



**BERRY & SMITH**

# COMPANY HANDBOOK

# ABOUT US

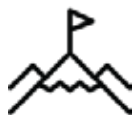
---

Established in 1954, Berry and Smith Trucking Ltd. is a third-generation family-owned and operated transportation company based in Penticton, BC. Our industry-leading customer service, a wide array of service offerings, reliable on-time deliveries, and proven safety record are unparalleled in the transport industry.

From the beginning, we have prided ourselves on treating our employees like family. We have always recognized the importance of having a culture of respect and strive to provide a great place to work that our employees can be proud of. With more than 100 tractors, 200 trailers, and five locations, Berry & Smith is a growing company with many career opportunities.



**SINCE THE BEGINNING, BERRY & SMITH HAS PRIDED ITSELF ON TREATING OUR EMPLOYEES LIKE FAMILY.**



## MISSION

---

To strive to maintain a unified staff whose goal is to create an efficient and profitable customer service-based business.



## VALUES

---

We pride ourselves on industry-leading customer service, safe transport, and reliable on-time deliveries.

# HISTORY

**1954**

It started in 1954 when friends Stu Berry and Ted Smith founded Berry & Smith Trucking Ltd.

**1970's**

In the early 1970s, we acquired our first tractor-trailer, allowing us to transport freight throughout the Okanagan Valley.

**1989**

The Vancouver office opened in Burnaby.

**1997**

Since Stu's retirement in 1997, the company has been led by sons Matt (former president) and Mark (former Vice President) until 2022

**2012**

Berry and Smith Trucking Fleet reaches 100 power units.

**2018**

Berry and Smith expands Transit service into South Okanagan, now servicing, Osoyoos, Penticton, Naramata, OK Falls, handyDART and Route 70 Kelowna bus. Berry and Smith also begins servicing CSF school district in South Okanagan.

**2022**

Berry and Smith receives COR certification in recognition of top-tier safety program.

**1962**

We started transporting students with our first school bus contract in 1962.

**1977**

We expanded into public transit delivery in Penticton, becoming one of the first systems in the Municipal Systems Program.

**1992**

A commercial yard and a small office was purchased in Delta.

**2006**

Berry and Smith expand into Alberta and freight brokerage markets with acquisition of MKS Enterprises.

**2016**

B&S staff and company donate generously to Penticton Hospital Expansion.

**2019**

Berry and Smith invest in automation, improving company efficiency and service to customers.

## Present Day

Berry and Smith Trucking has steadily grown into a North American-wide carrier, with offices in Penticton and Delta, BC, and yards across BC and Alberta. Stu's legacy of respect and compassion lives on through a profit-sharing system, ensuring employees share in the company's success. The company is now in its third generation, with grandsons Parker and Kaolin occupying the President and Vice-President roles. Berry and Smith continues to uphold its reputation for quality, honesty and excellence and remains a cornerstone of the community it serves.



From humble beginnings with five fruit trucks, Berry & Smith has grown to 2 trucking terminals and many yards in Canada and the US. Proudly serving North America, we specialize in the Pacific Northwest and haul a wide variety of products, including hazmat and waste products.

## THE BERRY & SMITH DIFFERENCE



**COMPETITIVE  
WAGES**



**INSURANCE &  
CORPORATE  
SUBSIDY**



**EXTENDED  
HEALTHCARE  
& BENEFITS**



**PROFIT  
SHARING**



**SAFETY &  
PERFORMANCE  
BONUSES**



**FUEL CAP OF  
\$0.47/LITRE**



**EXCELLENT  
HOME TIME &  
FLEXIBLE DISPATCH**



**ALL MILES,  
SCALES, TOLLS,  
P/U, D/O PAID**

**We take care of our drivers because we are drivers.**

# OWNER OPERATOR INCENTIVE PROGRAMS

## \$3000 SIGN-ON BONUS

### **Fuel Subsidy**

Lease operators only pay \$.47 per liter

### **Performance Pay**

Earn up to an additional \$350.00 per month

### **Safety Bonus**

Earn up to an additional \$0.03 per mile paid quarterly

### **IRS HVUT**

Company covers 100%

### **Border Crossing Decal**

Company covers 100%

### **Interest Payments**

On all hold back monies

### **Truck Decal**

Company reimburse \$150.00 after 6 months

### **Profit Sharing**

Paid after the first year of working

### **Orientation & Onboarding**


Paid

### **Dangerous Goods Training**

Paid

### **Extended Medical Insurance**

Out of country coverage starts first day. \$35 of the premium is paid for AD&D, critical illness, and life insurance. We offer full coverage for group health and dental after 6 months.



YOU ARE  
MORE  
THAN  
YOUR  
TRUCK  
NUMBER.

## WE COVER

- ICBC Insurance premiums : 3-year-old tractor or newer 50%. Older than 3 years is 40%
- Out of country Life Ins. & Critical Illness- \$35 per month
- Group Benefits (extended)- Monthly premium
- Fuel Subsidy - Everything over \$0.47 per liter
- Satellite- Installation & monthly fees
- Medical - In-house medical exam only
- Drug Testing
- Scales/Tolls/Faxes
- Road facing cameras - Installation & monthly fees

# PAY RATE

## OWNER OPERATORS

---

- Base Mileage rate is \$1.45 for every dispatched empty and loaded mile
- Tandem load/unload or extra stops \$51.00/ea
- US mileage premium minimum \$.05/mi
- Tridem load mileage premium of \$.13/mi
- Tridem load/unload, extra stops \$57/each
- Dangerous goods load mileage premium of \$.10/mi
- Paid address to address (some exceptions apply)
- Empty Miles - Container \$1.32 per mile
- Empty Miles - trailer \$1.32 per mile
- Extra Stops in USA only tandem \$60.00 per drop
- Extra stops in USA ONLY Tridem \$75 per drop
- Hourly - Tandem/Tri Axle \$51.00 per hour
- Paid trailer tire retorque - 1/2 hour



I started with the company back in 1980 as an owner operator and retired at the end of September 2021. When I was an owner operator, if I had an issue with pay, a customer, or a run, I could walk into the office and talk to someone and I felt my concerns would be addressed and not ignored. I missed the staff here so I came back as a company driver in December 2021. Here I am a person not just a driver.

**Terry Lyver**  
**Owner-Operator since 1980**



**BERRY & SMITH**

**COME GROW WITH US**

Do you have  
your own rig  
and love the  
freedom it  
offers?

Would you like  
to work for a  
carrier that  
respects you  
and your time?

**APPLY TODAY!**

[berryandsmith.com](http://berryandsmith.com)

(250) 492 4042