



EIGHT COMPANIES, ONE MISSION:

To provide exceptional
international supply
chain solutions.



About IMC Companies

- Founded in 1982 in Memphis, TN
- Core service – container drayage
- Focus will remain on international supply chain
- Equipment management, logistics solutions, warehousing
- Privately owned
- #90 on Transport Topics Top Trucking Companies list
- Technology focused



Atlantic coast trucking. Service available in Atlanta, Charleston, Charlotte, Greensboro, Jacksonville, Norfolk and Savannah



Great Lakes trucking and full service depots. Service available in Chicago, Indianapolis, Kansas City and St. Louis



Gulf trucking. Warehouse in Houston. Service available in Gulfport, Houston, Laredo, Mobile, New Orleans and San Antonio



Inland trucking and full service depots. Service available in Alliance, Birmingham, Dallas, Memphis and Nashville



Agent based trucking company. Service available in Alliance, Birmingham, Charleston, Charlotte, Chicago, Dallas, El Paso, Houston Jacksonville, Memphis, Mobile, New Orleans, Newark, Norfolk, Savannah and Wilimington



Ohio Valley trucking. Service available in Columbus



Mobile maintenance and repair. Service available in Alliance, Dallas, Denver, Houston, Kansas City, Memphis, Nashville, Salt Lake City, San Antonio and St. Louis



Single source logistics solutions.

Our Locations



Driver Turnover Stats



- Average annual driver turnover = 95%
- IMC Companies driver turnover = 65%
- IMC Companies has roughly 1,500 drivers. That means we need to hire 975 drivers every year just to maintain.

<https://www.youtube.com/watch?v=IrdcLht35uA>

Websites

- Trucking company websites built to attract drivers.
- Behind the homepage, “Become a GIS Driver” is the most visited page.
- 49% of visitors to the GIS website are on phones or tablets
- 2015 - 40% of visitors were on phones or tablets
- Prequalify forms
- Application process

GIS
Gulf Intermodal
Services

AN IMC COMPANY  
TRACKING | RATES | SIGN IN

ABOUT | **BECOME A GIS DRIVER** | NEWS AND EVENTS | SERVICES | CONTACT

PRE-QUALIFY IN LESS THAN TWO MINUTES

First Name

Last Name

Email

Phone Number

Date of Birth (mm/dd/yyyy)

Applying To:

Applying For:

License Number

Have You Applied with GIS before?
 Yes No

By clicking submit, you agree to allow GIS to contact you by phone or email.

SUBMIT

"The people are great to work with. It's like one big family." - Patrick Perry, MY TRUCK Driver

Driver Newsletters

- Goal - to promote a teamwork mentality
- Focus on people
- Instills a sense of pride
- Centralized communication

Professional relationships drive success in transportation, and the most important relationship in our business is between the driver and the dispatcher. Holly Love has spent years in both roles. She is a perfect example of how a good dispatcher is also a great recruiter just by doing her job. *Holly can explain it better:*

“When my drivers are successful, I feel that I am successful.”

—Holly Love, Dispatcher



PROFILE

Holly Love

Job: Dispatcher, OTR Trucks; supporting Memphis-Nashville container traffic

IMC Company: IMCG Nashville Terminal

Hometown: Nashville

4 years with IMCG

8 years dispatch experience

5 years as a long haul OTR driver (U.S. and Canada)

Improving the Driver Experience

- Computers in trucks
- Measuring wait times
- Automatic Workflow

Confirmation Panel

BUNO52

 = Approach  = Entry  = Wait  = Exit  = Departure



A Culture that Promotes Relationships

- Much less expensive to keep a driver than hire a new one
- Wall of Trailblazers – Instill pride in tenured drivers, give other drivers a role models and a goal to strive for
- Driver events
 - Safety banquets
 - Driver Appreciation
 - Cookouts
- Social Media



Intermodal companies need to work together

- We have a compelling argument for a new generation – *Home every night!*
 - Younger drivers want more balance in work/home life
 - Only 6% of drivers are female. Female drivers may be more attracted to an industry that allows them to spend more time with family.

As an industry, what do we need to improve?

- Wait times
- Quality of equipment
- Driver pay
- Technology
- Respect for drivers