



**RUN  
WITH  
THE  
BIG  
DOGS**

[www.bigm.com](http://www.bigm.com)

# BIG M

I would like to take a minute to introduce myself to you, and I hope you will consider this a personal invitation to join our team! As a second generation transportation expert, trucking is all I have ever known. My father, Lawrence Massengill, founded Massengill Trucking in the late 1960's, and it has been my privilege to take that heritage and expertise and use it to grow Big M Transportation into the award winning company it is today.

We hope to see you behind the wheel of a shiny new Big M truck in the very near future, and as always, Roll On!

**Michael Massengill**

*Owner / CEO*



# What's the Big Doggone Deal?

At Big M, we are a family of truckers. Diesel runs in our blood, and hauling freight is In our DNA. So when it comes to truck drivers, you won't find any other company who understands – or cares more about – your specific situation and needs as a professional driver. What does that mean for you? Better pay, more home time, a dedicated driver manager.

These things add up, which is why our drivers are proud to say they:

## **RUN WITH THE BIG DOGS!**



# TRAINING & ORIENTATION

## ENTRY LEVEL



Are you an entry-level driver who is working to obtain a CDL? No problem! We are proud to partner with Mississippi Truck Driving School (MTDS) in Hickory Flat, Mississippi. After completing the CDL training at MTDS, we will place you in a truck with a personal trainer, who will guide you through the steps of becoming a professional driver, and eventually hand over the keys to you so you can start controlling your own pay. Big M loves new drivers, and we put our money where our mouth is!

## PROFESSIONAL LEVEL



Are you a professional driver with a CDL who is ready to hit the road? Orientation is less than three days long, and we pay for lodging, transportation, and up to one meal a day. The best news? You get paid for all of this! Once your driver orientation is finished, you will be assigned a truck and start your 90-day evaluation period.



Mississippi Truck Driving School fully prepares students for careers in the transportation industry. Because we understand new careers can be difficult, we have quality instructors that excel in education and hands-on training. Our instructors have years of experience behind the wheel of all makes and models of semi-trucks. They impart what they've learned over the years to our students. The training our students receive is not limited to textbooks, lectures, and hands-on training; it also includes advice, tips, and personal stories from each instructor. Students truly learn to appreciate what it means to be a truck driver.

# OVER-THE-ROAD SOLO



“We get great miles, and we regularly rotate into brand-new equipment. Any maintenance issues are taken care of immediately. We love it, or we wouldn't be here.”

**Husband and wife team,  
Tim & Sharon Moseley**

Over-the-road drivers continue to be the top earners in the trucking industry, and becoming part of a team is often the best way to ensure more miles and more time at home, without sacrificing income. If you have what it takes, you will become part of an elite group of drivers who have definitely earned their spot in the “Big Dog” pack at Big M Transportation.



**2,500–3,000 miles/week**



**Consistent freight lanes**



**Assigned fleet manager**



**Layover pay available**



**Control your home time**



“I've been with Big M for several years now, it's a great company to drive for. I get great home time, good mileage, and drive a nice truck. I'm looking forward to the future, running with the big dogs.

**Solo OTR Driver,  
Brent Hughes**

# HOME TIME POLICY

| Time out            | Time earned     |
|---------------------|-----------------|
| 2 weeks out         | 2 days hometime |
| 3 weeks out         | 3 days hometime |
| 4 weeks out         | 4 days hometime |
| 5 weeks out or more | 5 days hometime |

# LEAVE OF ABSENCE POLICY

- Any leave of absence longer than 2 weeks, the driver needs to bring truck to the yard to clean it out and unseat. The driver will **not** be terminated.

***We cannot afford to have company assets sitting for long periods of time.***

- If a driver stops through home unauthorized, it will count as home time and forfeit a future home time if it is within the two-week period.

***For example, if a driver goes home unauthorized on 02/02/26 and has home time scheduled for 02/07/26. Then they loose that home time on the 7th.***

# EQUIPMENT

At Big M we have a fleet of tractors that are regularly rotated. We have from 2020 to 2024 Freightliner Cascadia & Volvo VNL 860.

All of our equipment is outfitted with the latest technology, including cameras, GPS, auxillary sound, Bluetooth, and more.

***Your comfort and safety are our highest priorities.***

- Inverters Bluetooth® sound
- AM/FM Radio with Sirius XM CD Player
- Ipod Interface USB & Auxiliary inputs
- Flat Screen TV mount
- GPS Navigation
- AP units
- Prepass and Easy Pass
- LED Headlights
- Comfort Seats
- E-logs
- QUALCOMM
- **DRIVER RESPONSIBILITY:**
  - Refrigerator & Microwave

# BREAKDOWN SUPPORT

At Big M we partner with **TNTX Breakdown Solutions**. **TNTX** handles all emergency breakdown situations. A hotel is provided when needed. All other Maintenance is completed by the Big M Shop.

# RIDER AND PET POLICY



## RIDER POLICY

- \$5/week (3-month minimum)
- 1 rider allowed
- Riders must be at least 10yrs old
- Must have permit + documents (ID)
- Trainees must wait 3 weeks



## PET POLICY

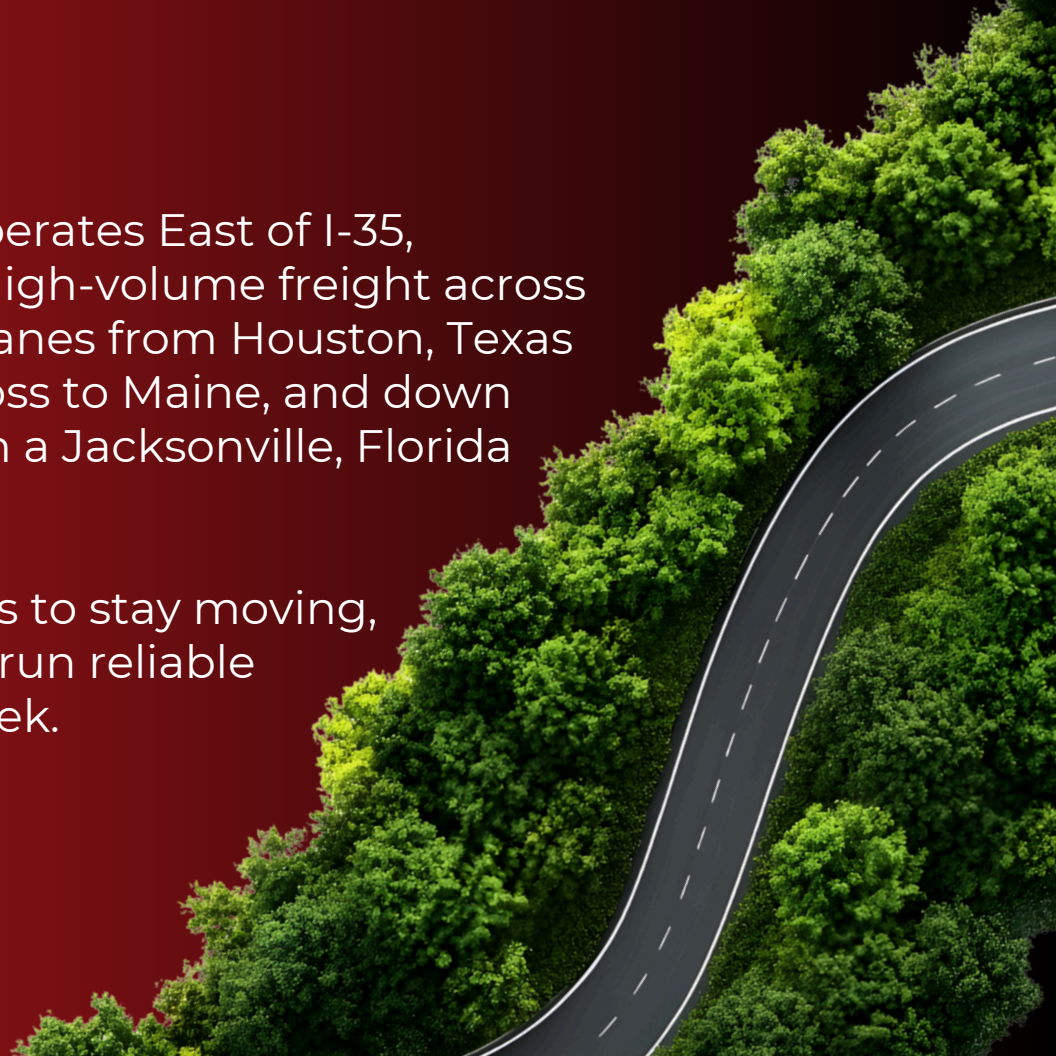
- No deposit
- Driver assumes all liability (damage/incidents)

# ROUTES

Our fleet primarily operates East of I-35, running consistent, high-volume freight across a strong network of lanes from Houston, Texas up to Wisconsin, across to Maine, and down through Georgia with a Jacksonville, Florida cutoff.

This allows our drivers to stay moving, maximize miles, and run reliable routes week after week.

- *Houston → Wisconsin*
- *Across to Maine*
- *Down to Georgia*
- *Jacksonville cutoff*

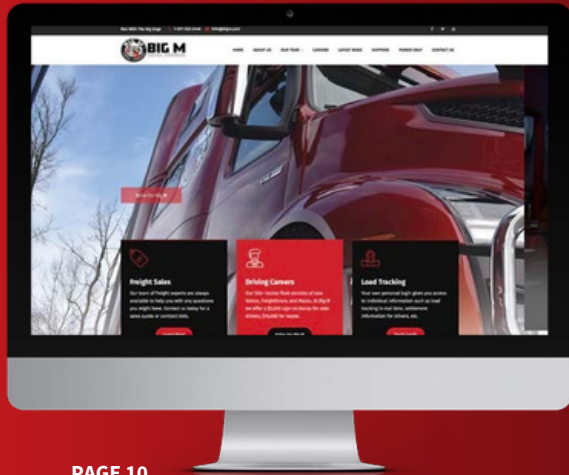




# APPLY ONLINE AT **BIGM.COM**



Complete the online application and get started driving today! You'll be glad you made the decision to Run With The Big Dogs!



*Log on from wherever you are with the device you access the internet with. Whether you click or touch, you can easily fill out your online application!*



## GET IN TOUCH

Have questions? Want to see where your career could go? Our recruiting team will help you get on the right track today! Big M is an equal opportunity employer.

**(662) 815-5000**



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