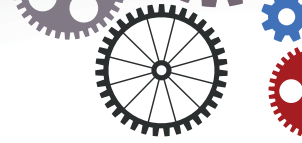

BEST Fleets®

TO DRIVE FOR



2015 FINAL RESULTS

BEST FLEETS 2015



“ Every year, the **Best Fleets to Drive For**® redefine the gold standard for driver work environment. Carriers of all sizes can benefit what these fleets have to teach us. ”

Brad Bentley
President, Truckload Carriers Association

Best Fleets to Drive For is produced in partnership with **CarriersEdge**.



CarriersEdge allows fleets to improve their business performance by improving the quality of their drivers, and do so without the sacrifices traditionally required. The CarriersEdge Software-as-a-Service system combines a library of online training courses, testing and assessment tools, and management reporting to help fleets identify gaps in driver knowledge, and then close them without disrupting operations or driver home time.

www.carriersedge.com



Welcome to the 2015 edition of **Best Fleets to Drive For!** Increasing challenges in driver recruiting, dramatic changes in fuel prices, and an HOS rule change rollback have made for another dramatic year in the North American trucking industry. Our Top 20 fleets met those challenges head on with a variety of innovative programs to keep their drivers happy, healthy, productive and profitable. The Best Fleets continue to push the industry forward and we're very proud to present them to you.

HOW WE DO IT

Best Fleets to Drive For® is open to all for-hire trucking companies with 10 trucks or more, operating in the United States or Canada. Each company completes a four-step process:

1 Driver Nomination

Fleets are nominated by a company driver or owner-operator currently working with them. One nomination is all it takes.

2 Corporate Questionnaire

Nominated fleets must complete a corporate questionnaire that collects information about programs across a variety of categories.

3 Corporate Interview

An interview is conducted to discuss and verify information provided in the questionnaire.

4 Driver Surveys

A selection of drivers are surveyed about their experience with the fleet.

THE RUBBER MEETS THE ROAD

We start the scoring process after the interview and survey process is completed, but the cream starts rising to the top even before then. The corporate questionnaire requires fleets to look into every aspect of their business and provide information on things they may not think about every day. Getting that and the driver surveys

completed, and getting it all done in a relatively short period of time during the busiest season of the year, really shows us how efficiently these companies run. Fleets that make it through that process to the finals really have something to be proud of, whether or not they make it to the Top 20.

Once we do start compiling the results, we evaluate fleets in more than 40 different areas, with a scoring range based on the information in the current dataset. As a result, answers that may have yielded maximum points a few years ago now represent the middle, or even lower end, of the scoring range. One of the most fascinating aspects of the scoring process each year is updating the scoring matrix to match the current crop of programs—it's surprising how much that can change in just a year!

FLEETS TO WATCH

Every year, we pick five **Fleets to Watch** and we strongly believe that these fleets have the programs and positive environments that should be recognized and commended. The five 2015 Fleets to Watch are:

- Challenger Motor Freight Inc., Cambridge, Ontario
- Drive Logistics, Windsor, Ontario
- Melton Truck Lines, Inc., Tulsa, Oklahoma
- Raider Express, Ft. Worth, Texas
- Veriha Trucking, Inc., Marinette, Wisconsin

Two of last year's Fleets to Watch have been named to the top 20 in 2015.

Congratulations to **Erb Group** and **Tennant Truck Lines, Inc!**

2015 TRENDS



The charts included in this book have a lot of little numbers, and they can be a bit intimidating to try and decipher, but when you dig into those numbers you see an industry constantly working to improve the experience for its drivers. Here's what we see when we look at the numbers.

COMPENSATION & BENEFITS MATURING

Trucking has always struggled to balance a driver pay model that serves both employees and employers, but this year saw some fleets taking it to a whole new level: guaranteed pay.

Three fleets—two Top 20 and one Fleet to Watch—offer some form of base pay for their drivers, regardless of miles. With these programs, drivers no longer feel the pinch when they're waiting to be loaded, worry about getting the premium loads, or sweat about deadheading. Those issues are put back on the company to manage, and drivers can focus squarely on the driving.

Putting all those different pay packages together, here's what drivers ended up making at Best Fleets over the past year.

Company drivers averaged **\$56,330** in annual income, and ran an average of **111,784** miles. This represents a **2.61% increase in pay** and **3.59% decrease in miles**, so it seems that many company drivers are taking advantage of pay increases to work less and maintain comparable income.

Owner-Operators averaged **\$192,136** in gross revenue, and **108,968** miles. This represents a **9.37% increase in revenue** and **7.61% decrease in miles**, suggesting that the more entrepreneurial independent contractors are making the most of a bull market in trucking.

The change in pay models wasn't the only place where trucking started to look more like other industries over the past year: benefits also saw

significant growth as well. This year, 100% of the fleets using company drivers offered health insurance, with 76% covering 2/3 or more of the premium.

In addition, 94% of the Top 20 (and 72% of all finalist fleets) offered a retirement plan that includes a company match. This is an area that has shifted dramatically since the recession when nearly every fleet dropped their company contributions.

HR STRATEGY FOCUSES ON SUPPORT

To ensure their drivers are treated properly, this year's Best Fleets are running more regular training sessions on harassment, diversity, and other workplace issues. More and more fleets are offering the training annually (or better) and many are expanding it to include programs like Truckers Against Trafficking as well. With hotlines, detailed escalation procedures, and dedicated staff to resolve issues, drivers at this year's Best Fleets have a much broader support system than we've seen in the past.

The Best Fleets are also finding new ways to keep drivers involved in company business. In the past that often meant driver committees or advisory boards, but this year we saw fleets starting to move beyond that into more advanced forms of collaboration. Instead of a single committee of volunteers (or appointees), the Top 20 are having their drivers elect committee members, and in some cases creating multiple committees for different business segments or projects.

This year also saw a change in company dress policies. 52% of finalists provided some level of discounted or free work wear, with 30% of the Top 20 providing freebies that include multiple complete uniform sets, raincoats and jackets, and annual vouchers for safety shoes and jeans. Perks like that can noticeably decrease the cost of doing the job for drivers at those fleets.



PROACTIVE OPERATIONAL STRATEGIES

The biggest change we saw this year in operational strategies focused on proactive customer engagement. Instead of waiting for problems to arise, the majority of fleets now engage in some kind of periodic outreach to minimize potential issues. 8 of the Top 20 go farther with regular customer performance reports and even some detailed customer scorecards that track metrics such as driver friendliness.

Dispatching processes are getting a lot more proactive as well, with very few fleets still relying on the old First-In-First-Out model. Most have added some manual oversight to keep the miles balanced for all drivers, and 9 of the Top 20 have a formalized or automated route selection process that incorporates driver preferences, availability, and other criteria.

PERSONAL PERFORMANCE MANAGEMENT

For the past several years we've seen driver performance management tools improving as more and more fleets adopt some kind of scorecard. In 2015, we see that taken to a new level, with drivers getting much more regular feedback on their performance and more granular detail on strengths and areas for improvement. In particular:

- All of the Top 20 (and 71% of finalists overall) have a benchmarking program that shows drivers their performance compared to peers or fleet average.
- 13 of the Top 20 (and 51% of finalists overall) provide feedback on that performance at least monthly.
- 9 of the Top 20 provide performance feedback as much as daily!

With all that data, it's no wonder drivers at these fleets continue to improve so consistently.

WHAT HASN'T CHANGED

With all that development and innovation, it's interesting to note a couple of areas that haven't changed significantly in the last few years.

The first area that remains stubbornly flat is the percentage of women in participating fleets. While there are some outliers—3 of the finalists had more than 20% women drivers and 2 others had more than 10% that weren't husband/wife teams—the vast majority remain in the single digits.

Environmental initiatives also haven't changed dramatically in the last year, although this appears to be more of a levelling off. In the first few years of the program, there were new environmental initiatives every year, but it seems that the Best Fleets have settled on some technologies that work effectively and are now focused on implementing them. Most now use trailer skirts, boat tails, wide base tires, bunk heaters or APUs, and other comparable vehicle technology. Nearly every participating fleet offers a fuel incentive program for drivers, and everyone is focused on saving energy at the office. There are still fleets that push the envelope with LNG, custom trailer designs or research partnerships, but the numbers are largely the same from year to year. With fuel prices dropping significantly over the past 6 months, it's conceivable that this will continue for some time.

WINNING WAYS



Here are some of the programs that the top 20 **Best Fleets to Drive For** had up their sleeves this year!

Bay and Bay Transportation

Head Office: Eagan, Minnesota

Total Drivers/Contractors: 475

Annual "Buffalo Round Up" trip has drivers and management spend 3 days seeing sights of Custer State Park, with all expenses covered by the company.

Bison Transport

Head Office: Winnipeg, Manitoba

Total Drivers/Contractors: 1710

Company-developed Neighborhood Watch program allows all employees and contractors to report any inappropriate or unacceptable activity anonymously.

Boyle Transportation

Head Office: Billerica, Massachusetts

Total Drivers/Contractors: 100

Smartphones are provided to all drivers, complete with custom mobile app and company email account.

Central Oregon Truck Company, Inc.

Head Office: Redmond, Oregon

Total Drivers/Contractors: 240

New concierge service provides a variety of personal and professional services for drivers while they're on the road, and helps them make the most of time in the terminal as well.

Erb Group

Head Office: New Hamburg, Ontario

Total Drivers/Contractors: 1021

Drivers winning awards through the company's Pro-Drive program are tapped to provide tips which are recorded and shared through Erb TV.

Farm2Fleet Trucking

Head Office: Chattanooga, Tennessee

Total Drivers/Contractors: 35

Trucking MBA program treats drivers like entrepreneurs, helping them develop and execute a business plan. Performance against plan is measured through regular Driver Credit Reports.

Fremont Contract Carriers, Inc.

Head Office: Fremont, Nebraska

Total Drivers/Contractors: 313

Maintenance management system connected directly into each truck streamlines maintenance scheduling and simplifies driver's job.

FTC Transportation, Inc.

Head Office: Oklahoma City, Oklahoma

Total Drivers/Contractors: 38

Proving that wellness works in small fleets too, FTC started outfitting trucks with Freightliner's In-cab Training system so drivers can do cardio and strength training without leaving the cab.

Grand Island Express

Head Office: Grand Island, Nebraska

Total Drivers/Contractors: 150

Company CSA scores are posted directly on their website home page, helping drivers to stay focused, and providing transparency to customers.

Halvor Lines, Inc.

Head Office: Superior, Wisconsin

Total Drivers/Contractors: 317

Aim High Partnership Program recognizes driver performance across a variety of metrics. Managers have an aggregate score for all their drivers, making it easier for executive to manage the managers.



Interstate Distributor Co.

Head Office: Tacoma, Washington
Total Drivers/Contractors: 1523

Company's focus on ethics through training, a hotline, and day-to-day operations has resulted in a Most Ethical Company award from Ethisphere Institute.

Kriska Holdings Ltd.

Head Office: Prescott, Ontario
Total Driver/Contractors: 405

Ridealong program lets management see what's really going on at customer sites, and deal with potential issues before they become problems.

Landstar System, Inc.

Head Office: Jacksonville, Florida
Total Drivers/Contractors: 8404

Efforts to move meetings and training online with Webex have paid off—more than 1000 people have taken part, getting the live experience without having to be there in person.

Liberty Linehaul

Head Office: Ayr, Ontario
Total Drivers/Contractors: 56

Customer report cards pinpoint areas for improvement and allow the company to proactively improve the experience for drivers.

Motor Carrier Service, LLC

Head Office: Northwood, OH
Total Drivers/Contractors: 85

Quarterly scorecard, developed in consultation with drivers, evolves based on feedback from those drivers. Continuous improvement cycle allows company to adapt to changing business needs and driver requirements.

Nussbaum Transportation

Head Office: Hudson, Illinois
Total Drivers/Contractors: 252

New hires get \$50 Walmart gift card to "stock the truck" during orientation, allowing drivers to personalize the vehicle at the company's expense.

Paramount Freight Systems, LLC

Head Office: Ft. Myers, Florida
Total Drivers/Contractors: 120

Adopted Landstar's monthly call program to great success. In less than a year it's already become a "gigantic think tank" of owner-operators sharing best practices and useful ideas.

Tennant Truck Lines, Inc.

Head Office: Colona, IL
Total Drivers/Contractors: 210

In addition to coaching, experienced drivers help build new training materials, ensuring their best practices are captured and shared across the entire fleet.

TransPro Freight Systems Ltd.

Head Office: Milton, Ontario
Total Drivers/Contractors: 92

Free gym memberships for all drivers and contractors, and early adoption of Healthy Trucker program, has had dramatic effects on driver health.

WTI Transport

Head Office: Tuscaloosa, Alabama
Total Drivers/Contractors: 398

Addition of EpicVue satellite TV system into trucks provides drivers with quality entertainment options on the road. Owner-ops can participate as well, with the company covering the cost of installation.



RESULTS CHART

SURVEY RESULTS

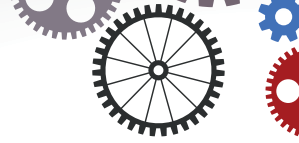
The results listed on the following pages represent information provided through the Questionnaire and Corporate Interview portions of **Best Fleets to Drive For** (see the legend on pages 12-13).

Name	Head Office	Total Drivers (Co + O-O)	Compensation & Benefits						
			Pay Range	Guaranteed Pay	Health Benefits/ Insurance	Portion Paid By Company	401(k) / RSP	Vacation Policies	
Bay and Bay Transportation	Eagan, MN	475	3	N	2	3	3	2	
Bison Transport	Winnipeg, MB	1710	1	N	2	3	1	1	
Boyle Transportation	Billerica, MA	100	3	Y	2	3	3	3	
Central Oregon Truck Company, Inc	Redmond, OR	240	3	N	2	3	3	3	
Erb Group	New Hamburg, ON	1021	3	N	2	2	3	1	
Farm2Fleet Trucking	Chattanooga, TN	35	N/A		2	0			
Fremont Contract Carriers, Inc.	Fremont, NE	313	3	N	2	3	3	1	
FTC Transportation, Inc.	Oklahoma City, OK	38	3	N	2	3	3	3	
Grand Island Express, Inc.	Grand Island, NE	150	3	N	2	3	3	2	
Halvor Lines, Inc.	Superior, WI	317	3	N	2	3	3	2	
Interstate Distributor Co.	Tacoma, WA	1523	3	N	2	3	3	1	
Kriska Holdings Ltd.	Prescott, ON	405	3	N	2	2	3	2	
Landstar System, Inc.	Jacksonville, FL	8404	N/A		2	0			
Liberty Linehaul	Ayr, ON	56	1	N	2	3	3	1	
Motor Carrier Service, LLC	Northwood, OH	85	1	Y	2	3	3	2	
Nussbaum Transportation	Hudson, IL	252	1	N	2	3	3	1	
Paramount Freight Systems, LLC	Ft Myers, FL	120	N/A		2	2			
Tennant Truck Lines, Inc.	Colona, IL	210	1	N	2	3	3	2	
TransPro Freight Systems Ltd.	Milton, ON	92	1	N	2	2	3	1	
WTI Transport	Tuscaloosa, AL	398	3	N	2	2	3	1	



Retention Score	Turnover Reduction Targets	Total Work Environment	Harassment Programs	Onboarding	Retention Programs	Driver Committee	Clothing Provisions	O-O Maintenance Support	Company PM Programs	Safety Record	Safety Targets	Shipper Issues	Route Choice / Planning	Safety Technology	Efficiency Technology
5.08	2	5	5	2	5	3	1	Operational Strategy							
9.83	3	5	5	3	5	5	1	3	0.201	3	5	4	5	5	
10.08	3	3	3	3	3	2	3	1	0.016	3	5	4	3	5	
3.25	3	5	5	3	5	4	1	3	0.427	3	5	4	5	5	
10.64	3	3	1	3	3	5	3	3	0.23	3	3	2	3	3	
10.63	3	3	3	3	3	4		3	0	3	1		3	5	
9.51	3	5	5	3	5	4	2	3	0.32	3	5	4	3	3	
10.1	3	5	3	3	3	4	3	2	0.47	3	3	4	3	3	
6.72	3	5	3	3	5	4	3	3	0.511	3	3	4	5	5	
8.78	3	3	3	3	5	4	1	3	0.44	3	3	3	5	3	
5.77	3	3	5	2	3	4	2	2	0.36	3	1	2	5	1	
9.01	3	5	3	3	5	4	2	2	0.443	3	5	5	5	3	
8.76	2	5	3	3	5	3		5	0.49	3	5		3	5	
9.64	2	5	3	2	3	2	1	2	0.18	3	5	3	1	3	
8.47	2	5	3	3	3	5	3	2	0.472	2	1	2	3	1	
7.09	3	5	3	3	5	2	2	2	0.312	3	5	5	3	1	
5.9	3	5	3	3	5	4		5	0.497	2	3		3	3	
4.46	3	5	3	2	5	5	3	3	0.49	3	1	4	3	1	
9.13	3	3	5	2	3	4	2	2	0.158	3	3	3	3	1	
5.27	3	5	3	3	5	4	1	2	0.311	2	1	2	5	3	

RESULTS CHART



Name	Head Office	Performance Evaluation	Performance Management			
			Performance Recognition / Rewards	Benchmarking	Infraction Prevention	
Bay and Bay Transportation	Eagan, MN	3	1	3	3	
Bison Transport	Winnipeg, MB	5	5	5	3	
Boyle Transportation	Billerica, MA	1	1	3	3	
Central Oregon Truck Company, Inc	Redmond, OR	5	5	3	3	
Erb Group	New Hamburg, ON	3	5	5	3	
Farm2Fleet Trucking	Chattanooga, TN	4	1	3	2	
Fremont Contract Carriers, Inc.	Fremont, NE	5	5	5	3	
FTC Transportation, Inc.	Oklahoma City, OK	5	5	5	3	
Grand Island Express, Inc.	Grand Island, NE	5	5	5	3	
Halvor Lines, Inc.	Superior, WI	5	5	5	3	
Interstate Distributor Co.	Tacoma, WA	5	5	3	3	
Kriska Holdings Ltd.	Prescott, ON	4	5	3	3	
Landstar System, Inc.	Jacksonville, FL	1	3	3	2	
Liberty Linehaul	Ayr, ON	5	3	3	3	
Motor Carrier Service, LLC	Northwood, OH	4	3	3	3	
Nussbaum Transportation	Hudson, IL	5	5	5	3	
Paramount Freight Systems, LLC	Ft Myers, FL	3	3	3	3	
Tennant Truck Lines, Inc.	Colona, IL	4	5	5	2	
TransPro Freight Systems Ltd.	Milton, ON	3	1	3	3	
WTI Transport	Tuscaloosa, AL	3	5	5	2	



Advancement Opportunities	Development & Career Opportunities								Work / Life						
	Training Types	Training Opportunities	Training Compensation	Continuing Education	Coaching/Mentoring	Best Practices Sharing	Industry Participation	Terminal Facilities	Family Support	Health & Wellness	Financial/Legal Assistance	Community Involvement	Industry Image	Environmental Efforts	
Y	3	3	Y	3	3	3	2	3	2	3	2	2	3	3	
Y	3	3	Y	5	3	5	2	5	2	5	3	2	5	5	
Y	3	2	Y	5	3	3	2	1	2	1	2	3	5	1	
Y	3	3	Y	1	3	5	2	5	3	5	1	3	5	1	
Y	3	3	Y	5	3	5	2	3	3	5	2	2	5	3	
Y	3	3	N	5	3	5	2	3	2	5	2	2	1	1	
Y	3	3	Y	5	3	5	2	5	2	5	3	3	5	3	
Y	3	2	Y	5	3	5	2	5	2	5	3	2	5	3	
Y	3	3	Y	5	3	5	2	5	2	5	2	3	5	3	
Y	3	3	Y	3	3	5	2	5	3	5	3	2	5	3	
Y	3	3	Y	5	3	3	2	5	3	3	3	2	5	5	
Y	2	2	Y	5	3	5	2	1	3	5	3	2	5	5	
Y	3	2	Y	5	3	5	2	3	3	3	3	1	5	3	
Y	3	3	Y	1	2	3	2	1	2	1	2	2	5	1	
Y	3	3	Y	3	2	3	2	1	2	5	2	2	5	1	
Y	2	2	Y	1	3	3	0	1	1	5	3	2	3	3	
Y	3	3	Y	1	2	5	2	3	3	5	3	2	3	1	
Y	3	3	Y	3	2	5	2	5	2	5	3	3	5	3	
Y	2	2	Y	3	2	3	2	1	2	5	3	2	3	3	
Y	3	3	Y	1	3	3	0	5	2	5	2	1	5	3	

CHART LEGEND

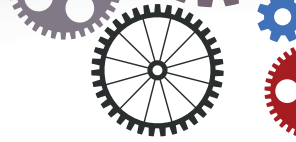


Pay Range	<ul style="list-style-type: none"> 1: No range 2: Range during/after probation 3: Range from day one
Health Benefits /Insurance	<ul style="list-style-type: none"> 1: Less than 1/3 paid by company 2: 1/3 - 2/3 paid by company 3: More than 2/3 paid by company
401 (k) / RSP	<ul style="list-style-type: none"> 0/1: Available 0/2: Company contributes
Vacation Policies	<ul style="list-style-type: none"> 0: No paid time off 1: Basic (e.g., 1 week after 1 year) 2: Basic with accelerated ramp up (e.g., 3 after 5) 3: Exceeds basic from the beginning
Retention Score	Weighted score based on a number of inputs. A higher number indicates a better score
Turnover Reduction Targets	<ul style="list-style-type: none"> 1: No targets 2: General, improve every year 3: Formal targets, program for achieving
Total Work Environment	<ul style="list-style-type: none"> 1: Open door policy/industry reports/outside comparisons 3: Informal driver feedback (providing venues for drivers to speak up, e.g. Facebook) 5: Actively solicit multiple forms of driver feedback (surveys, committee, formal opportunities to speak with executive)
Harassment Programs	<ul style="list-style-type: none"> 1. Basic/open door policy 3. Formal driver protection, orientation 5. Dedicated training/staff, regular review
Onboarding	<ul style="list-style-type: none"> 1: Orientation only/90-day review 2: Periodic post-orientation review (30-60-90) 3: Formal/dedicated ramp-up support program
Retention Programs	<ul style="list-style-type: none"> 1: Limited/nothing specific, focus on hiring process 3: Have retention staff or department, make changes to address specific problems 5: Formal program(s) put in place, specific goals of improving retention
Driver Committee	<ul style="list-style-type: none"> 1: Nothing specific 2: Periodic/informal 3: Drivers participate in other company committees 4: Periodic/formal (i.e., few times per year) 5: Ongoing, formal (i.e., regular meetings)
Clothing Provisions	<ul style="list-style-type: none"> 1: Informal, appearance policy 2: Some discounts/vouchers provided 3: Substantial discounts, freebies
Owner-Op Maintenance Support	<ul style="list-style-type: none"> 1: Minimal (free inspections) 3: Some (e.g., parts discounts) 5: Multiple (e.g., escrow accounts, discounts, roadside assistance)
Company PM Programs	<ul style="list-style-type: none"> 1: As per equipment specs/regulatory guidelines 2: Annual standard completed more frequently than required 3: Automated system, ECM or sat integration
Safety Record	DOT reportables per million miles
Safety Targets	<ul style="list-style-type: none"> 1: No targets, unrealistic target 2: General, improve every year 3: Formal specific targets with granularity/action plan
Shipper Issues	<ul style="list-style-type: none"> 1: Handle on an ad hoc basis, 3: Shippers are aware of policies and penalties 5: Carrier proactively working with shippers to facilitate process
Route Choice / Planning	<ul style="list-style-type: none"> 1: No choice 2: Informal, FIFO or proximity-based 3: FIFO with manual oversight balancing 4: Formalized program 5: Automated planning, personalization of preferences



Safety Technology	<ul style="list-style-type: none"> 1: Standard truck tech, EOBR 3: Extensive truck tech, piloting advanced systems (e.g. in-cab cameras) 5: Implementation of advanced systems (dash cam, collision avoidance), simulator
Efficiency Technology	<ul style="list-style-type: none"> 1: Some standard technology (Enhanced satellite/EOBR, GPS, toll passes, in-cab scanning) 3: Extensive standard tech, online tools 5: Custom mobile applications, device provision, extensive intranet
Performance Evaluation	<ul style="list-style-type: none"> 0: No formal reviews 1: Annual performance review 2: Semi-annual performance review 3: Driver performance communicated quarterly 4: Driver performance communicated monthly 5: Ongoing performance evaluation and communication
Performance Recognition / Rewards	<ul style="list-style-type: none"> 1: Minimal/basic rewards, annual dispersement 3: Multiple reward types/metrics, quarterly dispersement 5: Wide range of programs/metrics, regular/ongoing recognition
Benchmarking	<ul style="list-style-type: none"> 1: None/minimal 3: Few metrics, no fleet comparison, quarterly or less 5: Several metrics, fleet comparison, monthly or more
Infraction Prevention	<ul style="list-style-type: none"> 1: Training at orientation, periodic policy refreshers 2: Quarterly meetings, some variety of methods 3: Regular proactive training, multiple methods
Training Types	<ul style="list-style-type: none"> 1: Classroom only 2: Variety (such as mentoring, video) 3: Variety including online
Training Opportunities	<ul style="list-style-type: none"> 1: Few opportunities, primarily in first year 2: Some opportunities first year, 1-2 days subsequent years 3: Multiple opportunities first year, more than 2 days subsequent years
Continuing Education	<ul style="list-style-type: none"> 1: Nothing/informal 3: Some opportunities, primarily 3rd party 5: Formal programs, company funded
Coaching / Mentoring	<ul style="list-style-type: none"> 0: No 1: Informal/ad hoc 2: Formal program in place (e.g. coaching, finishing) 3: Formal program in place, with selection process/training for mentors/leaders
Best Practices Sharing	<ul style="list-style-type: none"> 1: Informal sharing 3: Carrier provides tools/opportunities (e.g. newsletter, Facebook) 5: Carrier actively solicits and shares best practices, multiple avenues for sharing
Terminal Facilities	<ul style="list-style-type: none"> 1: Standard – Shower, vending machines, computer/internet, laundry at some locations 3: Expanded facilities (e.g. gym, healthcare, free food) at some locations, standard facilities at all 5: Expanded facilities at multiple locations, one or more with substantially expanded
Family Support	<ul style="list-style-type: none"> 1: Open door policy 2: Company facilitates access to services as needed, EAP through benefits 3: Formal support program (counseling, concierge) beyond EAP
Health & Wellness	<ul style="list-style-type: none"> 1: Informal/limited services 3: Some services available (BP monitoring, smoking cessation) 5: Dedicated programs and/or staff, range of options (e.g. in-cab equip)
Financial/Legal	<ul style="list-style-type: none"> 1: Minimal/infrequent 2: Informal/ad-hoc internal programs, EAP 3: Formal program in place (ATBS, credit or legal counseling)
Community/Outside	<ul style="list-style-type: none"> 1: Minimal, infrequent 2: Informal, periodic, company directed 3: Regular/proactive support, formal programs, employee directed
Industry Image	<ul style="list-style-type: none"> 1: Nothing specific, truck appearance policy, driver dress code 3: Industry association involvement, some public appearances/outreach 5: Actively engaged in school programs, substantial public services, associations
Environmental Efforts	<ul style="list-style-type: none"> 1: Minimal/Basic programs (e.g. recycling in office, Smartway, equipment spec'ing) 3: Some dedicated/advanced programs (e.g. Fuel/idle programs, piloting new tech) 5: Significant dedicated/advanced programs (e.g. customer initiatives, custom equipment designs, new tech)

2014 WINNERS



Garth Pitzel, Bison Transport (2nd from right), with (from left) Chris Burruss, TCA, Mike Rosen, Bose, and Mark Murrell, CarriersEdge.

Proven to
dramatically
reduce driver
pain and fatigue.



Proud Sponsor of **The Best Fleets To Drive For** award.
Congratulations to all the winners!

***BOSE* RIDE®**

BoseRide.com 1-800-721-2673



Trent Dye, Paramount Freight Systems (2nd from right), with (from left) Chris Burruss, TCA, Greg St. Croix, Marsh Canada, and Mark Murrell, CarriersEdge.



MARSH—PROUD SPONSOR OF THE BEST WORKPLACE EXPERIENCE IN THE LARGE FEET CATEGORY
OUR SINCERE CONGRATULATIONS TO ALL OF THE WINNERS FOR 2015

For more information about how Marsh can help manage your transportation risks, please contact:
U.S.: Craig Dancer | 202 263 7845 | craig.dancer@marsh.com
Canada: Scott Cober | 905 575 4641 | scott.cober@marsh.com

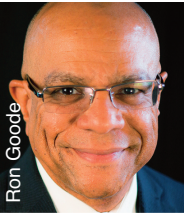
www.marsh.ca | www.marsh.com

Partnering for impactSM

Marsh is one of the Marsh & McLennan Companies, together with Guy Carpenter, Mercer, and Oliver Wyman.



A special
Congratulations!
to all of this year's winners
from the staff at TCA



Truckload Carriers Association • www.truckload.org

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.

TCA makes that happen.

www.truckload.org