



Graduate Program

Our People

Mainfreight has a strong and unique company culture which is clearly reflected in the team spirit of our people. In conjunction with Mainfreight's financial and operational strengths, the attitude of our people unquestionably contributes to the continuing profitability of the Group.

In order to ensure we have an ongoing source of good promotable people, Mainfreight regularly recruits and places University Graduates throughout the Group.

As Mainfreight promotes from within it encourages people to see a long term future with the company and this is translated into a low turnover of people.

"We will continue to strive for excellence everyday. We will continue to be close to and understand the business of our customers and seek new opportunities. We will continue to promote from within and, to seek highly intelligent, personable and educated people".

- Bruce Plested, Executive Chairman and Founder



Why work for Mainfreight?



Promotion is always from within and on those rare occasions when a senior person leaves the company, we look upon it as an opportunity to promote a number of talented people from within.



We have an ever growing emphasis on teaching and training, with both internal and external programs in an endeavour to develop peoples' full potential.



We have huge understanding from our whole team about the things we believe in, like clean trucks, care for the environment, world class service, constant improvement, weekly profits, the hundred year aim and a bit of rule breaking!



We are in a business which by its very nature requires us to react quickly to the needs of our customers. To be pro-active we have taken a long term view of where we are going and how we will get there. We have to do this by giving our team members an environment to grow and experiment, succeed and fail, but never to accept mediocrity.

Our Graduate Program

We operate a graduate program whereby recent graduates start in operational areas where they are exposed to all facets of the business before being given areas of responsibility. Within the business we presently have over 80 graduates. They play an important role in the evolution of our business as they bring new ideas and challenge existing concepts.

The one thing we will not do is baby-sit our grads or hand your career to them on a platter. You are expected to prove yourself and will only be promoted on ability, not merely for the fact that you are a graduate.

You will start in an entry level position but we have found that this is the only way in which to impart all the necessary knowledge. Building your career from the ground up gains you the respect of your team mates which becomes invaluable when you are managing people.

Within the United States most of our graduates will start in Los Angeles, Chicago, Metro New York or Atlanta but there are also positions available in smaller stations.

Overseas postings are available to our top graduates and with branches throughout New Zealand, Australia, Asia and the USA our graduates can operate on a global level.



What Do We Offer?

- A fun but focused social work environment
- Total inclusiveness through information sharing
- Regular PAT meetings (Positive Action Teams)
- Annual salary review
- Profit share bonus scheme
- A young, entrepreneurial team. The average age of Mainfreight team members is 37.
- Discounted health insurance through our partnership with Southern Cross (New Zealand only).

Training

“Special People, Special Company”. While this statement is an integral part of the Mainfreight culture, it means little to our customers unless we delight them with our service and the total Mainfreight experience.

To deliver on this promise, the Group is committed to investing in giving our team members the skills they need to meet both our customers’ expectations and to contribute to the ongoing development of our business.

Our graduates will be trained with key managers in all aspects of our business and learn our various software packages, Forklift and Dangerous Goods Licensing. External training providers are used for Sales, Management and Personal Development courses.

Meet our Grads

Mitch Gregor – National Manager, Mainfreight Logistics Australia
BCom, Otago University
Started on the Graduate Program in November 2001

"Mainfreight offers an opportunity for a career, an opportunity to develop yourself and build great friendships in a team environment, a culture which others can only try and imitate and aspire to be part of. I wouldn't want to be anywhere else".



(Left to Right) Kris Maddaford and Mitch Gregor

John Campbell – Customer Services, Mainfreight Owens International
BA, BCom, Auckland University
Started on the Graduate Program in December 2004

"The Mainfreight Group offers new grads with various backgrounds a unique opportunity to be part of a New Zealand owned business with global aspirations.

I was fortunate enough to spend 6 months working for Mainfreight Owens in London in 2006. My UK experience confirmed the exciting challenge the Group faces - once out in the world, the Group is a small fish in a vast market. I was able to see first hand that the Mainfreight Group is at the forefront of combating New Zealand's natural disadvantages of size and remoteness".

Caroline Short – Import Operator, Mainfreight Owens International
PGDip Commerce, BCom, BSc, Otago University
Started on the Graduate Program in January 2006

"I am currently a graduate at Mainfreight Owens, the international arm of the Mainfreight Group. Being recruited into their graduate program has created a wave of opportunity within the Operations and Logistics fields.

My first six months was spent managing the export requirements of my clients FCL sea freight. My second module sees me managing the Air Freight imports on behalf of Air New Zealand.

Mainfreight nurtures its graduates by providing a full week of induction training and monthly ongoing meetings to introduce the Group to us and acknowledge our ongoing importance in relation to the future direction of the company. What I love most about my job is that Mainfreight is not hesitant to let you try something new, they encourage entrepreneurial direction in everything that you do, and offer mentoring and a great company philosophy, making it very easy to build a strong loyalty".



Caroline Short

Ryan Laracy – Logistics Co-ordinator, Owens Transport
BA, Dip Business, Massey University
Started on the Mainfreight Graduate Program in July 2006

"The graduate programme is great, and never boring. I'm learning more about the freight industry everyday and can't wait to find out what I'm doing next. I guess from the outside looking in 'shifting boxes on trucks' looks like a boring monotonous job but each day brings new challenges and you feel great once you've overcome them.

There is a real team/family culture at Mainfreight. It's not just a bullshit line that they have come up with for marketing purposes. I feel proud to be here and can't see myself ever leaving".

Hamish Woods – Storeman, Mainfreight Logistics
BCom, Otago University
Started on the Mainfreight Graduate Programme in July 2006

"I am thoroughly enjoying being a part of the Mainfreight team. Mainfreight offer a fast paced, exciting, and challenging environment that is full of opportunities".

Drew Melgar – Customer Service Agent, Mainfreight USA, Los Angeles
BA Business Administration, University of San Diego
Started on the Mainfreight Graduate Program in August 2008

"As part of Mainfreight USA's new graduate program, I have been afforded the unique opportunity to experience the early stages of the company's endeavor into the U.S. market. In my first year being with Mainfreight in Los Angeles, I have been able to experience the challenges and rewards of establishing an existing world brand in a new market. I have learned that with challenges come opportunities, and that the key to overcoming obstacles is having the right attitude and a strong work ethic. Looking through the history books of the Mainfreight story, I have come to understand that it is these principles and core beliefs that have seen them go from a one truck company to a billion dollar business."

"Overall, I have absolutely enjoyed my time here at Mainfreight and look forward to what the future holds for myself, and for Mainfreight USA. It will definitely be interesting."



Drew Melgar

Applications

To apply for a position within our Graduate Programme, please send a resume and cover letter to:

Careers@mainfreightusa.com

POTENTIAL CAREER PATHS

This document has been prepared to help make you aware of some of the career options available within the Mainfreight Group. These are by no means the only options available and you should review this document in conjunction with your Branch Manager.

The skills required for each role are only generalisations but we will always remain flexible. We have some good examples of people that have been successful in some of these roles that didn't necessarily display all of the competencies shown below.

SALES:

- Extrovert
- Well presented
- Good communicator
- Social, outgoing, fun, dynamic, sense of humour
- Ability to establish relationships on all levels
- Good time management
- Understand the business
- Driven by success
- Thick skinned, dont take things personally
- Commitment to follow through
- Listening skills
- Ability to create written documents in a professional manner

OPERATIONS:

- Understand the business
- Initiative
- Attention to detail
- Organised
- Good communicator
- Understand how we make money/lose money

TRAINING & DEVELOPMENT:

- Expertise in at least one area of the business (Domestic/Logistics/International)
- Respect from within the business
- Technically competent
- Cheerful, approachable persona
- Confidence to train
- Organised
- Good time management
- Ability to work unsupervised
- Ability to travel
- Confidentiality
- Writing skills

INFORMATION TECHNOLOGY:

- Interest in infrastructure or software
- Technically savvy
- People skills
- Business Skills
- Understand the business and it's processes
- Be able to translate the needs of the business to suppliers

FINANCE:

- 4 Year Degree
- Desire to be an Accountant. This will include 3 years of part time study (funded by Mainfreight)
- Knowledge of activity within a branch - both operationally and administratively
- Ability to build relationships throughout the Group

BRANCH MANAGER:

- In depth understanding of your operation
- People management skills
- Sales skills
- Respect
- Charisma

GRADUATE PROGRAM OUTLINE

1.) Warehousing:

Approx Time: 4 months

- a. Fork lift certification
- b. Inbound
- c. Outbound
- d. Routing
- e. Distribution
- f. MIMS

2.) Domestic:

Approx. Time: 4 months

- a. Customer Service
 - i. Quoting
 - ii. Operations/routing
 - iii. Billing
- b. Dispatch

3.) International Air:

Approx. Time: 4 months

- a. Outbound
 - i. Quoting
 - ii. Operations
- b. Inbound
 - i. BB type operations

4.) International Ocean:

Approx. Time: 4 months

- a. Outbound
 - i. FCL and LCL quoting
 - ii. Operations
- b. Inbound
 - i. BB Type operations

5.) Brokerage:

Approx. Time: 4 months

- a. Entry writing
 - i. Informal Entries (less than \$2000)
 - ii. Formal Entries (more than \$2000)
- b. Classifications

6.) Inside Sales:

Approx. Time: 6 months

7.) Outside Sales: