

**RUN  
WITH  
THE  
BIG  
DOGS**



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

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I would like to take a minute to introduce myself to you, and I hope you will consider this a personal invitation to join our team!

As a second generation transportation expert, trucking is all I have ever known. My father, Lawrence Massengill, founded Massengill Trucking in the late 1960's, and it has been my privilege to take that heritage and expertise and use it to grow Big M Transportation into the award winning company it is today.

We hope to see you behind the wheel of a shiny new Big M truck in the very near future, and as always, Roll On!

*Michael Massengill*



# What's the Big Doggone Deal?

At Big M, we are a family of truckers. Diesel runs in our blood, and hauling freight is in our DNA. So when it comes to truck drivers, you won't find any other company who understands – or cares more about – your specific situation and needs as a professional driver.

What does that mean for you? Better pay, more home time, a dedicated driver manager, bonuses, and perks along the way like cash giveaways and the chance to win a vacation to Florida! These things add up, which is why our drivers are proud to say they

**RUN WITH THE BIG DOGS!**



# TRAINING & ORIENTATION

## ENTRY LEVEL



Are you an entry-level driver who is working to obtain a CDL? No problem! We are proud to partner with Mississippi Truck Driving School (MTDS) in Hickory Flat, Mississippi and offer a \$2,500 scholarship and preferred placement. After completing the CDL training at MTDS, we will place you in a truck with a personal trainer, who will guide you through the steps of becoming a professional driver, and eventually hand over the keys to you so you can start controlling your own pay. Big M loves new drivers, and we put our money where our mouth is!

## PROFESSIONAL LEVEL



Are you a professional driver with a CDL who is ready to hit the road? Orientation is two days long, and we pay for lodging, transportation, and up to one meal a day. The best news? You get paid for all of this! Once your driver orientation is finished, you will be assigned a truck and start your 90-day evaluation period. Once all evaluations are complete, you will become one of the “Big Dogs” and start earning top pay and reaching your mileage goals on a daily basis.



*Mississippi Truck Driving School fully prepares students for careers in the transportation industry. Because we understand new careers can be difficult, we have quality instructors that excel in education and hands-on training. Our instructors have years of experience behind the wheel of all makes and models of semi-trucks. They impart what they've learned over the years to our students. The training our students receive is not limited to textbooks, lectures, and hands-on training; it also includes advice, tips, and personal stories from each instructor. Students truly learn to appreciate what it means to be a truck driver.*

# OVER-THE-ROAD (TEAM OR SOLO)



Over-the-road drivers continue to be the top earners in the trucking industry, and becoming part of a team is often the best way to ensure more miles and more time at home, without sacrificing income. If you and your driving partner have what it takes, you will become part of an elite group of drivers who have definitely earned their spot in the “Big Dog” pack at Big M Transportation.



*“We get great miles, and we regularly rotate into brand-new equipment. Any maintenance issues are taken care of immediately. We love it, or we wouldn’t be here.”*

**Husband and wife team,  
Tim & Sharon Moseley**



**Sign-on Bonus**



**Best Pay Rates**



**Personal Driver Manager**



**Full Benefits**



**Control Your Own Pay**

*“I’ve been with Big M for several years now, it’s a great company to drive for. I get great home time, good mileage, and drive a nice truck. I’m looking forward to the future, running with the big dogs.”*

**Solo OTR Driver,  
Brent Hughes**



## LOCAL ROUTES

- Home Every Night
- No Overnight Stays
- Multiple Shifts Available
- Hourly Pay



## REGIONAL – HOME WEEKLY

- Paid By The Mile
- Home Weekly
- Great Mileage Rates
- Control Your Own Pay



## OVER THE ROAD – 10-14 DAYS

- Highest Earning Potential
- Highest Mileage Rates
- Best Routes
- Layover Pay
- Personal Driver Manager

## BENEFITS FOR ALL FULL-TIME DRIVERS (Benefits start at 120 days)

- Health Insurance
- Cancer Coverage Policy
- Dental Insurance
- Vision Coverage
- Life Insurance Policy
- Disability Coverage
- 401K Retirement Plan
- Rider Policy
- Pets

### CONTROL YOUR OWN PAY



May/November Driver Evaluations give everyone (no matter your experience level) the ability to top out twice a year.



## PERSONAL DRIVER MANAGERS

Each driver is assigned a fleet driver manager who knows you by name.



# EQUIPMENT

At Big M we have a fleet of tractors that are regularly rotated. We have from 2016 to 2019 Macks, Volvos, Freightliners and Internationals. All of our equipment is outfitted with the latest technology, including cameras, GPS, auxillary sound, Bluetooth, and more. Your comfort and safety are our highest priorities.

*Inverters*

*Bluetooth® sound*

*AM/FM Radio with Sirius XM*

*CD Player, Ipod Interface*

*USB & Axuiliary inputs*

*Flat Screen TV mount*

*E-logs*

*QUALCOMM*

*GPS Navigation*

*AP units*

*Prepass and Easy Pass*

*LED Headlights*

*Comfort Seats*



**MACK**



# MAINTENANCE

Our maintenance team works to ensure that all of our equipment is up-to-date and functioning properly. Drivers coming onto and leaving the yard can pull through the full-service safety lane to have their tractor and trailer inspected by the Big M shop to prevent issues after they leave the facility. Our full-time maintenance shop performs daily repairs and service on all of our equipment. Our qualified mechanics and shop employees work hard, and someone is on call 24/7 to ensure that drivers can keep rolling all hours of the day or night.



# SAFETY AND BONUSES

Our Safety Team works hard to ensure that Big M Professional Drivers are some of the safest drivers on the road. Safety is a core value at Big M because our employees are our most important resource. We work with the latest technologies available to provide our drivers with the safest tractors possible. All tractors are equipped with anti-rollover control, disc brakes, comfort seats, LED headlights, cameras and GPS tracking.

## Top Driver Competition

All drivers with 1 year or more tenure compete to win an all-inclusive trip to the MTA Annual Convention with Big M himself in Destin, FL each year.

## Monthly Safety Bonus

All drivers qualify for a monthly safety bonus for all miles ran in accordance with Big M's safety guidelines.

## Quarterly Cash Giveaway

All drivers qualify for participation in a quarterly drawing for cash based on earning the monthly safety bonus.

## Driver Appreciation Week

Each year Big M welcomes all of our drivers to come by our terminal and enjoy free food and giveaways.

## RECENT AWARDS:

**2015 MTA** (Mississippi Trucking Association) 2nd place in Intercity Fleet Safety

**2015-2016 MTFF** (Mississippi Truck, Food, and Fuel) Excellence in Safety

**2016 TCA National Fleet Safety Award 1st place Excellence in Safety**

2017 MTA (Mississippi Trucking Association) 2nd place in Intercity Fleet Safety

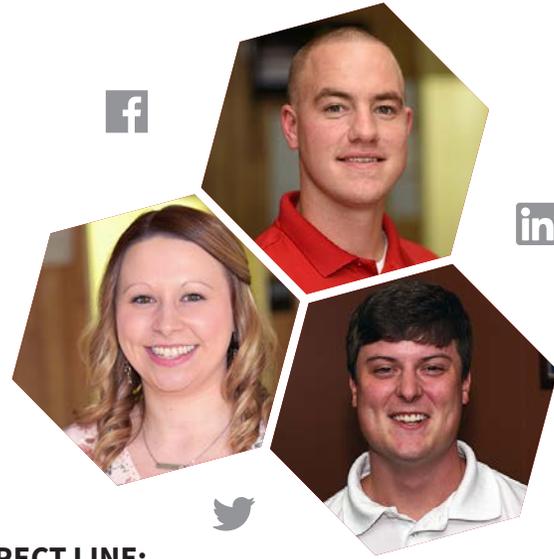
2018 ATA (American Trucking Association) Industrial Safety Award

2018 ATA (American Trucking Association) National Truck Safety Award



## Safety Bonuses:

*All drivers are immediately eligible to participate in our bonus programs such as the monthly safety bonus, quarterly cash giveaway, and Top Driver Competition.*



**DIRECT LINE:**  
**662-815-2907**

## GET IN TOUCH

Have questions? Want to see where your career could go? Our recruiting team will help you get on the right track today!

*Big M is an equal opportunity employer.*

# MILITARY BENEFITS

Take advantage of your unused Military Benefits! Big M is proud to be one of the only approved Military Programs in the state of Mississippi. You could be eligible for great financial benefits you have earned by serving.



## BIG M GEAR!

Show your "Big Dog" pride with some cool swag from the Big M driver store. Shirts, hats, duffle bags, coffee cups, mugs, gloves, jackets – we have it all. Come by and visit the recruiting department to see what John Wayne has brought in to show off.



# APPLY ONLINE AT BIGMJOBS.COM

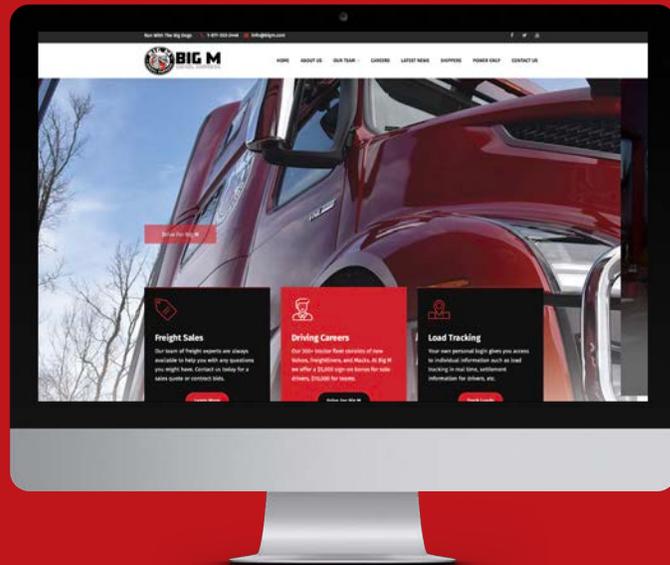
Complete the online application and get started driving today! You'll be glad you made the decision to *Run With The Big Dogs!*



1-877-553-2446

www.bigm.com

Log on from wherever you are with the device you access the internet with. Whether you click or touch, you can easily fill out your online application!



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