The Drive To Excellence

Human resource best practices from the 2016 Top Fleet Employers
Trucking HR Canada’s Top Fleet Employer Program recognizes employers with sound HR policies and programs in place. All Top Fleet Employers must meet established benchmarks, including ratings from employees through employee surveys. The program does not assess compliance.
The trucking industry is one of Canada’s major employers. Producing roughly $34 billion in GDP annually, its services support other key economic industries. According to the Conference Board of Canada, trucking employs the country’s largest number of dispatchers, the second-largest number of material handlers and the third-largest number of mechanics and technicians. Commercial vehicle operators and drivers are still one of Canada’s biggest occupational groupings and the leading employer of men. The trucking industry offers many other career opportunities for men, and women – from trainers, to safety professionals, to managers – and great workplaces, large and small, across the country.

This is Trucking HR Canada’s third annual Drive to Excellence report. We are proud to shine the spotlight on 39 fleet employers that are industry human resources (HR) leaders. Whatever their size or services, they know how much strong human resources programs and policies contribute to their success. We hope you’ll find ideas for your fleet in the “best of the best” practices in this report. They include ever-improving health and wellness programs that include mental health; diversity initiatives; a focus on effective communication and respect; and flexible work arrangements providing more home time that help retain seasoned, mature drivers – and more.

The Top Fleet Employer program brings together fleets of all sizes and from all regions to co-operatively celebrate great trucking industry workplaces, and showcase what a great industry this is.

If you think your fleet has what it takes to be a Top Fleet Employer, we encourage you to apply and join other fleets that are human resources leaders in our industry.

In my 30 plus years in the trucking industry I have seen many issues and challenges come and go. However, one that continually ranks at the top of the list, is the industry’s challenge of recruiting and retaining human capital and the associated human resources issues. Within the industry, the stakes are always high in the race for business and talent.

On the talent front, the stakes just keep getting higher. The quest for qualified workers is not an issue unique to the trucking industry - numerous other industries are in a similar situation. The aging workforce is omnipresent. The underlying trend, despite the current “low growth” economic environment, is for an ever-shrinking supply of labour and greater competition amongst and between industries.

Trucking HR Canada exists to support the trucking industry in ensuring it has the workforce needed for today and into the future. Sharing HR best practices is a key component of THRC’s work, and they are recognized leaders in their field.

The Top Fleet Employers program recognizes fleets that are committed to providing the best work environment they can, and offers best practices that the industry as a whole can learn from.

I commend the fleets that are recognized this year – their leadership in HR management will help ensure a productive, competitive, and vibrant industry in the years to come.
The workplaces recognized in Trucking HR Canada’s 2016 Top Fleet Employer Program are honoured for more than a single business decision. The recognition reflects an array of best practices that help to recruit and retain high quality employees. This year, profiled fleets each have something to share in one of the following areas:

1. **Innovating for Excellence** - The 2016 Top Fleet Employers share a philosophy of going above and beyond the basics – both inside and outside their companies – that helps make them leaders in the industry and in their communities. We observed new innovations in promoting health and wellness, generous tuition reimbursement and personal leave policies. Again this year, we see Top Fleets reinforcing a positive image of the industry through community and charitable commitments – commitments that we know resonate with future employees and help reinforce corporate brands.

2. **Supporting Work Life Balance** - Achieving a work/life balance has always been a challenge for the trucking industry – especially for drivers. The Top Fleet Employers have healthy work/life balance policies that are wide-ranging and take into account life on and off the road. They include generous vacation programs so that employees can renew and refresh their energies and spend time with family and friends; work schedules that provide more home time; flexible leave policies for tending to personal and family matters; and initiatives to make long haul travel more comfortable.

3. **Coaching and Mentoring** - Top Fleet Employers’ coaching and mentoring programs are strengthening employee engagement by helping employees adapt to their organizations’ cultures and environment; building more inclusive workplaces reflecting populations that have traditionally been under-represented; reducing turnover; supporting succession planning; and encouraging open communications – all of which contribute to a more positive working environment.

4. **Embracing a Culture that Promotes Employee Wellness** - Top Fleet Employers know that there is more than one bottom line – and that includes supporting their employees’ well-being. That’s why they embrace and promote a physical and mental health culture. The result: less turnover; fewer sick days; reductions in permanent and short-term disabilities; and a greater ability to attract and retain talent – including mature, seasoned drivers who are more likely to defer retirement when their work environment supports their physical and mental well-being.

5. **Recruiting and Retaining a Changing Workforce** - Top Fleet Employers are recruiting and retaining workforces that reflect their communities: women; visible minorities; newcomers to Canada; youth; Indigenous peoples; and people with disabilities – all traditionally under-represented groups in the trucking industry.

To reach these untapped talent pools, Top Fleet Employers have human resources policies and programs aimed at reaching candidates with different backgrounds and experiences; helping new drivers get the required driving experience; and integrating new hires through strong employee communications programs, team building and cultural awareness activities.
INNOVATING FOR EXCELLENCE

**Home Hardware Stores Ltd.**’s extensive communication program includes regular employee surveys. A recent survey found 100 per cent of employees responding positively to the company’s salary structure, communications about salary expectations, and the applicability of the company’s rewards and recognition programs to them.

In its approach to formal leave policies, **Transport Transbo Inc. – Olymel** goes above and beyond what most other employers (in any industry) offer, with a variety of paid short-term leaves (averaging one to five days) that take into consideration all aspects of an employee’s life, including leaves for wedding celebrations, adoption of a spouse’s child and bereavement.

**Sutco Transportation Specialists** is in the forefront of the industry in its approach to recruiting drivers with the special skills to drive commercial trucks. The company’s job advertisements for drivers always include Sutco’s experience and educational requirements. Emphasizing education in recruiting underscores the skills that it takes to be a truck driver.

The culture at the **Tandet Group of Companies** emphasizes employee development. Tandet is committed to encouraging its employees to increase their industry knowledge and skills. It offers a variety of training opportunities to help its staff upgrade their current skills and develop new ones; and reimburses tuition for related training.

**Cavalier Transportation Service Inc.** has a peer leadership program to help employees build their skills and strengthen their teams. The company also provides industry leadership. Cavalier is a long-time member of the Ontario Trucking Association, its committees and Foundation; and has a representative on Trucking HR Canada’s National Advisory Committee for the Women with Drive initiative.

**Canaan Transport Group Inc.** provides its employees with the opportunity for cross-training (e.g., different equipment and product handling processes). This builds employee engagement; expands the employees’ skill sets; gives their work more variety; and deepens the company’s bench strength and capacity to respond quickly to customer needs.

Transporting cargo throughout North America, Canada’s truck drivers see first-hand the importance of protecting and conserving the environment. Top Fleets are stepping up to sustainability, making it another bottom line. Having a formal commitment to running a sustainable business is important to recruiting top talent, especially younger workers.

As a member of the Siemens Transportation Group Inc., **Edge Transportation Services Ltd.** participates in Green Miles, aimed at improving overall fuel efficiency and reducing greenhouse gas emissions. Green Miles Programs focus on reducing, reusing or recycling.

**Ryder Canada Inc.** is committed to environmentally responsible business practices. The company’s trucks proudly carry the SmartWay Transport Partnership Logo, signalling its efforts to move goods in the cleanest, greenest way possible.

In emergency and crisis situations, the trucking industry is in the best position to mobilize and get supplies to their destination quickly and efficiently. **Rosenau Transport Ltd.** has a family culture and the company’s employees are involved in their communities. In 2015, Rosenau Transport Ltd.’s employees delivered donated hay and water to drought-stricken prairie farmers, with the company President delivering the final load.
SUPPORTING HEALTHY WORK/LIFE BALANCE

The Brick provides employees with options to meet their needs. They include comprehensive employee recognition programs; family friendly personal days and personal leaves; competitive wages; and a generous vacation program. There is payroll deduction for buying Canada Savings Bonds and The Brick matches Group Retirement Saving contributions.

Owner-operators crossing the Canada/U.S. border are subject to major currency fluctuations. This can be a real hardship in paying for fuel and expenses. Fleet exchange rate subsidy policies are a key consideration for attracting and retaining owner-operators. Liberty Linehaul Inc.’s U.S. exchange rate subsidy policy protects owner-operators against major currency fluctuations for easier border crossing.

J&R Hall Transport Inc. is among the many fleets that welcome riders (people and pets) with their drivers. There’s lots of research on the health benefits of pet ownership. In addition to providing companionship, pets can also make drivers feel safer, especially when driving alone. J&R also offers flexible home time, based on long haul driver preferences.

Steed Standard Transport Inc.’s healthy work/life policies help it achieve significant success in recruiting and retaining youth: 17 per cent of its drivers are under 35, well above the 12 per cent industry average. They appreciate Steed’s good compensation; no seasonal lay-offs; a new, well-maintained fleet; more weekend home time (“I can have a life”); and feel respected for their driving skills and the job they do.

Sleeman Breweries Ltd. recognizes that the cab is its drivers’ office, workplace and second home, and the importance of driving comfort. The company’s in-cab amenities include upgraded seats, heaters and satellite radio, and contribute to driver satisfaction and retention – Sleeman has one of the industry’s lowest driver turnover rates.

Truck malfunctions add to a driver’s time away from home and reduce productivity. Brian Kurtz Trucking Ltd. takes pride in its commitment to providing its drivers with everything within reason to make their jobs more efficient. The company’s 2015 investment in all new equipment, featuring the newest technology, provides a comfortable ride for Kurtz drivers, with fewer worries about potential breakdowns.

They promote a healthy work-life balance, which is important to me.
- Canada Cartage Employee

They are very family oriented and flexible with time off. The workplace is very good.
- Arnold Bros Employee

Family friendly with good home time. I do not feel as much as an employee, more that my opinions matter.
- Sleeman Breweries Employee

Great atmosphere and mentorship to always help people from management to other employees.
- J.G. Drapeau Employee

I’m proud to work here. They support many charities I believe in.
- Rosenau Employee

One of the best company I had the opportunity to work for. Great benefits!
- The Brick Employee

Very good company to work for. Always looking to keep things safe to work.
- Trailer Wizards Employee

Offer professional development opportunities
95%

Have a formal coaching program
88%

Have a formal mentorship program for their employees
33%
SUPPORTING COACHING AND MENTORING

J.G. Drapeau Transport Limited makes mentorship part of every aspect of its business so that employees from all occupations feel part of the family. A family oriented business, J.G.’s encouragement to create mentoring relationships is a contributing factor to the company’s low turnover.

Empowerment is key at Joseph Haulage Canada Corp. The company offers highly specialized and targeted training for company managers, post-secondary training for staff and a ProTrainer mentoring program for drivers. Joseph Haulage provides every new driver with a mandatory, thorough, onboarding program on hiring.

Rosedale Transport Ltd.’s coaching program provides individual training, based on an employee’s specific needs. The company offers its employees the opportunity to upgrade their skills at no cost to them, including driver licensing upgrades. The coaching program’s track record includes employees progressing from entry level positions to supervisory and management roles.

Midland Transport employees have access to many corporate programs designed to keep employees feeling connected to the company and to each other – including a well-established and comprehensive mentoring program, with many tools and tips.

Hi-Way 9 Group of Companies’ Mentor Leadership program combines group mentoring and coaching to support individual and team development, and ensure that everyone on the team supports their colleagues. This way, no one gets left out of the loop. The program plays a key role in Hi-Way 9’s retention efforts, resulting in a turnover rate well below the industry’s national average.

The Kriska Transportation’s Kriska Network of Women (KNOW) connects women driver mentors and mentees. Kriska also partners with Canada Company, which helps integrate veterans back into the community. Kriska’s senior executives are known for mentoring within the industry – participating actively in industry associations, national committees (and more), and are providing leadership for the Women with Drive initiative.

MacKinnon Transport Inc.’s Mentor Program matches every new company driver and owner-operator with a mentor to provide them with the opportunity to succeed at MacKinnon. The company’s Red Alert program provides a formal process for recognizing, as soon as possible, when an employee is dissatisfied, and resolving any issues quickly and in a collegial way.

Linamar Transportation Inc.’s goal is promoting from within 70 per cent of the time. To achieve this, Linamar created its Each One, Teach One (E1T1) program. E1T1 requires all employees at the manager or above level to select one employee that they will work with to develop that person for promotion, expanded responsibilities or enhanced capability.

I think that Logikor is an employer that genuinely cares about their employees.
Logikor Employee -

I will be with Ryder until I retire. Good company to work for.
Ryder Employee -

Dispatchers listen to our input and try their best to work with us.
Flexible home time and work time.
Q-Line Employee -

There is a positive environment and the company is very family and team oriented.
Hi-Way 9 Employee -

The company culture has always had a vision of being a family oriented company.
Transpro Freight Systems Employee -

Brian Kurtz is still heavily involved in the business and has an open door policy to all employees.
Brian Kurtz Employee -
EMBRACING A CULTURE THAT PROMOTES EMPLOYEE WELLNESS

At Challenger Motor Freight Inc., the Healthy Fleet/Life Works program uses the industry’s Healthy Trucker Program resources to help their workers along the path to wellness. Employees have access to an online health evaluation; a personalized fitness and nutrition plan; daily text tips; a food and exercise log; and a weekly newsletter.

SLH Transport Inc. participates in the industry-wide Healthy Fleet Challenge that emphasizes body and mind health. SLH provides its employees with wireless activity trackers to check their personal metrics, such as heart rate and the number of steps they take; and offers discounted health club memberships and an Employee Assistance Program (EAP) that also covers family members.

The family-owned Erb Group of Companies makes a formal commitment to its employees’ health and wellness through its Highway to Health program. Erb employees have access to an e-learning portal and self-paced learning modules. The program works in partnership with a local hospital, stop-smoking resources and a Best-Doctors service.

Triton Transport Ltd.’s monthly health-and-wellness calendar features activities like Fresh Fruit Mondays, flu shot reminders, team walking challenges, and breast and prostate cancer awareness activities. The company has healthy option vending machines and offers free two-week trial gym memberships. Triton also offers an Employee and Family Assistance Program (EFAP).

Q-Line Trucking Ltd. publishes a regular employee newsletter/magazine. A recent issue focused on increasing awareness about anxiety, and advice for dealing with it. The newsletter always includes tips and challenges to promote healthy lifestyle choices. Among the resources that Q-Line offers its employees is a corporate spiritual guide who is available to provide counselling.

Trailer Wizards Ltd.’s comprehensive approach to mental health and wellness includes strong accessibility/accommodation practices; an EFAP; numerous wellness services (e.g., shift work support); distribution of a monthly newsletter published by Homewood Health Centre (Guelph, Ontario); and a formal process to support employees with a non-occupational illness or injury.

Logikor Inc.’s Worker Well-Being Policy provides a comprehensive approach to mental and physical health and wellness, and prevention solutions. Well-being resources under the policy include an EAP and other initiatives. Logikor suggests its employees build five actions into their everyday activities: Connect. Be active. Take notice. Keep learning. Give.

Our company is very dedicated to a safe and healthy environment.
- SLH Employee

Canaan has a well-organized and informative safety orientation meeting.
- Canaan Employee

Willing to work with employees who have family problems or health issues.
- J&R Hall Employee

Overall, Bison is a great company to work for. It’s innovative on always wanting to make things more efficient and safe.
- Bison Employee

Ownership family leads by example and involvement.
- Edge Employee

It’s the best company to work for! If that wasn’t true, I would be somewhere else.
- Challenger Employee

They’re big enough to take care of business, but still small enough to know you names.
- Tandet Employee

100% Offer benefits (health, dental, etc.) to their employees

74% Offer retirement savings benefits to their employees
RECRUITING AND RETAINING A CHANGING WORKFORCE

**Bison Transport** has partnered with the Métis Employment and Training Program to deliver its Driver Finishing Program. Bison provides opportunities for developing drivers who have successfully obtained their Class 1/AZ Licence to gain the required minimum experience. The company also has an ongoing relationship with Manitoba’s Ability Axis to help recruit and retain people with disabilities.

**Canada Cartage**’s inclusive, family-oriented work culture; openness to change; consideration of candidates from all backgrounds and abilities; and communications focus have contributed to high retention levels and many long-service employees. New recruiting methods (e.g., connecting with organizations serving under-employed people) reach untapped talent.

**Westcan Bulk Transport** has partnered with an Indigenous organization and the federal government to develop Aboriginal Class 1 drivers. The company offers its employees training on Cultural Awareness and accommodating people with disabilities. Westcan received the 2015 Alberta’s Best Workplaces Award for Diversity.

**Atlantica**’s Chief Cultural Officer gives leadership on achieving an inclusive workforce and workplace. The company partners with under-employed groups and participates in partnerships and initiatives to encourage more women to join the industry, and attends recruitment missions and job fairs in Indigenous communities.

**Meyers Transport Ltd.**’s recruitment policies target employees from untapped talent pools, including people with disabilities. The company’s former executive leadership team was also revamped to become a more inclusive, seven-member board – a structure which encourages new ideas and innovation.

**Arnold Bros. Transport Ltd.** offers professional development activities focusing on recruiting and retaining women, and other groups. The company’s Director of Human Resources has been recognized for her work in supporting employees with disabilities and facilitating their full participation in the company. She also sits on Trucking HR Canada’s Women with Drive National Advisory Committee.

Saskatchewan’s **Kindersley Transport Ltd.** includes its Equal Opportunity Employer commitment in job advertisements. It is implementing a formal plan for full inclusion of employees from different backgrounds. The company participated in the Women with Drive Summit and its parent company, Siemens Transportation Group Inc., is involved with the Women with Drive initiative.

**Transpro Freight Systems**’ Accessible Customer Service Standard conveys its commitment to including employees with different abilities and serving customers from multiple backgrounds, and Transpro provides employee training on the standard. To better reach untapped pools of talent, the company has also established and uses relationships with local organizations and agencies, including those providing immigrant services.
CELEBRATING THE TOP EMPLOYERS IN CANADA'S TRUCKING INDUSTRY

Trucking HR Canada’s Top Fleet Employers program recognizes trucking companies that meet standards of excellence in human resources.

**Community Engagement**

- 100% are actively involved in charitable initiatives.
- 4/5 have a formal commitment to diversity and inclusion.
- 87% are actively involved in environmental initiatives.

**Professional Development**

- 95% offer professional development opportunities to their employees.
- 85% have implemented a formal coaching program for employees.
CELEBRATING THE TOP EMPLOYERS IN CANADA’S TRUCKING INDUSTRY

Trucking HR Canada’s Top Fleet Employers program recognizes trucking companies that meet standards of excellence in human resources.

**Benefits & Rewards**

- 100% offer benefits (health, dental, etc.) to their employees
- 100% have implemented rewards and recognition programs
- 75% offer retirement saving options to their employees

**Recruitment & Retention**

- 100% have implemented formal retention programs
- 24% is the average turnover rate of Top Fleet Employers 2016
- 85% have a formal commitment to mental health & wellness

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- Dispatcher On-Line Training
- Toolkit on Mentorship
- HR Business Improvement
- Writing Effective Job Ads
  ...and more.

MARK YOUR CALENDAR

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<tr>
<td>NOV 2016</td>
<td>Top Fleet Employers 2017 Applications Open</td>
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<td>NOV 2016</td>
<td>Driver Connect &amp; Share</td>
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<td>MAR 2017</td>
<td>Women with Drive Leadership Summit</td>
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# 2016 TOP FLEET EMPLOYERS

## SMALL FLEETS (0-99 Employees)

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<thead>
<tr>
<th>Company Name</th>
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<tbody>
<tr>
<td>Edge Transportation Services Ltd.</td>
<td>Edmonton, Alberta</td>
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<tr>
<td>J.G. Drapeau Transport Limited</td>
<td>Toronto, Ontario</td>
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<tr>
<td>Liberty Linehaul Inc.</td>
<td>Ayr, Ontario</td>
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<tr>
<td>Logikor Inc.</td>
<td>Cambridge, Ontario</td>
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<tr>
<td>MacKinnon Transport Inc.</td>
<td>Guelph, Ontario</td>
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<tr>
<td>Steed Standard Transport Limited</td>
<td>Stratford, Ontario</td>
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<tr>
<td>Triton Transport Ltd.</td>
<td>Chilliwack, BC</td>
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**Edge Transportation Services Ltd.**: Based in Saskatoon, Saskatchewan and with facilities in Edmonton, Alberta, Edge Transportation Services Ltd. (www.edgetransport.com) specializes in shipping flat deck freight with standard or oversized dimensions, overweight and just plain awkward freight anywhere in North America. The company is a member of the Siemens Transportation Group Inc.


**Liberty Linehaul Inc.**: Liberty Linehaul Inc. (www.libertylinehaul.com) was established in 1987 as a Less-than-Truckload and Truckload carrier specializing in international freight between Canada and the United States. It has expanded to include local delivery in California through its Montebello-based subsidiary. Liberty’s President makes a point of getting to know each employee personally.

**Logikor Inc.**: Formed in 2005, Logikor Inc. (www.logikor.com) leverages the specialized knowledge of its team’s combined 100+ years working with Toyota. It successfully applies its logistics expertise to a wide range of industries, helping clients achieve significant competitive advantage. Based in Cambridge, Ontario, Logikor’s motto is “Comprehensive Logistics. Superior Results.”

**MacKinnon Transport Inc.**: Established in 1929 and based in Guelph, Ontario, MacKinnon Transport Inc. (www.mackinnontransport.com) provides tandem flatbed services to New England, the Eastern Seaboard, and south to Florida and Texas. The company continues to make all major decisions based on the Golden Rule: “Do unto Others as You Would Have Them Do unto You.”

**Steed Standard Transport Limited**: Steed Standard Transport Limited (SST) (www.sst.ca) began in 1913 with a man, a horse and a wagon in Stratford, Ontario delivering coal and lumber (as James Hamilton Teamster). Still based in Stratford, SST specializes in contract service within Canada and the U.S. The company provides diverse transportation services to a wide range of clients.

**Triton Transport Ltd.**: Triton Transport Ltd. (www.tritontransport.com) is based in Chilliwack, British Columbia. Established in 1987 as Avonvale Transport Ltd., Triton is now the largest heavy-haul carrier in the province, with trucks travelling throughout Canada and the continental United States. The company’s head office and facility locations provide easy access to Canadian, U.S. and global markets.
## MEDIUM FLEETS (100-499 Employees)

<table>
<thead>
<tr>
<th>Company Name</th>
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<tbody>
<tr>
<td>Arnold Bros. Transport Ltd.</td>
<td>Winnipeg, Manitoba</td>
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<tr>
<td>Atlantica</td>
<td>Rexton, New Brunswick</td>
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<tr>
<td>Brian Kurtz Trucking Ltd.</td>
<td>Breslau, Ontario</td>
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<tr>
<td>Cavalier Transportation Services Inc.</td>
<td>Bolton, Ontario</td>
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<tr>
<td>Drive Logistics</td>
<td>Windsor, Ontario</td>
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<tr>
<td>Hi-Way 9 Group of Companies</td>
<td>Drumheller, Alberta</td>
</tr>
<tr>
<td>J&amp;R Hall Transport Inc.</td>
<td>Ayr, Ontario</td>
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**Arnold Bros. Transport Ltd.**

Based in Winnipeg, Manitoba, Arnold Bros. Transport Ltd. (www.arnoldbros.com) provides services to Fortune 500 companies and rural small-business operators. Established 50 years ago, Arnold Bros.' dry van and refrigerated trailers keep products fresh from farm to facility. The company motto is “Going the Extra Mile to Meet Our Customers’ Needs.”

**Atlantica**

Atlantica (formerly ADTS – Atlantica Diversified Transportation Systems Inc.) (www.atlantica-delivers.ca) delivers full supply-chain-logistics solutions. Atlantica’s equipment and global carrier partnerships enable it to seamlessly handle its customers’ transportation projects across North America. The company’s motto is “Everybody Trucks. We Deliver.”

**Brian Kurtz Trucking Ltd.**


**Cavalier Transportation Services Inc.**

Founded in 1979, Cavalier Transportation Service Inc. (www.cavalier.ca) has one goal: link diverse truckload shippers in Ontario with local and international carriers looking to fill their available capacity. For nearly three decades, Cavalier has provided a vital link between Canada’s busiest traffic lane, Ontario/Québec and the United States. Cavalier’s motto is “Consider It Delivered.”

**Drive Logistics**

Recently acquired by the Titanium Transportation Group, Drive Logistics was built from the ground up — drawing on its founder’s 45 years in running a very successful manufacturing business. Established in 2004 with a fleet of three trucks, in 2015 the company had a fleet size of about 130 vehicles.

**Hi-Way 9 Group of Companies**

Based in Drumheller, Alberta and launched in 1969 with one man and one truck, Hi-Way 9 Group of Companies (www.hi-way9.com) provides a wide range of transportation and distribution services. The company offers same-day, overnight and temperature-controlled services to over 300 communities. Hi-Way 9’s motto is “The Carriers That Care.”

**J&R Hall Transport Inc.**

Based in Ayr, Ontario, J&R Hall Transport Inc. (www.jrhall.ca) has been in operation for over 60 years. J&R’s satellite-tracked fleet has 80 air-ride suspension-equipped trucks and 180 trailers. The company specializes in daily Over-the-Road Less-than-Truckload, expedited service and high-value products. J&R’s motto is “Honesty & Integrity.”
<table>
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<tr>
<td>Joseph Haulage Canada Corp.</td>
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<td>Kriska Transportation</td>
<td>Prescott, Ontario</td>
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<td>Linamar Transportation</td>
<td>Guelph, Ontario</td>
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<td>Meyers Transport Ltd.</td>
<td>Belleville, Ontario</td>
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<td>Q-Line Trucking Ltd.</td>
<td>Saskatoon, Saskatchewan</td>
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<tr>
<td>Sutco Transportation Specialists</td>
<td>Salmo, British Columbia</td>
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<tr>
<td>Tandet Group of Companies</td>
<td>Oakville, Ontario</td>
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<tr>
<td>Transpro Freight Systems</td>
<td>XYZ, Ontario</td>
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Based in Stoney Creek, Ontario, Joseph Haulage Canada Corp. (www.josephhaulage.com) is the largest transporter of bulk materials in the Southern Ontario Golden Horseshoe and Greater Toronto corridor. Starting with a dream, a dump truck, and a drive to succeed four decades ago, it now has a fleet of 200 units. The company’s motto is “When You Need It Most, We Carry the Load.”

The head office of Kriska Group of Companies (www.kriska.com) in Prescott, Ontario is strategically located between Montréal and Toronto, and minutes from two international bridges. Kriska delivers dry and temperature-controlled truckload commodities to every Canadian community within an hour of Highway 401. Kriska’s motto is “The Difference Is in Our People.”

Formed in 1985 and based in Guelph, Ontario, Linamar Transportation (www.linamartransport.com) initially moved freight to and from the Linamar Corporation facilities and its local suppliers. The company now moves freight along the Toronto/Windsor corridor, and between Canada and the U.S. Linamar’s motto is “Powering Vehicles, Motion, Work and Lives.”

For nearly a century, Meyers Transport Ltd. (MTS) (www.shipmts.com) has served Ontario, Québec and the U.S. with premium Less-than-Truckload, Truckload and logistics services. Based in Belleville, Ontario, MTS seamlessly combines and co-ordinates company resources to provide its customers with the services and performance they need.

Based in Saskatoon, Saskatchewan, Q-Line Trucking Ltd. (www.qlinetrucking.com) is one of Western Canada’s largest specialized transportation companies — serving businesses in construction; oil and gas; fabrication; manufacturing; agriculture; mining; forestry; and distribution. Q-Line says it moves the industries that move the world.

Sutco Transportation Specialists (www.sutco.ca) serves all of North America, specializing in general freight; heavy haul; wood residual hauling; and freight brokering. Established in 1995 and based in Salmo, British Columbia, Sutco prides itself on providing a friendly and safe work environment and realizes its employees are by far its greatest and most important strength.

The Tandet Group of Companies (www.tandet.com) is a diversified investment company based in Oakville, Ontario. The company delivers an array of transportation, equipment and power generation solutions. Tandet’s customers can select an à-la-carte solution or work with the Tandet team to design a broadly integrated solution, drawing on the strength of the company’s entire resources.

Transpro Freight Systems (www.transprofreight.com) has a deep understanding of cross-border shipping. Transpro ships all types of commodities — from paper to perishables — across all types of industries. Its customers include some of North America’s top brands. The company manages shipments throughout the supply chain. Transpro’s motto is “Efficiency in Motion.”
## LARGE FLEETS (500+ Employees)

<table>
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<td>Incorporate in 1969, Bison Transport (<a href="http://www.bisontransport.com">www.bisontransport.com</a>) is based in Winnipeg, Manitoba and is one of Canada’s largest carriers. With terminals across Canada and over 1,400 tractors, Bison is a full-service carrier, covering all of North America and operating in all 48 continental states. The company’s motto is “Bison Cares Because We’re People Driven.”</td>
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<tr>
<td><strong>Canada Cartage</strong></td>
<td>Mississauga, Ontario</td>
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<td>Founded in 1914 with a single horse and cart, Canada Cartage (<a href="http://www.canadacartage.com">www.canadacartage.com</a>) is Canada’s largest provider of outsourced fleet solutions for small and large firms in a wide range of industries. The company also provides a complete range of supply chain, logistics, and home delivery services under its subsidiary companies.</td>
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<tr>
<td><strong>Challenger Motor Freight</strong></td>
<td>Cambridge, Ontario</td>
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<td>Starting in 1975 with one truck, Challenger Motor Freight Inc. (<a href="http://www.challenger.com">www.challenger.com</a>) now operates a fleet of over 1,500 – making it one of Canada’s largest privately held fleets, with capabilities to move freight all over the world. The company offers its drivers a variety of work and lifestyles. Challenger’s motto is “We Go the Distance.”</td>
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<tr>
<td><strong>Erb Group of Companies</strong></td>
<td>New Hamburg, Ontario</td>
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<td>Based in New Hamburg, Ontario, the Erb Group of Companies (<a href="http://www.erbgroup.com">www.erbgroup.com</a>) are experts in temperature-controlled, time-sensitive food transportation, smoothly delivering products to over 24,000 consignees throughout most of Canada and all 48 continental states. Erb says it has built its business reputation on “Service, Satisfaction and Success.”</td>
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<td><strong>Kindersley Transport Ltd.</strong></td>
<td>Windsor, Ontario</td>
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<td>Operating for over 50 years, Kindersley Transport Ltd. (<a href="http://www.kindersleytransport.com">www.kindersleytransport.com</a>) is one of Western Canada’s largest, most-modern fleets with service centres in Canada and the U.S. Kindersley can move a customer’s pallet to the next town or a truckload across the continent. The company’s motto is “We Will Do It Right the First Time.” Kindersley is a member of the Siemens Transportation Group Inc.</td>
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<tr>
<td><strong>Midland Transport</strong></td>
<td>Dieppe, New Brunswick</td>
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<td>Midland Transport (<a href="http://www.midlandtransport.com">www.midlandtransport.com</a>), based in Dieppe, New Brunswick, has over 45 years in the transportation industry. Midland is a dynamic Truckload and Less-than-Truckload carrier with over 1,800 pieces of equipment and the ability to handle everything from small packages to entire truckloads. Midland is part of the J.D. Irving, Limited (JDI) family of companies.</td>
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<tr>
<td><strong>The Rosedale Group</strong></td>
<td>Mississauga, Ontario</td>
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<td>Based in Mississauga, Ontario, the Rosedale Group (<a href="http://www.rosedalegroup.com">www.rosedalegroup.com</a>) has developed resources to meet the specific requirements of transporting flooring materials, and a solid transportation infrastructure to provide personalized services to a wide range of other industries and markets. The company’s motto is “Our People Make It Happen.”</td>
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Incorporated in 1957, Rosenau Transport Ltd. (www.rosenau.ca) is one of Western Canada’s largest regional carriers, operating in over 20 Western Canada communities. The company credits its growth to the quality of its customer service. Rosenau’s drivers cover approximately 17 million miles a year. Rosenau’s motto is “Our Business Is Built on Service.”

The origins of Ryder Canada Inc. (www.canadairyder.com) go back to 1933 with one man’s vision and a $35 down payment on a Model A Ford truck. Today, Ryder is a recognized leader in transportation across North America. The company’s Ryder Dedicated program provides turnkey solutions for its customers. Ryder’s Canadian head office is in Mississauga, Ontario.

SLH Transport Inc. (www.slh.ca/en/) is based in Kingston, Ontario. Founded in 1985 to deliver Sears products, SLH is a major Canadian for-hire carrier and one of Canada’s 10 largest carriers. SLH offers asset and non-asset-based services throughout North America. The company says it transports everything, and ships from Newfoundland to New Mexico.

Established in 1964, Westcan Bulk Transport (www.westcanbulk.ca) has grown from a small fleet to a Canadian leader in dry and liquid bulk transportation. From its head office in Edmonton, Alberta, Westcan operates 23 locations in Alberta, British Columbia, Saskatchewan, Ontario and the Western Arctic. Westcan’s motto is “Driving for Excellence.”

The roots of the Canaan Transport Group Inc. (www.canaantransport.com) go back to 1981 and the launch of a business to handle freight-forwarding requests from customers looking to export from Canada to Asia. Today, Canaan offers fully integrated, all-inclusive transportation solutions for customers. Reflecting the breadth of its services, Canaan’s slogan is “All You Need.”

The legend of Sleeman Breweries Ltd. (www.sleeman.ca) goes back to 1834 when John H. Sleeman founded his legacy based on the love of great beer. Sleeman is Canada’s third largest brewer and operates a fleet of 28 trucks, with employees located across Canada. Sleeman is owned by Sapporo Breweries Limited of Japan. Sleeman’s motto is “Notoriously Good.”

Founded in 1964 in St. Jacobs, Ontario, Home Hardware Stores Ltd. (www.homehardware.ca) is 100 per cent Canadian, dealer-owned and operated. The fleet delivers product to Home Hardware Dealers in every part of Canada (close to 1,100 stores) – annually covering around 17 million kilometres. The company’s motto is “Home Owners Helping Home Owners.”
The Brick | Edmonton, Alberta

Established in 1971, The Brick (www.thebrick.com) has grown from a single store in Edmonton, Alberta to become Canada’s largest home-furniture retailer. The fleet delivers over 3.6 million items a year. With its head office still in Edmonton, The Brick operates over 220 stores across Canada — coast to coast. The Brick is owned by Leon’s Furniture Inc.

Transport Transbo Inc. - Olymel | St-Simon-de-Bagot, Québec

Located in Saint-Simon-de-Bagot, Québec, Transport Transbo Inc. is a division of Olymel (www.olymel.ca/en/) (www.olymel.ca/fr/) the Canadian leader in the production, processing and distribution of pork and poultry meats. The fleet transports and transfers Olymel products across North America. Olymel’s products are enjoyed in more than 65 countries.

Trailer Wizards Ltd. | Mississauga, Ontario

Established over 50 years ago and based in Mississauga, Ontario, Trailer Wizards Ltd. (www.trailerwizards.com) is Canada’s largest trailer rental; leasing; sales; storage; parts; and trailer service company. The company provides its customers with “Local Service... Nationwide” in over 25 strategic locations across Canada.
2016 HR LEADER OF THE YEAR

Established in 2016, the Human Resources (HR) Leader of the Year Award recognizes senior people working in HR at one of the year’s Top Fleet Employers. Trucking HR Canada believes that human resources professionals play an important, strategic role in the operations and day-to-day management of successful trucking companies. The HR Leader of the Year Award celebrates this role, and recognizes an individual who both exemplifies human resources professionalism within their company and is a human resources role model in the trucking industry.

Ken Cross, CHRL  |  SLH Transport Inc.
With almost 15 years of Human Resources experience, Senior Human Resources Manager Ken Cross leads a dedicated HR team at SLH Transport Inc.

Ken firmly believes that, whatever industry or business you’re in, a corporately aligned business that has a great partnership with its human resources department will see better returns than businesses that do not. Ken says, “HR initiatives are vital to any business’s success. Working with their company’s leaders, HR can help the business identify, adapt and adopt best practices in the industry, and ways to differentiate themselves from the competition.”

Ken holds the Certified Human Resources Leader (CHRL) designation. Like many people working in the trucking industry, Ken is active in his community. His volunteer work includes participating as a National Rider for the annual Sears National Kids Cancer Ride.

TOP FLEETS AWARDS

Open to any Canadian fleet, Trucking HR Canada’s Top Fleet Employer Program recognizes human resources excellence in the trucking industry, based on recognized Trucking HR Canada standards. The Top Fleet Employer Program has grown over the past three years, with fleets going above and beyond, and exceeding the program standards. We are now recognizing Top Fleets in each category, and congratulate our 2016 recipients.

TOP LARGE FLEET  |  Westcan Bulk Transport
Westcan Bulk is understanding, non-stressful and supportive towards all employees, no matter the situation.

TOP MEDIUM FLEET  |  Linamar Transportation
Linamar is a great company that believes in promoting from within.

TOP SMALL FLEET  |  Triton Transport
Triton Transport treats all their employees like people and not just another commodity.

TOP PRIVATE FLEET  |  Home Hardware Stores Ltd.
The longevity of the staff is unheard of in similar companies. I wish I would have come home sooner!
Top Fleet
Employers 2016

www.truckinghr.com