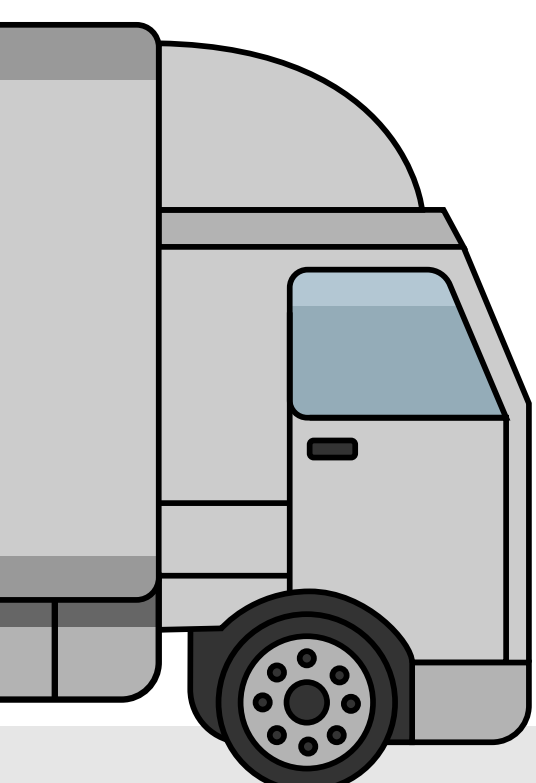


5 TIPS

HR & Relocation Executives Can Use to
LIMIT IMPACT OF THE DRIVER SHORTAGE

1 ENSURE ACCESS TO NATIONAL CAPACITY



One way to steer clear of the driver shortage is to look for moving services providers that have and maintain available capacity.

According to a recent research study by Seymour Insights, the number one consideration for HR and procurement professionals was finding a moving company that was **locally owned and operated**, and that was also **part of a larger national or global brand network**.

2 EXPECT FAIR BUT REALISTIC & ACCURATE PRICING

70%

It is tempting to control costs and maximize relocation budgets by seeking the **lowest cost movers** you can find to provide moving services for your corporate relocations. However, this can be a **trap** that results in partnering with companies with inadequate capacity, long wait times, and/or poor service.

Labor costs are approximately **70%** of the cost of a move and companies that aren't desirable partners will likely have higher turnover, and fewer, less-skilled drivers.



3 EXPLORE SMALL SHIPPING PROGRAMS

More of the employees companies transfer – by a 2-1 margin -- are **renters** rather than **owners**. Renters tend to have fewer household goods to move and sometimes do not need to take advantage of large moving van capacity. Therefore, savvy corporate relocation managers can reduce the impact of the truck driver shortage by exploring alternatives such as small shipping programs.

To lower costs and avoid capacity limitations resulting from the truck driver shortage, companies might consider having employees manage their **own move or pack and drive a truck themselves**.

Small shipping programs use **containers** to store and transport small-household shipments.



4 PLAN AHEAD

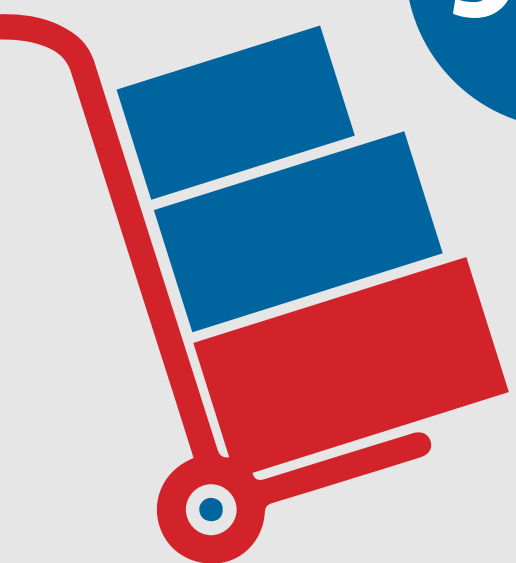
Possibly the single best tip for dealing with the truck driver shortage is for corporate relocation managers and HR pros to **plan as far in advance** of employee moves as possible.



The Seymour Insights research study done at the end of 2016 found that HR and procurement executives begin researching moving services providers anywhere from **one to six months** in advance of their decision making.

5 REDUCE RELIANCE ON THIRD PARTY MOVERS

95%



Providers who use third party movers run greater risks of having **insufficient capacity, or inconsistent or poor service** due to the truck driver shortage.

One way to protect yourself from fraudulent movers is to use a **well-reviewed and established expert**.

The study from Seymour Insights found that after initially hiring the company, **95%** of corporate executives would use northAmerican Van Lines for relocation and moving services again.

CALENDAR 2017

○ Ideal time to move ● Busy time to move ● Busiest time to move

MARCH 2017

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

JULY 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

OCTOBER 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

NOVEMBER 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JANUARY 2018

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY 2018

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						