner knew.

It was now time to take a deep breath and work on creating sustainability. The team spent the next year improving efficiencies, lowering cost and building a strong company for the future. Tom Sr. was a finalist for the Ernst & Young Entrepreneur of the Year Award in recognition of vision, leadership and achievement in building a growing and dynamic business.

In 2005, Payne Transportation purchased 17 acres in the new Brookside Industrial Park and designed and built their nearly 50,000 square foot facility. This project was Tom Sr.'s pride and joy and he took great pleasure in overseeing the project. It is one of the city's finest transportation facilities. This happened during the same year Tom Sr. agreed to sell the remaining, majority shares to the Mullen Group. Tom Sr. retired in 2008 and Tom Jr. was appointed the company's new President.

Payne Transportation continues building the company based on their mission, vision and values. It grew with acquisitions of smaller companies and they continued to hire owner operators due to their continued strong reputation.

Their value statement is a replica of every lesson Tom Jr. learned from his dad... integrity, honesty and excellence in everything they do. Tom says that they begin every staff meeting by reviewing all three statements.

We asked Tom Jr. what it is like interacting with the Mullen Group. He replied, "They give great value, experience and advice. They also provide valuable benchmarking on items like





*Tom Payne Jr. and Tom Payne Sr.*

safety and financial results. In 2012 we won the Mullen Group's Grand Prize Safety Award, affectionately called "The Bear" which was a great honor". Tom feels it's important to give back to the industry and was an active member of the Manitoba Trucking Association (Past President) and currently he is on the executive Board of the Canadian Trucking Alliance.

Currently Payne operates 200 power units (60 dry van, 60 specialized, 10 LTL & 70 in the open deck operation). They have no plans to grow the fleet this year as they recognize that the oil & gas industry is slowing and much of what they do ends in Alberta. They are planning on a slow, oil & gas recovery.

July 3rd, 2015 celebrates the 15th anniversary of their first load as Payne Transportation. They are planning a private lunch for the staff and maybe a gala in the fall. They gave watches to the staff at year 5 and gold rings at year 10 and are considering what to do this year to recognize year 15.

Tom Jr. wanted to comment on the Executive team that has been together and helped build one of Canada's leading, transportation solution providers. Here is what he told us about them:

"Pauline Wiebe Peters, CPA – Vice President, Finance & Administration - Pauline has spent 15 years not only perfecting her skill set as an accountant but also learning the business. This is critical for understanding processes, reducing costs and being an integral part of our overall success. (Never having to replace your controller, is why I can come to work smiling every day says Tom).

Joe Storozuk – Vice President, Business Development & Customer Service - Joe also began with us on day 1 and brought years of sales experience to our team. Our customers haven't seen any turnover at Payne, especially from the executive level. Joe has been the face of Payne to most of those clients. (Tom says he has worked with Joe for over 20 years and considers him his friend).

Jason McNicholl – Vice President, Operations & Logistics – Tom first met Jason when he was still working for a competitor. He was young and aggressive and very bright about our business. He quickly impressed me enough that I thought we had to find a spot for him on our team. Jason began over 14 years ago as our Operations Manager for the Winnipeg branch and quickly proved his value. He has worked hard and earned the respect of not only his co-workers but of our largest customers. (Tom also considers Jason to be one of his closest friends).

Robin Veldkamp – Director, Administration - Robin is my sister and has also been with us since day 1. She started where we all did, with our foot in the door, so to speak and she earned her way to a leadership role with hard work and the respect of everyone around her including all of our Owner Operators who she works closely with. She is easily Pauline's right hand person. (And Tom counts on her too).

Thanks to the team listed above the company has been very successful and has grown so that we could find room for Thomas McKee – Vice President, Driver Services and Innovations. Thomas is another example of finding a spot for someone you just sense will add value to the team. We added Thomas in recruiting and he ascended to his current role by becoming someone that we (the team) didn't want to lose. His value extends well beyond driver services and into being an important cog in the wheel".

Tom's final thought was of his father. "He is still a most respected man for all of our Owner Operators and after 35 years of guidance from him, I truly believe that I am a reflection of my dad".

# TST Truckload Express

A TransForce Company

Driving North American Business!

## Our Miles Don't Change with the Season

### North American Business

Louisville KY • Humboldt TN • Henderson KY • Chicago, IL • Milwaukee WI • Agawam MA  
Crossville TN • Upper Sandusky OH • Cincinnati OH • Minneapolis MN • Allentown PA  
Detroit MI • Columbus OH • Philadelphia PA • Edison NJ • Dallas TX  
New Orleans LO • Richmond VA • Indianapolis IN

430 Miles

510 Miles

442 Miles

2400 Miles

488 Miles

**5880 Miles**

2600 Miles

1290 Miles

227 Miles

925 Miles

1447 Miles

489 Miles

The Winning Formula: Our Miles + Your Work Ethic = Success

**SINGLES AND TEAMS POSITIONS AVAILABLE**

## ROUND TRIPS AVAILABLE FOR:

Minimum 1 year driving experience

Late Model Power Units • Fast Card(s) are a requirement

**Looking for  
Teams and Owner Operators  
for mid-west US**

Please contact:

**1-877-667-7703**

[www.earnwithtst.com](http://www.earnwithtst.com)

TST Truckload Express  
5425 Dixie Rd. Building B,  
Mississauga



Our people and our equipment set us apart

**LIDLAW**  
CARRIERS TANK

Laidlaw Carriers Tank is seeking  
Professional Owner Operators for

# Liquid Tanker Positions

**Big Company with Small Company Values**

**Great Safety Ratings • Stellar Maintenance Program**

**Base plates paid • Tolls and Border Crossing Paid**

**Competitive Fuel Surcharge Program • Mix of Short and Long haul**

**Company Owned Unloading Equipment**

**Must be FAST certified and working to obtain a TWIC card**

**\$4000**  
sign on bonus



**People make the difference and trucking is NO exception**

**Revised Owner Operator Rate Package • East Coast Premium Paid**

**Paid to Run Unloading Equipment • More Revenue Earned on Shorter Lanes**

**Increase on Multi-Axle Rates**

**1-800-465-8265** ask for Recruiting  
[tankrecruiting@laidlaw.ca](mailto:tankrecruiting@laidlaw.ca)



# HIGHLIGHT MOTOR FREIGHT

*Direct Into The Future!*

**WWW.HIGHLIGHTMOTOR.COM**

**Want to start living the Highlife?  
Then HIGHLIGHT MOTOR FREIGHT  
is the place to be.**

**We require both SINGLE & TEAM drivers for  
short/long haul runs between Canada & U.S.A.**

**Long & Short Distance Trips  
(East Coast, Mid-West,  
West Coast)**

- Up to \$0.55/mile
- \$0.02/mile Safety Bonus
- Paid Waiting Time/Layovers/Pick-ups & Drops
- 24/7 dispatch support – ACE manifest/Border Documentation prepared
- Bi-Weekly pay through Direct Deposit
- Comprehensive Company Benefit Plan
- Employee Referral Program

**Highlight Motor Freight  
can offer you the  
following in comfort**

- Brand New Trucks (Volvo & Peterbilt) (i-shift & 13 speed)
- Brand New Terminal with a state-of-the-art drivers lounge with showers
- Conveniently located in Concord, Ontario
- 24/7 employee parking with security camera (worry free/peace of mind)

**To qualify, this is all  
Highlight Motor Freight  
requires:**

- AZ Driving experience
- Valid AZ Driver's License
- Driver's Abstract (no older than 30-days)
- CVOR (no older than 30-days)
- Criminal Record Search (no older than 90-days)
- New AZ graduates – on-the-job training (certain conditions apply)

For more information please contact  
**1-855-761-1400/905-761-1400 ext. 4465**  
or forward your contact information to  
**careers@highlightmotor.com**



# Loblaw

C O M P A N I E S L I M I T E D

**Loblaw Companies Limited  
is seeking professional, career oriented,  
TA & LCV drivers for scheduled lanes  
throughout Western Canada.**

**Touch Free Freight,  
Most runs are pin to pin.**

## **Benefits include:**

- Competitive mileage rates
  - Activity based pay for pre-trip, post-trip, fueling, coupling (where applicable), delivery times etc., details of which will be discussed in a personal interview
  - No loading or manual unloading; most runs are pin to pin
  - Full company benefits (health & dental, Colleague Discount program, Employee Share Program, Scholarship Programs)
  - Late model equipment
  - Company to provide clothing and safety footwear
- Fantastic working conditions
- Safety Bonus

**Preference will be given to applicants with clean abstracts.  
Apply online at [www.loblaw.ca/careers](http://www.loblaw.ca/careers)**

# TRAPPERS



**New Leadership  
Team**

**New Direction**



**New  
Terminal**



For more information about joining our team call  
**1-800-561-9696**  
[recruiting@trappertransport.com](mailto:recruiting@trappertransport.com)  
[www.trappertransport.com](http://www.trappertransport.com)

# ONLINE TRAINING



## Do you have certifications that need renewal?

Use Our Quality WHMIS and TDG  
Online Training Courses

Our comprehensive Workplace Hazardous  
Materials Information System (WHMIS) and  
Transportation of Dangerous Goods (TDG)  
courses will explain what is needed, emphasize  
key points, and test knowledge retention.  
Created by experienced Health & Safety  
trainers and designed to exceed all current  
federal and provincial regulations.

Contact us today to find out how we can be part  
of your Health & Safety team. We are leaders in  
online safety communication and education.

1.800.416.8712, ext. 5103  
Ed Novoa: [ed@otrgroup.ca](mailto:ed@otrgroup.ca)

**Infinite-i**™



## Fogz Logistics is Growing Again **4 Company Driver** Positions Available Come and Join our Team!

### Take advantage of the following:

- steady work year round
- \$0.45/mile with room to grow
- dedicated equipment
- great runs to USA and Canada
- quarterly safety bonus
- \$1000 sign on bonus
- we pay for FAST and TWIC cards
- paid training for truck driving school graduates
- respected home time
- referral program
- southwestern Ontario location\*

### We require:

- AZ license
- minimum 21 years of age
- clean CVOR and drivers abstract
- professional attitude

Submit your resume by fax:

**1-877-838-5779**

or email it to:

**[recruiting@fogz.ca](mailto:recruiting@fogz.ca)**

*\*We are willing to help if you  
are considering a relocation  
to Southwestern Ontario*



## ***Choosing a Trucking Company: Insurance Deductibles***

If a Carrier has operators on their fleet they automatically have an insurance policy with specific deductibles and terms. Not all terms, however, are the same. Some carriers “self-insure” to a certain dollar figure (say \$25,000) and then are covered for anything above that by insurance companies. Other carriers have the insurance companies cover everything above the deductible. Operators should understand what they are covered for and what they are not covered for. In some cases it may determine your financial survival.

Though insurance costs can and should be charted and then compared with the competition, comparing deductibles may require a little more than simple number crunching. First, there is a separate formula that should be used to bring different deductibles to the same level. For instance: if one carrier contract provides a \$5000 deductible for the truck, \$5000 for the trailer and \$5000 for cargo (\$15,000 max) while another carrier provides \$3000 deductible (max), the operator risk is significantly higher in the former contract. To compare contract

apples to contract apples, the operator must find a deductible buy-down policy and then add that monthly operating cost to the former carrier contract.

However, not all comparisons are this simple or this extreme. Though most deductibles are similar in dollar amounts (varying only a couple thousand dollars) it must be associated with the understanding that some operators seem to have more insurance claims than others.

If an operator has driven 25 years without any claims at all, they may view deductibles much differently than an operator who has driven at three carriers in five years and has three claims during that time. It is for this reason that charting Carrier deductibles may be a debatable issue within some operator circles. It may depend on who the operator is or even who the carrier is.

I just talked with an operator who is working through an insurance claim. They were sent to a pickup where the shipper loaded (and secured) the freight without the operator being present (it was not allowed). The load shifted during the trip and damaged a portion of



the freight. At the trip destination the damaged freight was set aside and claimed at \$3091 (the deductible was \$3000). The Carrier refused to acknowledge the lack of control the operator had in securing the product and proceeded with an in house claim. In addition, the damaged product obviously had market salvage value (due to its nature and who picked it up) and the Carrier refused to acknowledge any compensation regarding it. \$3091 was deducted from the operator statement.

Upon further research there were other significant issues. This particular shipper was notorious for damaged freight (5-8+% of shipments). The Carrier never (or possibly rarely) sent company trucks to the shipper, only lease/owner operators. There were several operators on the fleet who unconditionally refused those loads (and suffered some sort of consequences because of it). This Carrier also hosts considerable driver turnover.

There is a different Carrier that had an operator damage a corner of a trailer (estimated about \$1000-\$1200+). The operator confessed his damage to the carrier and left the repairs in the Carrier's control. The Carrier had their own body shop and decided, instead of replacing the whole corner panel (which is very expensive) that they

would simply patch the hole nicely. After several months the operator returned to the manager and asked why he was not billed for the cost? The manager stated that this time, there would be no charge. The Carrier had a reputation for one of its policies wherein, approximately 25% of all small/medium size damage claims are to be "free". It was not policy... it was done randomly at managers discretion.

These two examples expose more than just a numerical contractual difference. It reflects different Carrier attitudes that cannot be factored into operator contracts. Operators must weigh the ethics and operational "heart" of the Carrier they plan on driving for. Do they operate with a measure of grace, or an attitude of greed? In the end it once again boils down to trust; is the Carrier worthy of your trust? Do they deserve your effort, contribution and power?

***Robert D Scheper operates an accounting and consulting firm in Steinbach, Manitoba. He has a Masters Degree in Business Administration and is the author of the Book "Making Your Miles Count: taxes, taxes, taxes" (now available on CD). You can find him at [www.thrconsulting.ca](http://www.thrconsulting.ca) and [thrconsulting.blogspot.com](http://thrconsulting.blogspot.com) or at 1-877-987-9787. You can e-mail him at: [robert@thrconsulting.ca](mailto:robert@thrconsulting.ca).***

# QuikX Transportation

Canada's Premier Carrier is looking for **TEAM & SINGLE** Owner Operators for

Canada Only     USA / CDN    *Your choice*

The Quik X operator benefits because,

- Vehicle Plates are **PAID FOR** reducing operating cost per mile.
- Vehicle Insurance is **PAID FOR** reducing operating cost per mile.
- F.S.C. per mile is **PAID** increasing profit per mile.
- Owner operator participates in our fuel program increasing profit per mile.

**ASK ABOUT OUR BONUS PROGRAMS**

*With steady loads from company terminal to terminal and  
from terminal to customer our Owner Operators are always rolling*

Name: \_\_\_\_\_ Position interested in:

Phone No.: \_\_\_\_\_

Prov./State you reside in: \_\_\_\_\_

Years at current Employer: \_\_\_\_\_

Years Driving AZ/Class1: \_\_\_\_\_

Year and make of your unit: \_\_\_\_\_

- Owner Operator
- Company Driver
- Team
- Single
- Canada Only
- Canada/USA

Fill out the form, snap a picture of it and send it via: **EMAIL: [sgallant@quikx.com](mailto:sgallant@quikx.com) TEXT: 416-346-4177**

**QuikX Recruiting: Shawn Gallant** *Manager of Recruiting and Retention*



**[sgallant@quikx.com](mailto:sgallant@quikx.com)**  
**1-866-234-6167 • TEXT 416-346-4177**  
**[www.quikx.com](http://www.quikx.com)**

Now Hiring

# OWNER OPERATORS

for our Liquid Chemical Bulk Division

**TWO substantial pay program INCREASES since December 2014**

## WE OFFER:

**\$4,000 Sign-On Bonus for Owner Operators with liquid chemical Tanker experience**

- New, revised, highly competitive pay program
- Top earners receive over \$1.90/per mile
- Competitive purchasing and rebate fuel supply program
- All loading and offloading is paid – Increased Loading Fee!
- Monthly performance bonus program; earn up to \$5400 per year
- Optional Maintenance Savings Fund
- Industry-leading Owner/Operator Hardship Relief Support Fund
- Optional Health Benefits for Owner/Operators – corporate discount
- EZ Pass, Bridge Card and Fuel Cards provided

Paid Training is available for those without tanker experience!

## Requirements:

- Valid AZ license
- 2 years AZ driving experience
- Safe driving background

Call today or send your resume and driver's abstract to:

**Kelly**

**Office** 1-866-5-HARMAC EXT. 3013

**Cell** 1-844-492-9794

**Fax** (416) 642-0933

**Email** kvultao@harmactransport.com



**harmac**  
NORTH AMERICA

[www.HarmacTransport.com](http://www.HarmacTransport.com)

# OWNER OPERATORS NEW TEAM RATES!

**CANADA ONLY TEAMS \$1.18**

**USA TEAMS \$1.20**

*Find out about your lanes today!*

**0**

**Start up Costs**

**No Slow Down**

**We Have  
Miles!**



**APPLY NOW AND START YOUR SUCCESS**

# TRANSX

GROUP OF COMPANIES

Ask us about our new leasing program

[www.drivetransx.ca](http://www.drivetransx.ca)

1.877.787.2679

Owner Operators: Consistent miles  
Company Highway Drivers:  
\$1100 take home per week on average

**Friendly drivers  
come on over**

"At Rosedale, it's the people who make it happen. Join us and see what you can make happen."

Kevin B., Rosedale Driver 3-years

Join the family.  
Drive the business.

[rosedale.ca/drivers](http://rosedale.ca/drivers)

†1.855.721.3962 | †1.844.314.5953



...Our people make it happen.

# PARTNERS FOR SUCCESS!

## OWNER OPERATORS INCREASE YOUR PROFIT!

New Trailers Featuring:  
**TRAILER TAILS**  
Self-Inflating  
**SUPER SINGLES**  
and  
**SKIRTS**

Earn more NET Dollars through Fuel Savings while reducing your Carbon Footprint!



**1-800-265-7868** ex 223  
**www.millcreekjobs.ca** dedicated website

recruiting@millcreekjobs.ca / www.millcreek.on.ca

TO CONTACT RECRUITING IN PERSON: Hwy 97 & 401 Exit 268, Cambridge ON

**Mill Creek,  
Your Partner for Success!**



**Terminals in Cambridge Ontario  
& Laredo Texas**

A WHOLLY OWNED SUBSIDIARY OF KRISKA TRANSPORTATION GROUP

Canada's Largest Truck Delivery Company is Growing Again



# Recruitment

**Are you an outstanding recruiter  
in the Greater Hamilton Area  
with an excellent ability to retain drivers  
by building great relationships?**

We are looking for someone who can recruit great drivers to join our team,  
and work closely with drivers, mentoring them to make sure  
that they feel part of the Drive Star family.

At Drive-Star we build long lasting relationships with all our employees  
and work as a team to get the job done.

Email resume to [wardg@drive-star.com](mailto:wardg@drive-star.com) or  
Call Gary: **1-855-781-3787**



# **ATLANTIS**

*Transportation Services*

A Mississauga-based Carrier

## Opportunity For **3 Owner Operators** & **3 Company Drivers**

We offer an above average pay package including:  
Paid Fuel Premium, Fuel Cards Available, Plates, Permits, Tolls, P&D, Safety Bonus & More  
Paid Weekly - Direct Deposit, Subsidized NTL and Group Benefit Plan  
No Paint, No Start up costs

- We Require:**
- Dedicated Operators able to Maintain Schedules
  - U.S. Border Experience
  - Clean Abstracts & Criminal Search
  - Late Model Tandem Air Ride Tractor

**SIGN ON  
BONUS**

Contact Debby at: **1-800-387-7717**  
or [recruit@atlantis-airlink.com](mailto:recruit@atlantis-airlink.com)





# NE FREIGHT LINES INC.

**Tired of being just a number?  
Join the NU ERA of Trucking!**



**We are looking for qualified OPERATORS to join our energetic company!**

- Competitive Compensation
- Bi-Weekly Direct Deposit
- Regular Home Time
- Referral Bonus Program

**Company drivers will also receive:**

- Company Paid Benefits
- NEW 2016 VOLVO (ISHIFT)

**SIGN ON  
BONUS**

Head Office  
50 Fleming Drive Unit #6  
Cambridge ON  
Fax: 519-621-3955

**Contact Recruiting:**

**877.321.2992**

[careers@shipnuera.com](mailto:careers@shipnuera.com)

## Haight Consulting Group

**Looking for another set of eyes?**

**30+ Years of experience  
in trucking company management,  
ownership and optimization**

**If you're looking for an opinion  
or direction in any part  
of your trucking company,  
give us a call for a free  
introductory consultation!**

- Structure and strategy development and implementation assistance
- Human Resource strategy and talent pool management
- Insurance renewal preparation
- Insurance renewal and rate strategies
- Fuel Strategy
- Logistics development
- Operational review of efficiency flow and setup
- Rate matrix rationalization and development
- Revenue management and industry review
- Development of an Independent Contractor fleet
- Sales and customer development strategies
- Asset management strategies and program development
- Recruiting and retention strategy development

**Ray Haight • [rhaight10@gmail.com](mailto:rhaight10@gmail.com) • 519.820.1632**



## Choices

One of the most difficult concepts I have tried to grasp over the past number of years and the one I have cherished the most is this one, "I am in this position because I chose to be here. I take 100% responsibility for me".

I am not trying to get too heavy on you here but think about it. The situation you are in with your family, friends and your carrier are because you choose to be in those situations, good or bad. There are no chains that keep you where you're at. You are in charge of you. Simple concept right? Well, if this is true then why do we seem to be so hell bent on sticking with the ordinary in our lives when the extraordinary is within our grasp? We all have the power to change if we are motivated to do so.

So if you are not happy with your current carrier and you are contemplating making a change what do you do now? Many drivers will simply look through the ads and make a short list of carriers to call and see what they have to say. They might listen to what their buddies have to say about where they're working, listen to the CB rumor mill etc. Each of these little bits of reconnaissance has some limited value.

What I am asking is what have you done to make the place you are at now a success and why is it bad? Ask yourself, what can I control in this situation and what can I do to minimize my cost of operation and maximize my profit?


If you haven't done this exercise then you haven't given yourself the opportunity to succeed and feel good about the quality of job you do.

So what can you control as an Owner Operator? You control many significant operating expenses such as your MPG. Is it as high as you can possibly get it? You control your maintenance cost. Are you doing everything necessary to minimize this expense? Do you have a good relationship with the shop that does your work? Do you handle as many roadside minimal breakdowns as you can by yourself by carrying your own tools, grease etc.?

Do you have a good accountant and financial support staffs that knows trucking and can offer advice when needed? Is your finance cost in line with what it should be? How is your relationship with your dispatcher? Is it cooperative or aggressive? Are your living expenses outside your truck operating cost reasonable?

Now look at what you can't control. You cannot control the amount of miles you are offered - if there aren't enough for you to make a living you will need to move on ASAP. You can't control certain cost the carrier is probably going to pass on to you that might include your base plates, insurance cost etc.

Let's try doing it this way. Grab a piece of paper and draw a line vertically down the middle of the page. On one side list



all of your fixed expenses - your truck payment, base plate and insurance if it is a set amount. On the other side list all your variable expenses; fuel, maintenance, on road meals, cell bills, tolls etc. When you have finished collecting all the items that you pay to run your business, fill in the dollars that each one of these cost you each month. Try not to go into shock as you see the numbers all in one spot. It can be shocking but please be honest with each entry. After you have done this, look at each item.

On the fixed side try and see if everything listed is in line with what you know about the industry. Although these items might have a fixed payment schedule attached to them you should still feel comfortable that they are reasonable. If you're not sure then your financial advisor should be able to help you here.

On the variable side, this is quite often where the savings can be found. These items are within your control and every opportunity should be explored to ensure that these items are minimized. Obviously you don't want to go cheap on your maintenance cost and bring on a big expense later. So when I say minimize I mean don't be penny cheap and dollar stupid. What I also mean is that you have to be comfortable that all the expenses involved in what it costs to run your truck (business) are in line and that you are doing your best at all times to keep these under control. Plus you always have an eye on how to further reduce them.

I am not trying to talk anyone out

of leaving the carrier that they are currently at. What I am trying to do is slow down the Owner Operators who have had 5 jobs in 5 years and cannot understand why everyone's always picking on them. Look in the mirror. One of the reasons you became an Owner Operator is for the independence. When you made that decision you became a small business person. Are you sure you are acting like one?

One of the miracles of trucking is the maze of different pay packages that exist in this business. No two are alike and they all have their own little nuances that can make or break the Owner Operator.

One of the biggest mistakes people make is to believe that bigger is better. It may very well be that the carrier that advertises the highest gross will not be the carrier that will put the most in your pocket. Shop wisely and investigate what processes and offerings each carrier has available to the Owner Operator that might help you reduce your variable cost. Some carriers offer reduced shop rates. Some might offer discount group offerings on cell phones, fuel, health benefits. Whatever, it will be helpful to investigate it all and see what might be available to you that you can leverage off to help you succeed.

So do your homework driver and make a solid decision!

**Safe Trucking!**

**Ray J. Haight**

**Haight Consulting Group**

**Past Chairman TCA**

**[rhaight10@gmail.com](mailto:rhaight10@gmail.com)**



Will TruckRight help get these trucks moving?  
I need drivers in orientation ASAP.

**Yes we can help. Our clients tell us they accelerate their recruiting and compliance process with our online tools.**

How can TruckRight help us utilize the latest technology to ensure safety and compliance?

**Our automated processes help keep your drivers files up to date. The best part is a driver can log in anywhere and sign what's needed.**



**TruckRight**  
DATA MANAGEMENT INC

☎ 1.855.932.9323

✉ [transport@truckright.ca](mailto:transport@truckright.ca)

🌐 [www.truckright.ca](http://www.truckright.ca)

Innovative Online Solution For:

- ✔ Recruiting
- ✔ Application Management
- ✔ Safety & Compliance
- ✔ Human Resources
- ✔ Payroll



  
**IPPOLITO**

**NOW HIRING!**

**Company Drivers  
for US  
& Corridor lanes,  
and Local  
Tailgate Service:**

Up to \$0.50/mile

Paid Bi-weekly via direct deposit

Company Benefits

RRSP/DPSP Program

Scheduled Time Off



For Additional information call **1-888-308-5606 Ext. 3113**  
Qualified Drivers Send Your Information to: **FAX: 905-639-5568**  
or Email: **[amber.webster@ippolito.biz](mailto:amber.webster@ippolito.biz)**



**Openings for Select Company Driver and Owner Operators**

We are a great family oriented business looking to hire on select O/O for cross border runs. We offer competitive compensation, border crossing bridge cards, fuel cards and E-PASS transponders.

Contact Bernie today for more info!

**1-866-857-5166 x 227**

[bernie@carmentransportationgroup.com](mailto:bernie@carmentransportationgroup.com)



**You'll love working here.  
Just ask our Drivers.**

**Looking for  
Teams and Singles**

Recent Pay Increase  
1.5 cent Performance Bonus  
Company Paid Benefits  
RSP Safe Driving Awards  
Company Matched Pension Plan

**Top Fleet**  
Employers 2015

**29 BEST Fleets**  
TO DRIVE FOR

Call Teresa or Ron at

**519-740-7072 ext. 6**

or 1-866-Lin-Haul (1-866-546-4285)

E-MAIL: [teresa@libertylinehaul.com](mailto:teresa@libertylinehaul.com)

FAX: 519.740.3194



Our people and our equipment set us apart

**LIDLAW**  
CARRIERS TANK

Laidlaw Carriers Tank is seeking  
Professional Owner Operators for

# Pneumatic Tanker Positions

**Sudbury, ON • Woodstock, ON • Eastern ON**

We run Northern Ontario  
and Northern Quebec

We Run the Great Lakes

Regional Runs

**\$2500**  
sign on bonus

**\$2500**  
sign on bonus



**Big Company with Small Company Values**

Company Owned Unloading Equipment

Competitive Pay • Base Plates Paid • Great Fuel Surcharge Program

**1-800-465-8265** ask for Recruiting  
[tankrecruiting@laidlaw.ca](mailto:tankrecruiting@laidlaw.ca)



# **Kelsey Trail Trucking has an Immediate Need for Full Time and Long Haul Company Drivers**

## **We Require:**

- We require some secondary education
- Positive Attitude
- Professional Appearance
- Teams Welcome
- 35 positions available for drivers
- Minimum 3 years verifiable OTR experience

## **We Offer:**

- \$.42/mile single or \$.25/mile teams or greater subject to experience
- Paid picks/drops/tarping
- Qualify for bonuses after 6 months of employment
- Well Established company with excellent opportunities
- We offer monthly minimum of \$4000
- Direct Deposit
- Excellent miles
- Company Benefit Program
- Clothing allowance
- Cell Phone allowance

**1-888-564-8161**

**Fax: 705-436-9706**

**[www.kelseytrail.com](http://www.kelseytrail.com)**

**[recruiting@kelseytrail.com](mailto:recruiting@kelseytrail.com)**

**No U.S.A.  
Saskatoon, SK**







**TOTAL LOGISTICS TRUCKING INC.**  
**OWNER OPERATORS!**

DO YOU WANT TO GROW YOUR BUSINESS?  
LOOK NO FURTHER....

**OWNER OPERATOR TEAMS NEEDED  
FOR WESTERN CANADA AND U.S.**

**OWNER OPERATOR SINGLES  
NEEDED FOR U.S.**

**COMPANY DRIVER TEAMS NEEDED  
FOR WESTERN CANADA AND U.S.**

**YOUR COMMITMENT + OUR GREAT PAY PACKAGE = SUCCESS!**  
CALL OUR RECRUITMENT PROFESSIONALS TODAY AND LET'S GET STARTED!

**BILL SCOTT AT 1-844-400-8521**  
**EMAIL [BSCOTT@TOTALLOGISTICS.COM](mailto:BSCOTT@TOTALLOGISTICS.COM)**

COMMITTED TO MUTUAL SUCCESS  
THROUGH CUSTOMER SERVICE EXCELLENCE  
TOGETHER WE CAN MOVE YOUR BUSINESS FORWARD





# VeeBoards®

## 1-866-335-0711

### **Flatbed Fleets & Owner Operators**

Protect your cargo from strap damage  
Reduce insurance claims for damaged goods  
Improve your service and company image  
Become a leader in cargo control and management  
Reduce the wear on straps  
Show you really care about your freight

**[www.veeboards.ca](http://www.veeboards.ca)**

Email: [sales@veeboards.ca](mailto:sales@veeboards.ca)

# OWNER OPERATORS

JOIN A COMPANY

**DRIVEN  
by YOU**



**A FREDERICK-THOMPSON COMPANY**

*We support owner operators 100%, while working hard to earn your respect.  
Call today and let us help you run a smooth and worry-free business.*

- \$6500 Sign-on Bonus Paid Over First Year
- 100% Owner Operator
- Flexible Scheduling
- Competitive Pay Plan
- No Up-Front Sign-On Fees
- Excellent Pay - Steady Work
- Family Owned Business for 80 Years
- Knowledgeable Staff to Guide You
- Highest Technology to Assist You

must have 1 Year OTR Experience and a valid AZ License

**888-240-6185 ext. 50013 [LoadFTI.com](http://LoadFTI.com)**

## **Working Together...Growing Again!**



An opportunity awaits you to join the growing team at Sylvite Transportation!  
We are currently accepting applications for:

### **Local and US Owner Operators & Company Drivers For Van, Flatbed & Dump**

- No Start-up costs
- Competitive Pay Package for OO's
- Positive Open Door Environment
- Newer Model Trucks for Company Drivers
- Direct Deposit
- Fuel surcharge
- Paid Licenses
- General & Sylvite freight for haulage
- Highly Competitive Insurance Rates
- Competitive mileage/Hourly Rates for Company
- Great mix of Freight
- Steady year round work
- Professional Atmosphere
- Reasonable home time
- Paid Tolls
- East Premium
- Safe Driving Bonuses
- Excellent Benefits
- Paid layovers

**Please call 888-850-2238 x 2109  
or email [drivers@sylvite.ca](mailto:drivers@sylvite.ca)**

**Sylvite**  
Working Together, Growing Together



## *Is Sleep Apnea a Problem In the Trucking Industry?*

It is interesting to see what some of my fellow trucking safety professionals are discussing. There is currently an online discussion group talking about whether obstructed sleep apnea (OSA) testing should be made mandatory. As you might guess, the opinions are wide and varied. I have seen some statistics stating that a range from 15% to over 30% of professional truck drivers are afflicted with some form of sleep apnea. Even at 15%, that means there are millions of sleepy truck drivers operating commercial units every day. Some of my colleagues believe we should be tested for it. Of course, others believe that more government intervention, more rules and more regulations are not what the trucking industry needs. And here I am, right in the middle.

Because sleep apnea affects men more than women and because it happens most often to men who are older than 44 years of age, it is a disease that really targets the trucking industry. I say targets because of course, our industry is mostly male and it has an ever aging population. The average age in trucking is older than most industries. These statistics, along with the way our truck drivers are required to work, such as evening and overnight work, ever-changing bedtimes and the need sometimes to work even when tired also creates sleep apnea.

So what is sleep apnea? It is when your body stops breathing for 10 seconds or longer during your sleep. Everyone has some apnea events while they sleep. 5 to 7 apnea events in an hour are normal. I suffer from sleep apnea and I can tell you that when I was tested I had what is referred to as 'moderate' sleep apnea. I had 37 apnea events per hour. My body's reaction to this while I'm asleep is to say, 'start breathing!' These apnea events prevent me from getting the deep restful sleep that my body requires. As soon as I began using a CPAP machine my apnea events dropped to 2 to 3 per hour. That is well within the normal range. As a result of treatment, I feel much better and have my energy back.

Getting back on topic, do I think we should have mandatory sleep apnea testing? NO. I do believe that we need some form of 'screening' for our drivers. Screening would not be testing. Screening could simply be a questionnaire or other process and the results of the questionnaire/process would then indicate whether the driver may have a sleeping disorder. If this was the case, it would tell the safety professional to recommend to the driver that further testing is required by a medical person, someone who is a professional in the topic of OSA.

Because of the high rate of sleep apnea in our industry, I do believe that we need to take some form of action to address the risk. And it is a large risk. Sleep apnea affects many more drivers than drug and alcohol abuse and yet, the results are often similar. If a driver has sleep apnea, he or she may effectively be impaired. Their reaction time and judgment may not be as sound as it would normally be and in fact, it is similar to their reaction time if they are under the influence of drugs or alcohol.

A year ago the United States government was seriously considering mandating sleep apnea testing. This seems to have been moved to the back burner as I don't see anything in the news about it recently. This means that we, the trucking industry need to address this concern. I do believe it is a major risk to our industry that affects many drivers. If the industry were to step forth and introduce either screening or testing we could make a positive impact on both driver's health and perhaps safety on the roads. After all, isn't that what we safety professionals are supposed to do? Are we not to look after our drivers and work to improve their health? If we do, the results will be safer roads!

**Chris Harris**  
**Safety Dawg, Safety Dawg Inc.**  
**905 973 7056**  
**chris@safetydawg.com**  
**@safety\_dawg (twitter)**



**PEOPLE  
PRIDE  
PERFORMANCE**

**We are hiring Owner Operators and Company  
Singles and Teams for Steady Runs**

**Accepting  
new Class 1  
Driving School  
Graduates  
for Mentor  
Programs**



**Call Recruiting today:**

**Calgary & Edmonton Hutch Thomas**

**Weekdays – 1-800-567-7266**

**Weekends – (403)- 870-3776**

**Brampton Shawn Johnson**

**Weekdays – 1-866-788-5488**

**Weekends – (289) -242- 7111**

**Winnipeg Mandy Matheson**

**Weekdays – 1-877-349-3801**

**Weekends – (204) – 930-7007**



# Fergus

Since 1986

## TRUCK SHOW

ANNIVERSARY  
30 YEARS  
CELEBRATING

These trucks belong to Chris and Curtis Nicholson.  
They are Owner Operators for Mercer Transportation out of Louisville Kentucky.  
Both trucks are from Goderich, Ontario.

July 24 – 26, 2015 • Fergus, Ontario

[www.fergustruckshow.com](http://www.fergustruckshow.com)



Live  
Entertainment

\$30.00  
Weekend  
Pass

Truck &  
Tractor Pulls

3rd Annual Truckers Olympics in support of the Heart & Stroke Foundation  
Brought to you by the Fergus Truck Show & Challenger Motor Freight

*Largest truck show of its kind in North America*

# Edmonton based Owner Operators & Company Drivers

**Is the energy crisis causing you to worry  
about your financial future?**

Regional Work – regular home time with city work  
and regional – 1-2 days away

Lots of Work

Dedicated Trucks – no slip seating

Excellent Earning Potential

Average gross annual income for Company Drivers

\$85,000.00-\$90,000.00

Average gross annual income for Owner Operators

\$175,000.00-\$185,000.00



Kim Vosper, Driver Recruiter • [kvosper@kleysen.com](mailto:kvosper@kleysen.com) • 1-888-271-9785  
Andy Trybell, Driver Recruiter • [atrybell@kleysen.com](mailto:atrybell@kleysen.com) • 1-888-271-9785

KLEYSEN GROUP LP is a Mullen Group Income Fund Limited Partnership



## *Is Perfectionism Holding Women Back in Transportation Leadership Roles?*

Author Ann Wilson Schaefer calls perfectionism “self-abuse of the highest order.” It could be a factor in why there are so few women in leadership roles in transportation.

Although it has become more common for companies to promote women into management areas, there is still work to be done to increase the percentage in transportation. For most industries, women comprise over half of senior leaders, but in the trucking industry, we’re at about fourteen percent today.

Sure, trucking has traditionally been a male dominated area, but so were other occupations such as law and medicine that have tilted the numbers into more positive ones for women.

Maybe there are some things we can point to right now that will help us bring more women, and untapped potential, into the trucking industry.

First, be aware that women are less likely to even apply for a higher position, as research by Hewlett Packard found that women feel they must have 100 percent of the job requirements before they will apply. For men, they’ll go for the role if they meet sixty percent of the stated requirements.

Also, research by Babcock and Laschever found that women do not negotiate their salaries, and accept whatever is offered. To add to this dilemma, a 2011 McKinsey report found that women are often promoted based on their accomplishments, while men are promoted for their potential.

Add all this to a traditionally male dominated industry and you’ve got a mixture of women with less confidence in their abilities and a culture that’s not always sensitive to these issues.

Women are typically more prone to perfectionism as learned in childhood. We are the people pleasers who spend more time interacting verbally and focusing on collaboration than our brothers. We are the caregivers. We learned that it’s not nice to brag about our accomplishments and as the minority in this industry, we are aware that we are representing women who will come along behind us once we’ve blazed a trail for them.

So, how does perfectionism harm our careers? Kathy Caprino, a success coach and author, cites five ways this need to be perfect is detrimental to our careers:



1. You're difficult to be with as your need to be perfect alienates your co-workers.
2. You hurt people with your critical and judgmental thinking.
3. It taints your ability to manage people, as your standard of perfect is what you strive for.
4. It crimps your creativity, because the creative process makes you uncomfortable.
5. Your need for perfection pushes people away.

Elizabeth Scott, a stress management expert cites these ways to identify whether you or a colleague are suffering from perfectionism.

1. Do you set goals and only accept a specific accomplishment? Anything less is failure?
2. Do you focus on small mistakes and forget the overall task and its goal?
3. Are you pushing or pulling? Perfectionists are pushed toward a goal through fear of not reaching it, where high achievers are pulled toward a goal with the desire to make progress in the right direction.
4. Are your standards unrealistic?
5. Do you become depressed if you fall short of a goal?

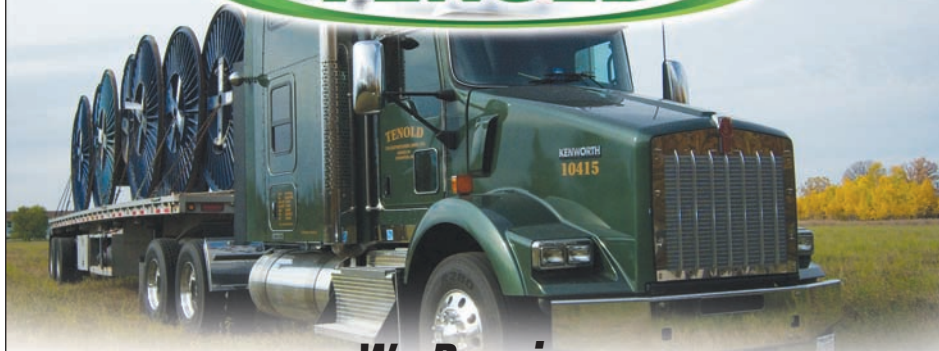
6. Do you procrastinate because you are afraid of failure?
7. Are you defensive? Perfectionists aren't as likely to view criticism as a way of making better decisions.
8. Do you have low self-esteem? Perfectionists are often self-critical and unhappy which leads to lower self-esteem.

Author Laura Vanderkam has written numerous books about the traits of successful people. She claims the "key to making myself happy is NOT to be a perfectionist."

Instead, we need to convince ourselves that it's okay to apply for a higher position even if we don't meet ALL of the criteria. We need to start the negotiation process in regard to salaries and benefits before we accept a position and we need to point out our accomplishments and successes to be sure they are noted.

We need to stop expecting perfectionism from ourselves and learn to become more confident in what we can bring to this industry.

***Ellen Voie***  
***President/CEO***  
***of Women In Trucking, Inc.***  
***ellen@womenintrucking.org***  
***www.womenintrucking.org***



## **We Require:**

**Canada/US Owner Operators**

**Eastern Canada/US Owner Operators**

**For more information call Larry at**

**1-800-371-0094 • [www.tenold.com](http://www.tenold.com)**

 **Mullen** Tenold is a Mullen Group Ltd. Limited Partnership

**100% Owner Operator Company**

# **RECRUITING**

**Long Haul/Short Haul Opportunities  
for Owner Operators and Company Drivers**



## **Competitive Wage Packages**

**Owner Operators: Up to \$1.65/mile • Company Drivers: Up to \$0.45/mile**

**Please contact: Kamila Mancuso**

**519-754-0100 Fax: 519-754-1916**

**800-784-5774 • [kamila@btccexpress.ca](mailto:kamila@btccexpress.ca)**

**Call our after hours line direct at: 647-235-7647**



# Are You Searching For a Truck Driving Job But Don't Know Where to Look?

Get into a job you enjoy by searching through hundreds of driving jobs across Canada and the US! Drivers and Owner Operators, apply to leading trucking companies in minutes! It is absolutely FREE, easy and simple to use.

Check It Out Today!

[www.TruckDriver.com](http://www.TruckDriver.com)

**TRUCKDRIVER.COM**<sup>TM</sup>  
"Smarter Drivers... Better Jobs!"





## Let's be partners.

We are expanding our Owner Operator fleet across Canada.

Local, Short Haul and Long Haul opportunities available.

Interested in becoming an Owner Operator? We can help!

**Call 1-866-487-4622 to speak with a Recruiter.**

[www.trimac.com](http://www.trimac.com)



Solid. Like You.

# ENJOY THE DRIVE WE'LL TAKE CARE OF THE REST

- New pay package
- Benefits starting day 1
- Pay rate to match experience level
- Tuition reimbursement for qualified trainees
- Paid orientation

East Coast Premium changing from \$0.03cpm to \$0.04cpm

Between: (ON, PQ, NB, NS) and (NY, PA, NJ, RI, MD, DE, DC, MA, ME, VT, NH, CT)

\*Introducing: Select Mid-West Premium \$0.04cpm

Between: (ON, PQ, NB, NS) and (Ohio, Michigan, Indiana)

New O/O Pay

Open Board \$1.13

Dedicated \$1.12



I'm Geoff Topping, the Director of Recruiting and Retention at Challenger. I started as a Driver 25 years ago and I loved it. Now, my role is to find the right Drivers for Challenger and keep them here. We have a lot to offer Drivers today. Contact: [recruiting@challenger.com](mailto:recruiting@challenger.com) to find out more.



T 1.800.334.5142 | [recruiting@challenger.com](mailto:recruiting@challenger.com) | [www.challenger.com](http://www.challenger.com)



# VeeBoards®

## 1-866-335-0711



## Flatbed Fleets & Owner Operators

Protect your cargo from strap damage  
Reduce insurance claims for damaged goods  
Improve your service and company image

Become a leader in cargo control  
and management

Reduce the wear on straps

Show you really care about your freight

### [www.veeboards.ca](http://www.veeboards.ca)

Email: [sales@veeboards.ca](mailto:sales@veeboards.ca)

## Are You Searching For a Truck Driving Job But Don't Know Where to Look?

Get into a job you enjoy by searching through hundreds  
of driving jobs across Canada and the US!  
Drivers and Owner Operators, apply to leading  
trucking companies in minutes!  
It is absolutely FREE, easy and simple to use.

Check It Out Today!

[www.TruckDriver.com](http://www.TruckDriver.com)



## OVER THE ROAD

DIGITAL

Now you can receive OTR magazine via email with enhanced features such as live links, audio/visual and many other features to help you communicate with the industry's best companies.

View the digital magazine online at [www.otrdigital.ca](http://www.otrdigital.ca) or contact us to receive the digital magazine right to your e-mail inbox.

Subscribe for free at  
[www.overtheroad.ca/subscribe](http://www.overtheroad.ca/subscribe)  
or send an e-mail to [otrdigital@otr.on.ca](mailto:otrdigital@otr.on.ca)



is now

**Hyndman**  
A Celadon Company

# We Make Lease Purchase Look Good

Take advantage of all the benefits a leading international carrier can offer you. Choose from many fleet options to fit your lifestyle and enjoy our world-class leasing program:

- \$0 Down
- If You Qualify for Hyndman, You Qualify to Lease
- Per-Mile or Fixed Weekly Payment Options



800-332-0518  
DriveHyndman.com

**Hyndman**  Celebrated Past. Exciting Future.



88% Revenue Pay  
**in US FUNDS**

New 2015 reefer  
trailer Rentals

\$1000.00 Sign On  
Incentive

Free Same Day Pay

No Forced Dispatch

High Miles

Fuel Discounts

\$1000.00 Driver  
Referral Incentive

**Apply Now**

Independent Contractors Wanted  
We pay in U.S. Funds  
Midwest Transit Inc. is currently seeking  
qualified, motivated & safe leased contractors  
to join their team.  
Quarterly Safety Incentive Drawings  
worth up to \$10,000

Roadrunner Transportation Service Inc.

Kalyn Devoe

800-560-3758 • [kdevoe@rrts.com](mailto:kdevoe@rrts.com)



**Owner Operators**  
**for Ontario / Texas Lanes**

**Contact Us Today**

**TOLL FREE:**

**1-866-569-7964**

Visit our web site:

**[www.keypointcarriers.com](http://www.keypointcarriers.com)**

1018 Parkinson Rd, Woodstock, Ontario

Dry Van Freight

Paid weekly direct deposit

Competitive rate per mile

Safety Bonus Program

Access to Company  
Fuel Accounts

Paid plates,  
insurance, fuel tax

Paid bridge tolls,  
road tolls, scales & faxes

Personal Communication  
with Dispatch

In-house discounted shop rate



JOIN A WINNING TEAM!



# DRIVE

## LOGISTICS



**Top Fleet** **2015 Fleets to Watch**  
Employers 2015



### NEW O/O PAY PACKAGE \$1.41 PER MILE

- New Texas Lanes
- Plates Fully Paid
- Fuel Discounts
- Long & Short Haul Lanes
- Flexible Work Weeks
- No East or West Coast
- Paid Fuel Taxes
- Riders Welcome



### BOTTOM LINE CHALLENGE\*

**GET \$100 CASH IF OUR PAY PACKAGE IS NOT BETTER THAN YOUR CURRENT O/O PACKAGE**

\*CONDITIONS APPLY

Where innovative driver programs and smart management have created a fleet to watch.



**866.909.0903**  
**DRIVELOGISTICS.COM**

**Fleets.Watch**

**Fleets.Watch**

**Fleets.Watch**



Hiring in  
Prince George  
Saskatoon  
Winnipeg  
Moncton  
Newfoundland

**CNTL has openings for Truck Owner Operators in:  
Prince George, Saskatoon, Winnipeg, Moncton and Newfoundland**

**If you are an Experienced,  
Safe, Owner Operator,  
now is the time  
to look at CNTL!**

CNTL is CN's  
Trucking Subsidiary,  
the continuing growth  
of Intermodal freight means  
we always have the moves  
available that meet  
or exceed your revenue  
objectives.

Keep more of your earnings with your fuel price capped at 35 cents per litre. Take advantage of our Tire, Bunk and Engine Heater programs, and Group Truck Insurance and Optional Benefit programs.

Ask about our Signing Bonus, Safety Bonus, and Safety Awards!

**If you would like to talk about joining our team please contact us:**

**Phone: 1-866-239-9889 • Email: [cntldrivers@cn.ca](mailto:cntldrivers@cn.ca) • Fax: 1-866-803-2702**



## *Online Training can be Leveraged*

In today's work environment, everyone is wearing multiple hats. Who can say, "I think I'll take tomorrow off, I really have nothing to do at work"?

Over the past three years, online training/communication has been front and centre for me. I have spoken with more than 200 carriers about this topic, and through the course of the discussion, this adage is true across the board; in today's business environment, everyone is short on time. Is there a tool that can bridge the gap between wanting to accomplish more without being given more time with which to do it?

Online training is a tool. As with any other tool, it is most useful when used for its intended purpose. I do not believe there is a one-size fits all solution. This is something that has to be considered carefully; it needs a vision and buy-in at all levels of a company.

Let's investigate the online phenomenon first. According to ComScore ([www.comscore.com](http://www.comscore.com)) Canadians are among the top of the world in Internet engagement. If you are interested, I can share the PDF for you, or you can sign up and download it at <http://www.comscore.com/Insights/Presentations-and-Whitepapers/2015/2015-Canada-Digital-Future-in-Focus-Webinar>.

Over 70% of truckers use the internet, mostly now by mobile phone. <http://www.gobytrucknews.com/drivers-going-mobile/123>.

With respect to the actual act of deploying and receiving training online, companies have many things to consider up front. Questions like: How will you compensate your drivers for this activity? Are there incentives you can offer? What will you do to facilitate access for your drivers? How will you track and monitor activity?

If you are currently using or are considering using an online training tool for your drivers, what will you do to augment the education for your "inside the walls" staff? It has been mentioned often that ensuring driver support staff understand the daily challenges that drivers face is important.

As you venture further down this road, and you've discovered, analyzed and implemented your tool of choice, you may discover that you can implement parts of it in other areas such as orientation, remedial training, Standard Operating Procedures training, etc. It may become a communication tool for you that goes beyond the norm.

The vision completed, always remember that online training was never intended to replace the human element. Your company's culture will help dictate the extent of your use of this new tool, should you decide to go this route.

I speak almost weekly with Allan Hicks, VP of Safety at B.R. Williams Trucking, Inc. in Alabama, in a round table we have regarding online training. With his permission, I am including this quote: "I used to reach 60% of my drivers every 90 days, now I reach 95% of my drivers every 30 days".

I used to joke that the Internet is just a fad, it will go away. I encourage you to get ahead of the curve and get online to communicate with your drivers. Be pro-active not reactive, you don't want to be scrambling to "catch-up" with your competitors.

*Ed Novoa*  
**General Manager, OTR Group**  
[ed@otrgroup.ca](mailto:ed@otrgroup.ca)