



# A Triple Crown Event

DISTRIBUTION, TECHNOLOGY & SUPPLY CHAIN



## The Foodservice Distribution CONFERENCE & EXPO



**The Foodservice Distribution  
CONFERENCE & EXPO**  
OCTOBER 7-9, 2007  
LOUISVILLE, KY



# Work Incentives for Drivers

Wade McCarter, Director of Operations  
Banta Foods Inc.





# Banta Foods Inc Driver Component Pay

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- Determine baseline rate
- Determine the components
- What are the results that you desire?

<i>Area</i>	<i>New Rate</i>
Miles	\$0.17
Cases	\$0.22
Street Stop	\$2.65
NA Stop	\$5.30
Backhauls	\$26.50
Safety 1	\$10.61
Downtime	\$14.00
LH Miles	\$0.26
KC Shuttle	\$122.00
NE AR Shuttle	\$143.25
Logistics Del	\$53.00
Logistics Miles	\$0.32
Lead Dr	\$28.58



# Quality Of Work

Quality of work	National	Street
QUALITY CUSTOMER SERVICE		
<p>A justified customer service complaint will result in a payroll deduction of \$15.00 per complaint; all complaints will be fully investigated by Transportation Department management in order to determine the legitimacy of the complaint. The findings of the Transportation Department manager are final.</p>	\$ 12.50	\$15.00
Quality of work	National	Street
PAPERWORK		
<p>Failure to properly complete company or D.O.T. requirements will result in a payroll deduction of \$15.00 per incomplete day; requirements include, but are not limited to, pre- and post-trip inspections, logs, fuel reports, product return processing (invoice/credit memo adjustments, driver return reports, collections, etc.) and other, reasonable assignments. Cash shortages found upon trip reconciliation will be payroll deducted.</p>	\$ 12.50	\$ 15.00

# Banta Foods Inc Driver Turnover rate

- 2003/2004 66%
- 2004/2005 52%
- 2005/2006 47%
- 2006/2007 38%

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# Thank You!

Wade McCarter, Director of Operations  
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**BANTA FOODS**  
DELIVERING MORE TO THE TABLE