

Driver Recruiting Survey		Erb	Kotlke	Mast	Kool	Dutch	Kurtz	Moyle	Classic	Stewart	GIE	Raider	Halvor
Driver Retention (Data for 6/1/17 to 8/31/17 or 13 Weeks)													
1	Average number of Company Drivers for the period	175	102	130	84	125	71	77	103	73	109	269	409
2	Total Voluntary Company Driver terminations (They Quit You)	5	13	16	6	12		5	12	11	5	46	43
3	Total Involuntary Company Driver terminations (You Fired Them)	2	4	2		3	2	2	1	1	3	19	2
4	Annualized Voluntary Company Driver turnover	11.4%	51.0%	49.2%	28.7%	38.4%	0.0%	26.0%	46.6%	60.3%	18.3%	68.4%	42.1%
5	Annualized Involuntary Company Driver turnover	4.6%	15.7%	6.2%	0.0%	9.6%	11.3%	10.4%	3.9%	5.5%	11.0%	28.3%	2.0%
6	Total Company Driver Turnover	16.0%	66.7%	55.4%	28.7%	48.0%	11.3%	36.4%	50.5%	65.8%	29.4%	96.7%	44.0%
7	Average number of Owner/Operators for the period	67	38	3	16	14	2		61	20	32		81
8	Total Voluntary Owner Operator terminations	1							3	2			8
9	Total Involuntary Owner Operator terminations												
10	Annualized Voluntary Owner Operator turnover	6.0%							19.7%	40.0%			39.5%
11	Annualized Involuntary Owner Operator turnover												
12	Total Owner Operator Turnover	6.0%							19.7%	40.0%			39.5%
13	Total Turnover	9.5%	66.7%	55.4%	28.7%	48.0%	11.3%		70.2%	105.8%	29.4%		37.1%
14 Driver Force as of Aug 31st (Company Drivers, I/C & L/P)													
15	What is the Average Age of your Driving Force?	54.0	52.5	48.5	52.0	48.0	55.2	48.3	53.7	50.8	55.2	39.5	50.7
16	What is the Average Seniority of your Driving Force?	10.0	6.0	4.3	4.4	8.0	7.7	4.9	7.6	2.2	5.7	1.6	5.1
17	What % of the Driving Force is 30 Years old or Younger?	3.0%	3.5%	9.2%	4.00%	10.0%		15.7%	3.0%	7.0%	4.8%	33.0%	6.4%
18	What % of the Driving Force is 31 - 40?	9.0%	8.9%	16.9%	10.0%	21.8%	0.5%	12.4%	11.0%	14.0%	11.7%	24.0%	15.7%
19	What % of the Driving Force is 41 - 50?	21.0%	21.2%	28.5%	22.0%	24.6%	30.5%	23.6%	19.0%	28.0%	26.2%	21.0%	21.5%
20	What % of the Driving Force is 51 and Older?	67.0%	66.5%	45.4%	64.0%	43.6%	69.0%	48.3%	67.0%	51.0%	57.2%	22.0%	56.4%
21 What is your Driver Hiring Criteria and Recruiting Department structure													
22	What is Your Minimum Age in years?	21	23	21	21	22	21	22	23	23	23	21	21
23	What is your Minimum Driving Experience in Years?	0.5	1.0	0.0	1.0		2.0		2.0	2.0	0.5	0.0	
24	What is your Minimum Driving Experience in Miles?		50,000										
25	How many recruiting managers do you have? (Prorate if Multiple Functions)	1.0	0.3	0.5	1.0		0.3	0.3	0.8	0.3	1.0	1.0	0.5
26	How many recruiters do you have?	1.0	1.0	2.0	1.0	0.5	0.3	1.0	0.8	1.0	1.0	2.0	3.2
27	How many processors do you have? (Prorate if Multiple Functions)	1.0	0.3		1.1	0.5	0.3	0.5	0.4	0.5	1.0	1.0	0.8
28	Recruiters to processors ratio	1.00	3.33		1.00	1.00	1.00	2.00	1.88	2.00	1.00	2.00	4.00
29	Recruiting People/Manager	2.00	5.20	4.00	1.00		2.00	6.00	1.53	1.00	2.00	3.00	8.00
30	Do you have a marketing/social media person on staff?	YES	0.50	yes	no	no	0.10	Yes	Yes (recruiter)	YES	No	Yes	Yes
31	How many days is your orientation process	3.0	1.0	2.0	10.0	3.0	1.5	1.0	2.5	2.0	3.0	2.0	3.0
32	How Many Independent Recruiters (Contractors) do you employ?		1.00		1.00								
33	How many Recruits do you get from Independent Recruiters (Contractors) Weekly?		0.25		1.00								
34	What Application Tracking System do you use?	Candy Box and TruckRight	Tenstreet	Zoho	Tenstreet	none	Truck Right	Tenstreet	TenStreet	In-house	Truck Right	Mcleod	EBE
35	What truck shows do you attend?	Truck World, Toronto and Expo Cam, Montreal	none		Zero	great lakes	\$0	none	Various	none	None	na	None

