

Driver Recruiting Survey - Return by 10/25		Freymiller	Maverick All	Maverick TC	Hill Bros.	Schuster	Henderson	DTS	LTI	Prime	WEL
Driver Retention (Data for 7/1/17 to 9/30/17 or 13 Weeks)											
1	Average number of Company Drivers for the period	417	1,508	183	231	368	156	75	244	2,076	346
2	Total Voluntary Company Driver terminations (They Quit You)	80	242	55	36	39	55	8	75	225	49
3	Total Involuntary Company Driver terminations (You Fired Them)	8	57	21	6	9	15	2	15	80	8
4	Annualized Voluntary Company Driver turnover	76.7%	64.2%	120.2%	62.3%	42.4%	141.0%	42.7%	123.0%	43.4%	56.6%
5	Annualized Involuntary Company Driver turnover	7.7%	15.1%	45.9%	10.4%	9.8%	38.5%	10.7%	24.6%	15.4%	9.2%
6	Total Company Driver Turnover	84.4%	79.3%	120.0%	72.7%	52.2%	179.5%	53.3%	147.5%	58.8%	65.9%
7	Average number of Owner/Operators for the period	116	88	3	45	57	126	11	41	5,039	100
8	Total Voluntary Owner Operator terminations	14	7		4	8	48	1	4	598	18
9	Total Involuntary Owner Operator terminations					1	10			202	9
10	Annualized Voluntary Owner Operator turnover	48.3%	31.8%	0.0%	35.6%	56.1%	152.4%	36.4%	39.0%	47.5%	72.0%
11	Annualized Involuntary Owner Operator turnover	0.0%	0.0%	0.0%	0.0%	7.0%	31.7%	0.0%	0.0%	16.0%	36.0%
12	Total Owner Operator Turnover	48.3%	31.8%	0.0%	35.6%	63.2%	184.1%	36.4%	39.0%	63.5%	108.0%
13	Total Turnover	70.5%	62.4%	118.3%	58.0%	44.2%	146.1%	41.9%	110.9%	46.3%	60.1%
14 Driver Force as of September 30th (Company Drivers, I/C, Lease Purchase incl.)											
15	What is the Average Age of your Driving Force?	50.2	43.0	41.0	47.0	50.0	44.6	52.0	47.9	41.6	48.0
16	What is the Average Seniority of your Driving Force?	23.0	39.0	16.0	39.0	50.0	18.0	43.0	21.0	33.0	41.0
17	What % of the Driving Force is 30 Years old or Younger?	6.2%	80.8%	74.6%	9.7%	6.0%	14.4%	4.7%	11.6%	24.4%	13.0%
18	What % of the Driving Force is 31 - 40?	13.9%	21.0%	22.0%	19.3%	15.0%	24.1%	10.5%	18.7%	25.6%	18.0%
19	What % of the Driving Force is 41 - 50?	30.0%	42.0%	40.7%	28.6%	27.0%	27.8%	29.1%	22.6%	24.7%	26.0%
20	What % of the Driving Force is 51 and Older?	50.0%	17.7%	11.9%	42.4%	52.0%	33.7%	55.7%	47.1%	25.3%	43.0%
21 What is your Driver Hiring Criteria and Recruiting Department structure											
22	What is Your Minimum Age in years?	23	21		23	21	21	23	23	21	22
23	What is your Minimum Driving Experience in Years?	0.0	0.0		1.0	0.0	0.5	2.0	1.0	0.0	0.0
24	What is your Minimum Driving Experience in Miles?							100,000			
25	How many recruiting managers do you have? (Prorate if Multiple Functions)	1.0	2.0		1.0	0.5	0.5	1.0	1.0	1.0	1.0
26	How many recruiters do you have?	2.0	20.0		4.0	2.0	3.0	1.0	4.0	16.0	4.0
27	How many processors do you have?	1.0	5.0		1.5	0.5	0.5	1.0	0.0	5.0	1.0
28	Recruiters to processors ratio	2.00	0.08		2.67	4.00	6.00	1.00		3.20	4.00
29	Recruiting People/Manager	3.00	2.00		5.50	5.00	7.00	2.00	4.00	21.00	5.00
30	Do you have a marketing/social media person on staff?	yes	yes		No	NO	No	Yes	Yes	YES	Y
31	How many days is your orientation process	3.0	5.0		4.0	3.0	3.0	2.5	3.0	4.0	2.5
32	How Many Independent Recruiters (Contractors) do you employ?						1.00				
33	How many Recruits do you get from Independent Recruiters (Contractors) Weekly?						0.50				
34	What Application Tracking System do you use?	Tenstreet	EBE		Tenstreet	McLeod	TenStreet	Tenstreet	McLeod	TENSTRE	EBE
35	What truck shows do you attend?	None	\$0		Veterans Job Fair & Trk School	none	None	None	None	NONE	In State
Describe how your recruiting department performs: Experienced hires only (Use same time frame above)											
36	Total number of Leads for the Period (calls, online applications, quick applications, etc)	9,292	18,866		8,956	888	8,925	538	1,631	80,637	6,007
37	Total number of Scheduled for Orientation for the Period	159	364		75	80	131	12	126	1,853	159
38	Hit Rate	1.7%	1.9%		0.8%	9.0%	1.5%	2.2%	7.7%	2.3%	2.6%
39	Total number of drivers who showed for Orientation for the Period	109	357		55	70	121	12	101	1,545	119
40	Percentage of Scheduled that Show	68.6%	98.1%		73.3%	87.5%	92.4%	100.0%	80.0%	83.4%	74.8%
41	Total Number of Hires for the Period	100	248		43	65	118	12	95	1,289	105
42	Percentage of Showed that are Hired	91.7%	69.5%		78.2%	92.9%	97.5%	100.0%	94.1%	83.4%	88.2%
43	Average # of Drivers hired per Week	7.7	20.4		3.3	5.0	9.1	0.9	7.3	99.2	8.1
44	Average # of Drivers hired per Recruiter per Week	3.8	2.2		0.8	2.5	3.0	0.9	1.8	6.2	2.0
45	Total compensation (no benefits) for Recruiting Department for 13 week period reported	69,676			87,607	39,676	46,475	21,595	85,652	\$ 386,415	\$ 112,121
46	Average Compensation cost per Hire	174	-		509	153	98	450	225	75	267
47	Is your recruiting advertising placed directly/through an agency/both?	Direct	both		Agency	Both	Agency	Both	Direct	Both	Both
48	What is your #1 source for hires?	Referrals	Outside Recruiters		Internet	American Driver Network	Referrals	Facebook	Online Searches	WEBSITE	Referrals

