



## **Can-Do Delivery Services LTD. Driver Information**

Our mission is to provide superior service to our customers at a fair rate. This is only possible through continued teamwork with our frontline people: our drivers. At Can-Do, we do our best to make the relationship between the company and each individual driver an amicable one that proves to be profitable for both parties. We are sincerely driven to create for our drivers a dynamic work environment that fosters hard work, goal setting and attainment, creativity, and comradery through teamwork.

The courier industry is a unique one. It may seem daunting at first glance, but we hope that the information provided in this package answers many of your questions. This package has been designed to serve as the first step in what will hopefully become a strong working relationship. If you have any further questions about Can-Do or your potential role within the company, you are strongly encouraged to ask them at any point.

### **Employment Eligibility**

In order to be deemed eligible for employment at Can-Do, you must meet the following criteria:

- You must have a strong passion for customer service.
- You must have a vehicle that is suitable for the type of work you will be doing. We do not impose any restrictions on vehicle make, model, colour, or age. In order to maximize your profits, we highly recommend that your vehicle be well maintained and fuel efficient. It is also suggested that your vehicle be aesthetically pleasing. The vehicle must be registered with a class LV plate.
- You must have a valid Saskatchewan driver's license.
- You must be able to purchase a \$1 000 000 third party liability package on your vehicle. If you have a clean driving record, the cost of such a package is approximately \$150/yr. This insurance must be obtained within 60 days of your start date.



- You must be bondable. This means that you must not have a criminal record involving fraud or theft.
- Employment is subject to an RCMP or police clearance within 14 days of your start date.

### **Once you have been hired...**

- You will be provided with a two-way radio. You may opt to install it yourself. If you request to have your radio professionally installed, you will be charged a base fee of \$100.00.
- You must complete Transportation of Dangerous Goods (TDG) training. The course will be provided at no cost to you.
- Uniforms are required and may be purchased in the office.
- Bulk fuel card accounts may be activated upon request.
- At your request, we can arrange to have your vehicle decaled at no charge. Please be advised, however, that should you terminate the working relationship between yourself and Can-Do Delivery Services Ltd., you will be charged for the full cost of the decals and their installation.

### **Pay**

Our drivers are paid per delivery. Our driver commission structure is considered to be above average in the courier industry. It is based on a percentage of what our clients are charged for each individual trip. Pay days are the 15<sup>th</sup> and the last day of each month. At Can-Do, we recognize that the startup is often the most costly stage of owning one's own business. In order to ease the stress of this period, we offer one \$400.00 advance to drivers who have been with Can-Do for a minimum of 14 days. Your paycheques will be subject to certain deductions including those for Saskatchewan Workers' Compensation Board (WCB), the social fund, and a contract fee. There are no tax, EI, or CPP deductions.

Courier driving becomes most profitable after approximately 3 months. At this point, most individuals have typically overcome the initial learning curve. After 3 months,



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those driving cars may expect an average income of approximately \$35 000/yr, ¼ tons and minivans may average \$45 000/yr, ½ tons may average \$55 000/yr, and 3 tons approximately \$80 000/yr. These approximations include all deductions including that of fuel; however the cost of vehicle maintenance has not been taken into account. However, it is important to note that because each driver operates as his or her own business, he or she may use the cost of vehicle depreciation and/or maintenance as a legal tax deduction. Also, the rising cost of fuel is regulated by our use of a fuel surcharge. As the cost of fuel increases, so does the amount our clients are charged, and subsequently the amount our drivers are paid.

### **Additional Information**

If the information provided in this package has piqued your interest, we would be more than happy to meet with you in the context of a personal interview. This interview will be used as an opportunity for both parties to ask any questions and to get to know one another a little bit better. Upon completion of this interview, if you are still interested, you will be required to spend a day with one of our experienced drivers. This ride-along will likely answer many of your more specific questions about the kind work we do at Can-Do.

Our regular hours of operation are Monday to Friday from 8:00 A.M. to 5:00 P.M. All of our small fleet drivers are required to sign on over the two-way radio every weekday no later than 8:00 A.M. The office closes at 5:00 P.M.

We thank you very much for your interest in our company. If you have any questions, comments, or would like to set up an interview, please contact us. Resumes may be submitted in person (at 229-2002 Quebec Ave), by e-mail ([nitin@candodelivery.com](mailto:nitin@candodelivery.com)), or by fax (1-306-244-8846). Any further inquiries are welcome by any of the aforementioned media and also by telephone (1-306-244-8844). We hope to hear from you soon!