



# Create Longevity With Your Team

**Presented by Kristin Hundley of Limousine Connection, Mark Kini of Boston Chauffeur, and Scott Woodruff of Majestic Limousine & Coach**

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Coffee Sponsor





**CREATING  
LONGEVITY  
WITH  
YOUR TEAM**

# MEET THE SPEAKERS

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**SCOTT WOODRUFF**

Fleet Size: 26

Years in Business: 23



**KRISTIN HUNDLEY**

Fleet Size: 36

Years in Business: 41



**MARK KINI**

Fleet Size: 18

Years in Business: 19



A group of people in business attire are sitting on chairs in a waiting area. They are holding papers, suggesting a job interview or a meeting. The scene is brightly lit with a white background and a light-colored tiled floor. A large white diagonal shape is overlaid on the image, containing the text.

# **FINDING TALENT IS NOT EASY**

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**RETAINING  
TALENT  
CAN BE  
EVEN HARDER**

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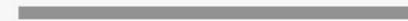
**HAPPY EMPLOYEES = HAPPY BOSS**



**TRADITIONAL BENEFITS**



**NON-TRADITIONAL BENEFITS**



**CORPORATE CULTURE**



# **TRADITIONAL BENEFITS:**

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- **Health Insurance**
- **401K / Retirement Plans**
- **PTO**
- **Holiday Pay**
- **Bonuses/Raises**
- **Bereavement**
- **Maternity / Paternity Leave**

# **NON- TRADITIONAL BENEFITS:**

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- **Recognition**
- **Company Outings**
- **Work Perks**
- **Health Initiatives**
- **Bonuses**
- **Vendor Discounts**





# **CORPORATE CULTURE**

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- **Open Door Policy**
- **Personal Engagement**
- **Team Building**
- **Transparency**
- **Accountability**
- **Training**
- **Establishing Expectations**

A photograph of a doctor in a white lab coat standing and talking to a patient sitting on a hospital bed. The doctor is holding a clipboard and gesturing with her hand. The patient is wearing a dark blue shirt. The scene is set in a bright, modern hospital room with large windows in the background. The text 'HEALTH INSURANCE' is overlaid on the left side of the image in a bold, black, sans-serif font. There are also some decorative L-shaped brackets around the text.

# HEALTH INSURANCE

# 401K AND RETIREMENT





**HOLIDAY PAY**  
**PTO**  
**BEREAVEMENT LEAVE**  
**MATERNITY / PATERNITY**



# BONUSES & RAISES

# NON- TRADITIONAL BENEFITS:

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- Health Initiatives
- Recognition
- Work Perks
- Company Outings
- Bonuses



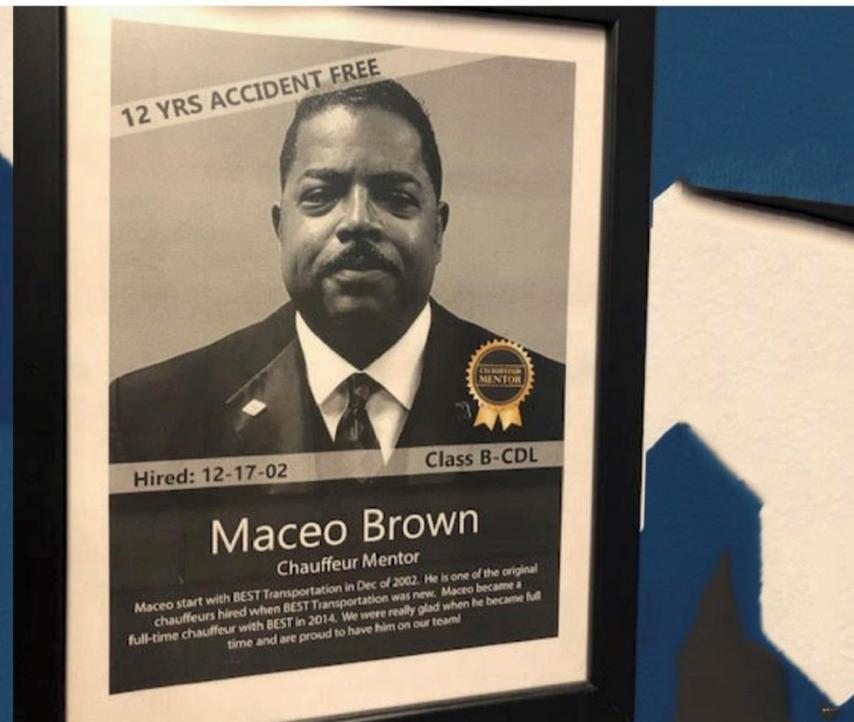


# HEALTH INITIATIVES



# EMPLOYEE RECOGNITION

## THE COMPANY FAMILY TREE



**DRIVER  
RANKING  
SYSTEM**



APPRENTICE



EXPERT



MASTER



AMBASSADOR

# COMPANY CAR



# COMPANY CAR

## BREAKDOWN FIGURES

**Company Car = \$12k + \$1,200 / Yearly  
Maintenance**

If you keep employee for 10 years, it will cost  
you: **\$200 per month**

**COMPARED TO**

**\$2 / Hour Raise Each Year**

If you keep employee for 10 years, it will cost  
you = **\$371.97 per month**

# COMPANY SWAG



# COMPANY OUTINGS



# TEAM BUILDING

The background of the image is a dense field of rolled-up US dollar bills. The bills are arranged in a way that creates a sense of depth and abundance, with some bills in the foreground being more prominent and others receding into the background. The colors are primarily green and white, with some yellow highlights from the background. A diagonal white line runs from the top right towards the bottom center, separating the image into two distinct color zones: a light yellow on the left and a bright yellow on the right.

# **BONUSES & INCENTIVES**

**HIRING VS SALES  
BONUSES**

# BONUS STRUCTURES

**Hiring Bonus for Chauffeur Referral = \$250**

**Office Staff Sales Incentive:  
5% of Base on 1st Booking**

**Chauffeur Sales Incentive:  
5% of Base for 3 Months**



# CORPORATE CULTURE

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“**Train** people well enough so they can leave. **Treat** them well enough so they don't want to.”

-Richard Branson

**YOU  
MAKE  
THE  
DIFFERENCE!**

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**ARE YOU  
FOSTERING  
GOOD  
CORPORATE  
CULTURE?**

**Open Door Policy  
Personal Engagement  
Transparency  
Accountability  
Training  
Expectation  
Management  
Emphasis on “Team”**





**Q + A**



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**TEAMWORK  
MAKES  
THE DREAM  
WORK**



# THANK YOU!

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**MARK KINI**  
Mark@BostonChauffeur.com





***Thank you for joining us!***

**We have two offerings at 2 p.m. for you:  
Stay right here for the session **Selling  
Value, Verticals, and Versatility**, or head  
over to **Grand C** to listen in on the  
**Association Summit.****