
BEST Fleets **TO DRIVE FOR**



2010 Final Results

“ Driver compensation, pension, and benefits; professional development; driver and community support; safety record - the **Best Fleets to Drive For** is identifying the gold standard when it comes to a driver's work environment.

Every carrier can benefit from what the program has to teach us. ”



Chris Burruss
President, Truckload Carriers Association

Best Fleets to Drive For is produced in partnership with CarriersEdge



CarriersEdge is the leading provider of online driver quality improvement solutions. Comprised of online testing, training and reporting tools, along with expert business analysis and consulting services, CarriersEdge allows trucking companies to improve business performance by improving driver quality, and do so without the compromises required by traditional alternatives.

For more information about CarriersEdge, visit www.DriverQuality.com.

Best Fleets 2010

Welcome to the 2010 edition of **Best Fleets to Drive For**. While the past year has been a tough one for the entire industry, this year's Best Fleets demonstrate that there are still plenty of interesting and innovative programs at fleets across North America. This was the second year for the program, and while some of last year's trends continued, a number of new trends emerged as well.

How We Do It

To participate in the program, for-hire trucking companies with 10 trucks or more had to be nominated by one of their company drivers or owner-operators. One nomination was sufficient - multiple nominations did not improve a fleet's standing.

Once nominated, fleets participated in a corporate interview that collected information about their various driver programs, and a subset of their drivers were surveyed. The information from the interview and surveys, along with an evaluation of the overall success of the fleet programs, determined the winners.

New and Improved

For this year's program, one significant change was made to the process - programs for company drivers and owner-operators were evaluated separately. While this year's winning fleets provide a range of effective programs for both classes of driver, they are fundamentally different career paths and the specific programs for each are necessarily different. Separating those categories allowed for a better apples-to-apples comparison among the different nominated fleets.

The awards for overall winners were also restructured to reflect this change. One outstanding fleet

in each of two categories was selected - Best Fleet for Company Drivers and Best Fleet for Owner-Operators.

The Top ... 17?

One of the most noticeable things about this year's list is that it's smaller than last year's. Last year there were 20 fleets that were named Best Fleets to Drive For. This year, only 17 made the list. The reason for that decision is simple - only 17 fleets demonstrated the quality of programs, driver satisfaction levels, and results required to make the list. It really was a tough year, and that was reflected in a lot of fleets. However, that makes these 17 fleets all the more impressive - in a year when their peers were cutting back anywhere and everywhere, these fleets continued to focus on providing the best possible work experience for their drivers and owner-operators. They are, truly, the Best Fleets to Drive For.

Back-to-Back Winners

Notable among this year's Best Fleets are several that were winners last year, as well. Eight of the 2009 Best Fleets to Drive For returned to the list again, demonstrating that past successes can be repeated. Those fleets deserve special mention so here they are:

- Con-way Truckload
- Dart Transit Company
- Don Hummer Trucking
- Laidlaw Carriers Van
- Mackinnon Transport
- Melton Truck Lines
- Shulist Logistics
- Yanke Group of Companies

Results and Trends

Still Growing

This year's survey revealed that fleet sizes in general were down (anywhere from 10-25% among nominated fleets), but many of the winning fleets actually grew. Some of that growth came through acquisition, but much of it was organic. Many of the Best Fleets also took advantage of low interest rates and prices to invest in new equipment.

A Greener Future

Fleets also continued to invest in environmental initiatives. Even though fuel prices have stabilized, fleets continue to focus on improving mileage and reducing carbon footprint. This focus on the environment manifested itself in two ways - fuel efficiency bonuses, and investments in green technology.

Fuel efficiency bonuses, noted last year as an emerging trend, were an unmistakable best practice among this year's Best Fleets. Different fleets had their own distinct approaches, ranging from simple "split the savings" bonuses through benchmarking programs and all the way to detailed mileage targets based on type of engine and time of year. It's also noteworthy that some of the most comprehensive fuel efficiency bonus programs were at the smaller fleets, proving that you don't have to be big to have big ideas.

Fleets also demonstrated a continued interest in green technology. This is one trend that does favor the larger fleets, but several of the Best Fleets have moved beyond just adopting green technology and started working directly with manufacturers to help develop the technology.

Split Down the Middle

One of the most interesting findings in this year's survey was a direct result of the one new question added to the corporate interview section of

the program - "What is your policy regarding in-cab training or road testing with opposite gender participants?"

The question, suggested by Women In Trucking President Ellen Voie, generated one of two responses from evaluated fleets - either they had never considered the situation, or they had formal policies in place to address it. While those may seem like logical responses, this is the only open-ended question on the list that generated such a binary response. Very definitely an emerging issue and it will be interesting to see what kind of responses fleets provide next year.

Not Everything Grows

Of course, even the Best Fleets had to deal with the effects of a lingering recession, and some things were cut as a result. The most common targets for cutbacks, after optimizing headcount, were pension contributions. Several fleets that previously had 401(k) or RSP matching programs reduced or eliminated their matching amounts. In some cases the programs were cut completely, but for the most part companies kept the programs running, just without the matching contributions.

Income was generally flat as well, with very few drivers or owner-operators seeing an increase over past years. However, while rates were holding steady (and in many cases declining), the Best Fleets demonstrated their leadership by keeping their teams informed and involved, ensuring that drivers and owner-ops understood the situation and had a chance to be part of the solution, rather than feeling that the company was squeezing them unfairly.

Winning Ways

Big or small, this year's Best Fleets to Drive For demonstrate that there's no shortage of great ideas and innovative programs out there.

Featured Fleets

Kennesaw Transport

Head office: Rydal, GA

Total drivers/owner-ops: 225

At Kennesaw, driver loyalty is the name of the game. It starts at hiring, where new drivers get a starting pay based on the length of time they spent at their previous company, and continues with one of the most generous loyalty bonuses in the industry - a \$10,000 bonus on the 5th anniversary and every 5 years afterwards.

But there's more than just cash available for those willing to stick around and contribute to the bottom line - Kennesaw is an employee-owned company, with an esop that vests fully after 7 years.

And while they're waiting for that stock to vest, Kennesaw ensures everyone contributes by incorporating training attendance, vehicle condition and other criteria into the safety bonus, benchmarking fuel performance and idle time, and communicating everything through quarterly audio CDs and reports.

Boyd Bros. Trucking

Head office: Clayton, AL

Total drivers/owner-ops: 627

In the tradition of great companies in any industry, Boyd Bros. Trucking demonstrates that a balanced approach can lead to solid, consistent results across the entire work experience. They've invested in a simulator to help improve safety, developed a mentoring program tied to usage of that simulator, and setup a benchmarking program to track and manage driver performance

on the road. Their fuel efficiency bonus program has mileage targets specific to each vehicle type, and quarterly adjustments to match changes in the season.

In addition to safety and bonus programs, they've also developed a structured performance review system that ensures new hires ramp up smoothly, use a driver advisory board to guide company policy, and offer a variety of educational and career development opportunities.

Rounding that out is a formal wellness program and company chaplain who's also a certified financial planner. With strong safety, retention and driver satisfaction scores, those efforts are obviously paying off.

Dart Transit Company

Head office: Eagan, MN

Total drivers/owner-ops: 2448

Driven completely by independent contractors, Dart recognizes that its future depends on their success - it's committed to helping those contractors do the right thing, and do it profitably. Dart has arranged a large selection of insurance options for owner-ops, and used its size to arrange attractive group discounts. Extending that approach to fuel, parts, and maintenance discounts, Dart contractors have a much easier time keeping costs down and profits up.

Of course, contractors need to understand the importance of those fundamentals to truly appreciate the value. Dart helps them there as well with Keys to Profitability and Success, a series of workshops that teach the business side of trucking.

Dart's commitment extends to environmental issues as well, with a patented trailer design that allows each truck to haul 10% more by weight, improving fleet fuel efficiency and reducing overall carbon footprint.

Winning Ways

Schneider National

Head office: Green Bay, WI

Total drivers/owner-ops: 11892

The largest fleet on this year's list, Schneider demonstrates that sometimes bigger really is better, with a variety of innovative and effective programs for both company drivers and owner-operators.

While company drivers have a solid benefits and 401(k) program, owner-operators get equal assistance through SFI, Schneider's finance arm, which helps in various places where funding assistance may be required.

Assistance comes in other ways, as well. In addition to its industry-leading implementation of safety technology, Schneider also maintains a network of uniformed "training engineers" (roving mentors) to help drivers with more specific issues on the road. That may be regulatory or procedural questions, challenges with particular customer locations, or general difficulties of life on the road - anything that drivers need is fair game. While the program provides a valuable service on the road, it also provides a solid career path option that doesn't require drivers to come off the road.

Bison Transport

Head office: Winnipeg, MB

Total drivers/owner-ops: 1065

While it's a fixture at the top of safety contests, Bison also leads the way with efficient, innovative driver programs as well.

Taking full advantage of technology, Bison's corporate intranet lets drivers view settlement information, participate in training, get regular updates on company activities, and communicate directly with any department. Drivers' family members can get involved as well, using the system to track locations through satellite positions.

That organization and efficiency is also evident in its new hire process. Bison's ramp-up process includes 30- and 60-day reviews with Operations, and a 45-day review with Safety, ensuring new recruits have all the tools they need to be safe and productive.

Noting that drivers have different requirements at different stages in their lives, Bison offers a range of different employment levels and job classifications. Drivers can choose the type and amount of work that suits them, shifting through part-time, full-time, regional, long haul, etc. as their personal needs change.

Hot Ideas

Yanke Group of Companies

Head office: Saskatoon, SK

Total drivers/owner-ops: 450

Company-wide Be The One accident prevention program moves beyond regular safety training to focus on attitude and behavior.

Don Hummer Trucking

Head office: Oxford, Iowa

Total drivers/owner-ops: 159

Quilting program, started by drivers, helps fill idle time and provides contributions for charities and raffles.

Melton Truck Lines

Head office: Tulsa, Oklahoma

Total drivers/owner-ops: 1000

Concierge service helps drivers and their families with errands and other odd jobs.

Cal-Ark Transport

Head office: Mabelvale, AR

Total drivers/owner-ops: 325

Walking track makes it easy for drivers and owner-ops to stretch their legs while at the terminal.

Winning Ways

Mackinnon Transport

Head office: Guelph, Ontario

Total drivers/owner-ops: 245

Recognizing that retention is a company-wide issue, every department has annual objectives that include improving retention rates.

Brian Kurtz Trucking

Head office: Breslau, ON

Total drivers/owner-ops: 75

Regular weekly meetings with new hires for the first 3 months, ensuring smooth ramp-up and quick issue resolution.

Central Hauling

Head office: Little Rock, AR

Total drivers/owner-ops: 281

Online training, lane change warning systems, virtual HOS and free wi-fi in the yard demonstrate that technology isn't just for the big fleets.

Con-way Truckload

Head office: Joplin, Missouri

Total drivers/owner-ops: 3403

Contribution Committee meets monthly to organize and manage the regular, and often overlapping contribution requests.

Laidlaw Carriers Van

Head office: Guelph, Ontario

Total drivers/owner-ops: 270

Meets with new drivers 14, 40, and 80 days after hire to ensure everything is working out for both parties.

Shulist Logistics

Head office: King City, Ontario

Total drivers/owner-ops: 25

Reimburses drivers for additional medical expenses.

MSM Transportation

Head office: Brampton, ON

Total drivers/owner-ops: 50

Fuel efficiency bonus splits the savings with drivers, providing a direct link between economy and cash payouts.

Coastline Transport

Head office: Fowler, CA

Total drivers/owner-ops: 30

Regular luncheons, organized by drivers, ensure that everyone gets social activity, even if they don't make it back to the terminal very often.

Survey Results

The results listed on the following pages represent information provided through the Corporate Interview portion of the survey. Responses have been compiled and summarized as outlined in the legend on pages 12-13.

For more information about survey results, interview process, or evaluation methodology, visit www.BestFleetsToDriveFor.com.

Name	Head Office	Total drivers (Co + O-O)	Avg Income - Co	Avg Miles - Co	Avg Gross - O-O	Avg Miles - O-O	Salary Range	Bonus / Incentive Pay	Compensation	
Bison Transport	Winnipeg MB	1065	\$43,043 ●	86,736	\$197,538 ●	139,331	N	* Notes		
Boyd Bros. Trucking	Clayton AL	627	\$48,000 ●	105,000	\$140,000 ●	112,000	Y	* Notes		
Brian Kurtz Trucking	Breslau ON	75	\$74,000 ●	120,000	\$170,000 ●	120,000	N	* Notes		
Cal-Ark Transport	Mabelvale AR	325	\$47,500 ●	135,500	n/a	n/a	N	* Notes		
Central Hauling	Little Rock AR	281	n/a	n/a	\$130,000 ●	140,000	N	* Notes		
Coastline Transport	Fowler CA	30	\$55,000 ●	137,500	\$250,000 ●	155,000	N	* Notes		
Con-way Truckload	Joplin MO	3403	\$50,323 ●	120,000	\$191,728 ●	120,000	Y Exp	* Notes		
Dart Transit Company	Eagan MN	2448	n/a	n/a	\$125,000 ●	117,500	N	* Notes		
Don Hummer Trucking	Oxford IA	159	\$42,260 ●	108,360	\$125,000 ●	110,000	N	* Notes		
Kennesaw Transport	Rydal GA	225	\$55,000 ●	156,000	n/a	n/a	Y	* Notes		
Laidlaw Carriers Van	Guelph ON	270	\$48,000 ●	12,000	\$175,000 ●	130,000	N	* Notes		
Mackinnon Transport	Guelph ON	340	\$63,000 ●	110,000	\$150,000 ●	129,000	Y Exp	* Notes		
Melton Trucklines	Tulsa OK	1000	\$50,000 ●	115,000	\$114,000 ●	115,000	Y Exp	* Notes		
MSM Transportation	Brampton ON	50	\$75,000 ●	140,000	\$170,000 ●	150,000	N	* Notes		
Schneider National	Green Bay WI	11892	\$48,000 ●	103,000	\$127,500 ●	109,000	Y	* Notes		
Shulist Logistics	King City ON	25	\$50,000 ●	100,000	n/a	n/a	Y Exp	N		
Yanke Group of Companies	Saskatoon SK	450	\$55,000 ●	110,000	\$187,000 ●	110,000	N	* Notes		

● US Dollars ● Canadian Dollars

Bonus - Co	Bonus - O-O	Health Benefits / Insurance	Days to Qualify	401K / Pension Plan	Paid Time Off	Formal Policy Communication	Retention score	Total Work Envmt	Diversity Program	% Women	Mixed gender road testing	Retention Program	Driver Committee	Dress Code / Uniforms
			Benefits					HR Strategy						
Y	Y	Y/F	90	Y	Y	Y	6.62	3	3	5	3	3	Y	DC Sub
Y	Y	Y/P	30 (1)	Y/2%	Y	Y	6.08	3	1	<1	2	3	Y	DC Sub
Y	Y	Y/F	90	Y/3.5%	Y	Y	8.18	1	1	1.5	3	1	N	DC Prov
Y	n/a	Y/P	60	Y/4%	Y	Y	4.96	2	1	8	2	1	N	DC
n/a	Y	Y/N	30 (1)	N	N	Y	4.19	2	n/a	7	2	1	N	DC Prov
Y	Y	Y/P	180 (1)	N	Y	Y	3	1	2	7	3	1	N	DC
Y	Y	Y/P	60 (1)	Y	Y	Y	4.84	3	1	15	3	2	Y	DC Sub
n/a	Y	Y/N	n/a	Y	n/a	Y	2.9	3	n/a	3.6	1	3	Y	Sub
Y	Y	Y/P	90(1)	Y/1-4%	Y	Y	7.88	3	3	10	3	3	N	Sub
Y	n/a	Y/P	180 (1)	Y/7.5%	Y	Y	5.28	2	1	35	1	2	N	DC
Y	Y	Y/P	90	N	Y	Y	6.95	2	3	2.3	1	3	N	DC
Y	Y	Y/P yr 1/ then F	90	Y/\$1000	Y	Y	6.81	3	3	3%	1	3	Y	DC Prov
Y	Y	Y/P	60 (1)	Y/3.5%	Y	Y	2.11	3	3	<5	1	2	Y	N Sub
Y	Y	Y/F	90	Y/\$10k	Y	Y	6.72	2	1	10	1	1	N	DC Prov
Y	Y	Y/P	60 (1)	Y/6%	Y	Y	5.97	3	3	6	3	2	Y	DC Sub
n/a	n/a	Y/P	30	N	Y	Y	6.38	2	1	7	1	1	Y	DC Prov
Y	Y	Y/P	0	Y/1-4%	Y	Y	6.89	1	3	4.5	3	2	Y	N

Name	Prev Maintenance / Required Fitness Level	Safety Record	Safety Policies	Safety Technology	Efficiency Technology	Shipper Issues	Forced Dispatch	Manager contact	Operational Strategy				Performance & Recognition			
									Performance Eval	Perf Recognition / Rewards	Benchmarking	Raises / Promotions	Infraction Prevention	Advancement Opps		
Bison Transport	2	0.158	3	3	2	3	2	3	3	Y	Y	Perf	3	Y		
Boyd Bros. Trucking	2	0.39	2	3	3	3	Y	3	2	Y	Y	Perf	3	Y		
Brian Kurtz Trucking	1	0.29	2	2	2	2	N	3	2	Y	Y	Ind	2	Y		
Cal-Ark Transport	1	0.419	1	2	2	2	Y	3	1	Y	Y	Perf	3	Y		
Central Hauling	1	0.344	1	3	2	2	N	3	1	Y	N	Perf/Sen	3	Y		
Coastline Transport	3	0.149	3	1	1	1	Y	3	3	Y	Y	Perf	1	Y		
Con-Way Truckload	2	0.61	2	3	3	2	N	3	3	Y	Y	Perf	3	Y		
Dart Transit Company	2	0.521	3	3	3	2	N	3	3	Y	Y	Perf	2	Y		
Don Hummer Trucking	2	0.391	2	2	2	1	N	3	1	Y	N	Ind	3	Y		
Kennesaw Transport	3	0.226	3	2	2	3	N	3	1	Y	N	Perf	2	Y		
Laidlaw Carriers Van	2	0.9	2	2	1	2	Y	3	2	Y	Y	Ind/Perf	2	Y		
Mackinnon Transport	2	0.159	2	2	2	2	Y	3	2	Y	Y	Perf	3	Y		
Melton Trucklines	2	0.7	2	3	3	3	Y	3	2	Y	Y	Perf/Exp	3	Y		
MSM Transportation	2	n/a	1	1	1	1	N	3	1	Y	N	Ind	3	Y		
Schneider National	1	0.81	2	3	3	3	Y	3	2	Y	Y	Perf	3	Y		
Shulist Logistics	2	n/a	2	1	1	1	N	1	1	Y	N	Perf/Exp	2	N		
Yanke Group of Companies	2	0.37	3	2	3	3	Y	3	2	Y	Y	Perf	3	Y		

Bonus Program Notes

Bison Transport
Safety, fuel, referral, claims-free (for reefer)

Boyd Bros. Trucking
Fuel, recruiting, referral

Brian Kurtz Trucking
Safety, fuel

Cal-Ark Transport
Safety, referral

Central Hauling
Referral, clean inspection

Coastline Transport
Referral

Con-way Truckload
Safety bonus, referral

Dart Transit Company
Recruiting, safety, mileage, longevity

Don Hummer Trucking
Anniversary, referral, safety

Training Days (new hires)	Training Days (existing drivers)	Compensated for Training?	Types of Training	Continuing Ed	Coaching / mentoring prog	Best Practices	Industry Participation	Choice of Routes	Terminal Facilities	Family Support	Health & Wellness	Finan/Legal Assistance	Social Events	Community Involvement	Industry Image	Environmental Efforts
Development & Career Opportunities									Work/Life Balance							
6	1	Y	3	Y	2	3	Y	2	3	3	2	3	Y	3	3	3
13	5	Y	3	Y	2	2	Y	2	2	1	3	3	Y	2	3	2
5	5	Y	1	N	1	1	Y	3	2	3	1	3	Y	2	3	2
3	1	Y	3	N	1	1	Y	2	2	2	2	3	Y	2	2	2
3	4	N	3	N	1	1	Y	3	2	1	2	2	Y	3	1	1
3	0	Y	1	N	1	1	N	2	2	2	1	1	Y	3	1	2
5	3	N	3	N	3	3	Y	2	3	1	3	1	Y	3	3	2
2	1	N	2	N	3	3	Y	3	3	2	2	3	Y	3	3	3
10	4	Y	2	N	3	2	Y	2	3	1	3	1	Y	2	3	2
4	1	Y	3	N	3	2	Y	Y	2	3	2	2	Y	3	2	2
5	2	N	1	N	1	1	N	2	2	3	1	3	Y	2	1	2
15	3	Y	2	Y	3	1	Y	2	2	3	2	3	Y	3	3	2
10	10	Y	3	N	3	2	Y	1	3	3	2	3	Y	3	2	2
2	1	Y	1	N	1	2	Y	2	2	1	2	2	Y	3	2	2
4	2	Y	3	N	3	3	Y	2	3	3	3	3	Y	3	3	3
2	2	Y	1	N	1	1	N	1	1	1	1	1	N	1	1	1
85	2	Y	3	Y	1	2	Y	2	2	3	3	1	Y	3	3	2

Kennesaw Transport
 Mileage, safety, recruiting, ESOP, longevity

Laidlaw Carriers Van
 Safety, show & shine

Mackinnon Transport
 Truck show passes and entry fees, safety performance, Mac Bucks

Melton Truck Lines
 Fuel, profit sharing for million milers and Blue Knights, referral, customer referral, service contract completion (O-O), truck show passes, show & shine

MSM Transportation
 Safety, fuel

Schneider National
 Safety, fuel, performance

Yanke Group of Companies
 Safety bonus, fuel, clean inspection

Chart Legend

Category	Scale
n/a	Not applicable
n/p	Not provided
Salary Range	Y: A salary range is offered N: No salary range Exp: based on experience Perf: based on performance
Bonus - Co	Are bonuses/incentives available for company drivers?
Bonus – O-O	Are bonuses/incentives available for owner-operators?
Health Benefits / Insurance	Y: health benefits / insurance provided or available (e.g. medical/dental) N: not provided
Company Paid	F: fully paid by carrier P: partially paid by carrier (% paid if known)
Days to Qualify	# - days before new driver receives benefits (1 – 1 st day of the next month)
401K/Pension Plan	Y or N/% company contribution
Driver Retention	Calculation factoring total exits into average driver count for period. Higher is better.
How does carrier ensure its Total Work Environment meets driver needs?	1: Open door policy/industry reports 2: Gather informal driver feedback (one-on-one/driver meetings) 3: Actively solicit multiple forms of driver feedback (surveys, committee, intranet)
Diversity Program	1: Equal opportunity employer, reviews annual employment stats 2: Facilitates minority participation 3: Formalized program / actively solicits minority communities
Mixed Gender Road Testing Policy	1: No formal policy 2: Informal, make accommodations where possible 3: Formal policy and guidelines

Category	Scale
Retention Program	1: Nothing specific/open-door policy 2: Made changes to address specific issue(s)/Have retention staff or department/Focus on hiring process 3: Formal program (s) put in place with specific goal of improving retention
Dress Code/Uniform	DC – Dress code/professional appearance policy Uni – Uniform required Prov – Provided by carrier Sub – subsidized (company store or uniform supply)
Preventative Maintenance / Required Fitness Level	1: As per minimum equipment specs 2: Monthly shop inspections/Based on mileage 3: Shop inspection every time the vehicle comes into the terminal
Safety Record	DOT Reportable accidents per million miles
Safety Policies: How are situations of conflict between customer needs and driver safety handled?	1: No formal policy, driver choice 2: Formal safety-focused operational policy with driver override, customer advised as issues arise 3: Formal safety-focused operational policy in place and communicated to drivers and customers up front
Safety Technology	1: Nothing/Satellite-only 2: Use EOBR information or other tools 3: Advanced systems such as lane departure, in-cab cameras, simulator
Efficiency Technology	1: Nothing/Satellite-only 2: Training, messages, cell phone allowance 3: Laptops, intranet
Shipper Issues: Mechanisms in place to handle problems with shippers.	1: Handle on an ad hoc basis 2: Shippers are aware of policies and penalties 3: Carrier proactively working with shippers to facilitate process

Category	Scale
Manager Contact	1: Only when driver initiated 2: At least weekly 3: At least daily
Performance Evaluations	1: Annual performance review 2: Driver performance communicated quarterly 3: Ongoing performance evaluation and communication
Performance Recognition / Rewards offered by the carrier	Y or N
Is Benchmarking done to identify top performers?	Y or N
Raises/Promotions: How are raises and promotions determined?	Ind: based on industry factors Sen: based on seniority Perf: based on performance Ann: Raises are provided annually
Infraction Prevention: What is done to prevent infractions?	1: Screening process/Orientation & reactive training 2: Periodic communication/training/evaluation 3: Regular, proactive training and communication
Advancement Opportunities: Are they available for drivers?	Y or N
Types of Training used for drivers.	1: Classroom only 2: Variety (such as mentoring, video) 3: Variety including online
Continuing Education: Does the carrier provide drivers with opportunities for continuing education?	Y or N
Coaching/Mentoring program	1: Informal 2: Carrier facilitates communication 3: Formal program in place (finishing school, new driver coaching program)
Best Practices: How are best practices shared between drivers?	1: Informal sharing 2: Carrier facilitates information sharing 3: Formal sharing, tools provided (intranet, newsletter)
Industry Participation: Are drivers encouraged and supported to participate in industry associations?	Y or N

Category	Scale
Choice of routes: Are drivers given their choice of routes?	1: No 2: When possible (FIFO, seniority) 3: Always
Terminal Facilities	1: None/basic (driver room) 2: Standard – Shower, vending machines, computer/internet, laundry at some locations 3: Gym or other expanded facilities at some locations, standard facilities at all locations
Family Support	1: Open door policy 2: Company facilitates access to services as needed 3: EAP or other formal assistance program (counselling, concierge)
Health & Wellness programs	1: Informal 2: Some services available (BP monitoring, smoking cessation) 3: Dr/Nurse on site, formal program(s) in place
Financial/Legal Assistance for drivers	1: Nothing formal 2: Informal/ad-hoc internal programs 3: Formal program in place (ATBS, credit or legal counselling)
Does the carrier offer social events for drivers?	Y or N
Community Involvement by drivers	1: None 2: Informal (if requested) 3: Proactive with sponsorships, charitable drives
Contribution to Industry Image by carrier	1: Nothing specific, truck appearance policy, driver dress code 2: Industry association involvement 3: Actively engaged in school programs, Public service announcements.
Environmental Impact: How does carrier improve their environmental impact?	1: Recycling in office, fuel/idle reduction programs 2: SmartWay participation, equipment initiatives 3: Customer initiatives, innovative solutions (recycling oil, high-cube trailers)

2009 Winners



Michael Herre, Fremont Contract Carriers, with Chris Burruss, Truckload Carriers Association (left), and Mark Murrell, CarriersEdge (right).



Randy Fetter, Wannemacher Enterprises, with Chris Burruss and Mark Murrell.

BEST Fleets TO DRIVE FOR

*The 2011 edition of **Best Fleets to Drive For** will be starting up soon!*

*Stay tuned to
www.BestFleetsToDriveFor.com
for more details.*

2010 Media Partners



Over The Road is Canada's leading recruiting & retention solutions company comprised of outreach mediums such as Over the Road Magazine (National), Destination: Emploi Camionnage (French), Truck Post (Western Canada), and several truck stop marketing services. Over the Road's newest offering is Infit-i Solutions which is a web based platform that provides training (videos) and internal communications with a complete tracking and reporting system.



RAMP Media Group, with main offices in Atlanta, Georgia, is best known as the originator of the digest size driver recruitment magazine and as the publisher of OTR - Over the Road Magazine, Pro Trucker Magazine, and Inside Trucking Online. RAMP is also well-known as a leader in nationwide efforts to improve the health of the professional driver population and is proud to serve as a Platinum Sponsor of the Healthy Trucking Association of America (HealthyTruck.org).

A special
“Congratulations!”

to all of this year’s winners
from the staff at TCA.



Chris Burruss



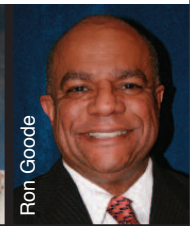
Julie Berry



Casey Bloyer



Marlene Dakita



Ron Goode



Bill Giroux



Dave Heller



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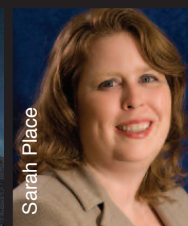
Lora Mitchell



Lindsay Murphy



Michael Nellenbach



Sarah Place



David Sauer



Debbie Sparks

Operational efficiency, industry awareness, public policy, recruitment and retention - common issues for an uncommon industry. The challenges faced by truckload demand solutions developed from a unique perspective...yours.

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