
BEST Fleets [®]

TO DRIVE FOR



2016 Final Results



“

Culture is the character and personality of your organization. It is what makes your organization unique and the sum of its values, traditions, beliefs, interactions, behaviors and attitudes. The Best Fleets to Drive For® demonstrate the competitive advantages of a great culture, and the results provide a road map to success for fleets of all sizes.

”

John Lyboldt
President
Truckload Carriers Association

Best Fleets 2016

Welcome to the 2016 edition of **Best Fleets to Drive For®!** While the industry faces continuing uncertainty on the regulatory side, a crumbling infrastructure, and an ever-increasing driver shortage, this year's Top 20 Best Fleets demonstrate that there's always an innovative program or creative solution that can make life better for everyone. These fleets have found the magic formula to keep drivers happy, engaged, and productive, and with an average turnover rate of 36%, their efforts are obviously paying off. We're very proud to present to you this year's **Best Fleets to Drive For!**

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 phases are complete, 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!

The Class of 2016

The process of identifying the 2016 Best Fleets started last fall with **115 fleets** nominated by their drivers as outstanding workplaces. Through the various stages of evaluation that number was whittled down to **63 finalists**. Those fleets, and the 20 that emerged as this year's **Best Fleets to Drive For**, give us a glimpse into an industry that continues to evolve in new and exciting ways. Here are some of the things we found.

Compensation

Average income for company drivers at the Best Fleets was **\$59,199**, up **5%** from last year's average of \$56,330. Average miles for company drivers was **109,989**, down 1.6% from 2015. Put those two together and the income picture for company drivers is definitely improving.

Owner-Operators, on the other hand, saw their numbers go in the opposite direction. Average

income was **\$164,936**, a 14% year/year decline, while their miles were down 1.16% to **110,227**.

Guaranteed pay continues to grow in popularity as well, with a full 20% of finalists this year providing some kind of financial safety net for drivers. That's a dramatic change from last year when only a handful of fleets were offering it. This is an area that's developing dramatically in response to the driver shortage, so we'll be watching closely in the future to see what happens.

Technology Adoption

Over the past few years we've noticed a real change in how fleets approach technology for their drivers, with many fleets focusing their efforts on mobile devices and access. That movement continued this year with a full 25% of finalists embracing mobile for their drivers—double the number from last year. That focus can take several forms, including monthly cell phone allowances, direct provision of devices, and development of custom mobile apps or websites. Whichever option fleets chose, drivers liked it. Surveys were full of positive comments about accessibility and ease of use.

Moving beyond the world of mobile, dash cams are also becoming increasingly common. 43% of this year's finalists are using some form of dash cam in their trucks, with most looking at full rollouts in the near future. That represents an extremely rapid adoption of new technology – 5 years ago no one even mentioned dash cams, and 3 years ago the number of fleets using them was in the single digits.

Changing With The Times

Every year we make some changes to the things we evaluate, based on the data that comes in from participating fleets. Sometimes questions need to be added or dropped, and sometimes the question remains but the scoring level changes. The following page shows some of the places where we made changes this year, and samples of what fleets were doing in those areas.

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Management Training

A great workplace requires great leadership, and this year we started looking at what fleets are doing to develop their leaders. Clearly, we weren't the only ones thinking this, since almost one third of finalists had formal, career-focused ongoing management development programs. Even smaller fleets had many robust, mature programs, so it's certainly an area where people are making solid investments.

Meeting Types

With drivers spread all across the continent, getting together for meetings presents an ongoing challenge. Fleets have been moving their training programs online for several years, but it's only been in the last year or two that we've noticed a similar effort around meetings. Taking advantage of things like conference calls and web meetings, many fleets are starting to explore their options in this area as well.

As a result, we started tracking how fleets structure and deliver meetings, and how successful they are at reaching everyone. In terms of meeting structure, 23% of Best Fleets finalists have adopted a model that includes multiple types of meeting (live, call-in, web, video, etc.) and several more are in the process of adding these options. Unsurprisingly, these fleets also had the best success in reaching their drivers regularly, with many reporting 100% participation.

New Entrant Training

With the ongoing driver shortage continuing to complicate the recruiting process, more and more fleets are taking matters into their own hands. For the past several years we've been tracking fleets that hire new entrants, since it often impacts their overall retention numbers, but this year we started scoring their specific programs as well. The results were eye-opening: **36%** of finalists have made new entrant programs a strategic priority, collectively turning out thousands of new drivers per year. Those are big numbers, and those fleets are to be commended for their efforts to solve an industry-wide problem.

Nothing To See Here...

While the areas above are places where we saw substantial innovation in the past year, there are also places where nothing significant is happening. Sometimes it's a temporary lull before getting active again, and sometimes everyone reaches a certain threshold and there's just not much room left for innovation.

Environmental initiatives are an example of that this year. For a few years fleets were making significant strides and introducing new programs regularly, but that's leveled off now and most fleets are in the same ballpark. Nearly all fleets are Smartway partners, everyone is using trailer skirts, APUs and other fuel saving devices, everyone specs for fuel efficiency, and everyone has some kind of bonus program that considers fuel economy. As a result, there's little to differentiate fleets so we removed it from the scoring this year. We'll revisit it again next year and see if there's a spike of innovation but it seems that, for now at least, innovation has moved into other areas.

Fleets to Watch

In addition to the Top 20 Best Fleets, we also pick five Fleets to Watch each year – fleets that have interesting or exceptional programs that we believe should be recognized and commended. The five 2016 Fleets to Watch are:

- **Boyd Bros. Transportation**, Clayton, AL
- **Brenny Specialized Inc.**, St. Cloud, MN
- **Crete Carrier Corp.**, Lincoln, NE
- **Maverick Transportation, LLC**, North Little Rock, AR
- **Trimac Transportation**, Calgary, AB

Two of last year's Fleets to Watch have been named to the top 20 in 2016.

Congratulations to **Challenger Motor Freight and Melton Truck Lines, Inc!**

2016 Top 20 Best Fleets To Drive For

Here are this year's Top 20 Best Fleets, and a sample of the great things they're doing...

Bay and Bay Transportation

Head Office: Eagan, MN

Drivers/Owner-Operators: 500

Updated scorecard and benchmarking process, combined with expanded coaching program, led to largest CSA improvement in company history.

Bison Transport

Head Office: Winnipeg, MB

Drivers/Owner-Operators: 1785

Variety of driver-focused committees, including wellness and workflow efficiencies, keep drivers involved and engaged.

Boyle Transportation

Head Office: Billerica, MA

Drivers/Owner-Operators: 100

Tuition grant of \$2500 per year for each driver's child enrolled in a post-secondary program helps offset the cost of continuing education.

Central Oregon Truck Company, Inc

Head Office: Redmond, OR

Drivers/Owner-Operators: 268

Custom designed, indoor load securement training facility ensures new hires get ample practice securing and tarping loads before heading out.

Challenger Motor Freight Inc.

Head Office: Cambridge, ON

Drivers/Owner-Operators: 975

Weekly roundtable meetings with drivers keep information flowing in both directions. Meeting notes posted on intranet allow drivers not in attendance to stay informed and weigh in with thoughts.

Erb Group

Head Office: New Hamburg, ON

Drivers/Owner-Operators: 1068

Annual clothing allotment for each driver includes winter coat, spring jacket, hats and a week's worth of shirts, all free of charge, as well as a safety boot allowance.

Fremont Contract Carriers, Inc.

Head Office: Fremont, NE

Drivers/Owner-Operators: 344

Regularly poll drivers on interests and preferences. Recent poll showed a strong interest in satellite radio, so that's now provided to everyone.

FTC Transportation, Inc.

Head Office: Oklahoma City, OK

Drivers/Owner-Operators: 36

11 paid holidays and multiple weeks of vacation ensure drivers have ample opportunity to recharge throughout the year.

Grand Island Express, Inc.

Head Office: Grand Island, NE

Drivers/Owner-Operators: 160

New feedback system allows drivers to rate each load immediately after delivery. A weekly summary report gives management useful tools for planning and customer communication.

Halvor Lines, Inc.

Head Office: Superior, WI

Drivers/Owner-Operators: 405

Addition of new, full-featured terminals close to where drivers live improves both downtime and efficiency.

Interstate Distributor Co.

Head Office: Tacoma, WA
Drivers/Owner-Operators: 1761

Maintenance management system communicates directly with truck so shop has a full diagnostic before truck arrives for maintenance.

Kriska Holdings Ltd.

Head Office: Prescott, ON
Drivers/Owner-Operators: 405

Company worked with largest customer to launch 'safe haven' pilot project, giving drivers access to secure overnight parking. Pilot was so successful that customer is now rolling it out across entire supply chain.

Landstar System, Inc.

Head Office: Jacksonville, FL
Drivers/Owner-Operators: 8682

Quarterly roundtable meetings in different locations across the country (including Bass Pro Shops!) allow contractors to share best practices and network.

Melton Truck Lines, Inc.

Head Office: Tulsa, OK
Drivers/Owner-Operators: 1035

On-site health and dental clinics at multiple terminals provide convenient support services for drivers and their families.

Motor Carrier Service, LLC

Head Office: Northwood, OH
Drivers/Owner-Operators: 76

Recognizing the changing preferences of its workforce, the company is shifting more and more work into shorter hauls.

Nussbaum Transportation

Head Office: Hudson, IL
Drivers/Owner-Operators: 280

Management pulse-taking sees execs calling a random group of drivers each week to discuss current issues and collect feedback. Weekly summary is shared internally and used in decision making.

Paramount Freight Systems, LLC

Head Office: Ft. Myers, FL
Drivers/Owner-Operators: 115

Continued shift of business into dedicated model means most contractors are now home every night while still getting full week of miles.

Prime Inc.

Head Office: Springfield, MO
Drivers/Owner-Operators: 7000

More than a dozen vendors on-site fulltime, providing direct access for drivers to ask questions and learn more about different products.

TLD Logistics Services, Inc.

Head Office: Knoxville, TN
Drivers/Owner-Operators: 460

Plan-Do-Check-Act process allows company to isolate problems with granularity across the business and measure the effectiveness of improvement efforts.

TransPro Freight Systems, Ltd.

Head Office: Milton, ON
Drivers/Owner-Operators: 84

Dash cams provided in all trucks, including both company and owner-op vehicles.

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	Pay Range	Guaranteed Pay	Benefits Paid By Company			Retention Score	Entry Level Drivers	Turnover Reduction Targets
			401(k) / RSP	Vacation Policies				
	Compensation & Benefits							
Bay and Bay Transportation	3	N	3	3	3	5.664	0	3
Bison Transport	1	N	3	1	2	8.135	3	3
Boyle Transportation	3	Y	3	3	3	9.480	0	3
Central Oregon Truck Company, Inc	3	N	3	3	3	5.868	2	3
Challenger Motor Freight Inc.	3	N	3	1	1	7.396	3	3
Erb Group	3	N	2	3	3	8.929	3	3
Fremont Contract Carriers, Inc.	3	N	3	3	1	12.093	2	3
FTC Transportation, Inc.	3	N	3	3	3	8.667	1	3
Grand Island Express, Inc.	3	N	3	3	2	7.452	1	3
Halvor Lines, Inc.	3	N	3	3	2	11.260	2	3
Interstate Distributor Co.	3	N	3	3	1	5.086	3	3
Kriska Holdings Ltd.	3	N	2	3	2	7.831	3	3
Landstar System, Inc.				0		9.973		3
Melton Truck Lines, Inc.	3	N	3	3	1	0.829	3	3
Motor Carrier Service, LLC	1	Y	3	3	2	9.158	1	3
Nussbaum Transportation	1	Y	3	3	2	7.921	0	3
Paramount Freight Systems, LLC				2		9.913		3
Prime Inc.	3	N	2	3	3	4.924	3	3
TLD Logistics Services, Inc.	1	Y	2	3	2	7.128	3	3
TransPro Freight Systems, Ltd.				2		6.297		2

Total Work Environment	Harassment Programs	Onboarding	Retention Programs	Management Training	Driver Committee	Clothing Provisions	Company PM Programs	Safety Record	Safety Targets	Shipper Issues	Routing Choice / Planning	Safety Technology	Efficiency Technology
Human Resources Strategy							Operational Strategy						
5	5	2	5	3	4	1	1	0.460	2	3	3	5	3
5	5	3	5	3	5	3	3	0.172	3	5	4	5	5
3	3	3	3	2	2	3	1	0.007	1	5	2	3	5
5	5	3	5	1	4	1	3	0.412	3	3	4	5	5
5	5	2	5	3	3	2	2	0.335	2	3	2	5	3
5	1	3	5	3	5	3	3	0.031	3	3	1	3	3
5	5	3	5	3	5	2	3	0.530	2	3	3	3	3
5	5	3	5	3	4	3	1	0.240	3	3	3	3	5
5	5	3	5	3	4	3	3	0.688	3	5	2	5	5
5	3	3	5	3	4	2	1	0.380	3	5	5	5	3
3	5	2	3	3	4	2	3	0.350	3	3	2	5	3
5	5	3	5	2	4	2	2	0.580	2	5	4	5	3
5	3	3	5	3	4			0.510	2	5		5	5
5	3	3	5	3	5	2	1	0.670	2	5	1	5	3
5	3	3	3	2	5	3	2	0.423	2	3	1	5	3
5	3	3	5	2	3	2	3	0.440	1	5	4	5	5
5	3	3	5	2	4			0.189	2	3		1	3
5	5	2	5	2	4	2	3	0.610	2	1	4	5	5
3	5	3	5	2	3	3	1	0.500	3	3	3	5	3
3	5	2	3	3	4			0.232	2	3		5	3

Results Chart

Name	Performance Evaluation	Performance Recognition / Rewards	Benchmarking	Infraction Prevention	Training Types	Training Opportunities	Training Compensation
	Performance Management	Development &					
Bay and Bay Transportation	3	3	5	3	2	3	Y
Bison Transport	5	5	5	3	3	3	Y
Boyle Transportation	3	1	3	2	3	2	Y
Central Oregon Truck Company, Inc	5	5	5	2	3	3	Y
Challenger Motor Freight Inc.	4	3	5	3	3	3	Y
Erb Group	4	5	5	3	3	3	Y
Fremont Contract Carriers, Inc.	4	3	3	2	3	3	Y
FTC Transportation, Inc.	4	5	5	3	3	2	Y
Grand Island Express, Inc.	4	3	5	3	3	3	Y
Halvor Lines, Inc.	4	3	5	3	3	2	Y
Interstate Distributor Co.	3	3	5	3	3	3	Y
Kriska Holdings Ltd.	4	5	5	2	3	1	Y
Landstar System, Inc.	1	3	3	3	3		Y
Melton Truck Lines, Inc.	4	3	5	3	3	3	Y
Motor Carrier Service, LLC	4	3	3	2	3	3	Y
Nussbaum Transportation	4	5	5	2	2	2	Y
Paramount Freight Systems, LLC	4	3	5	3	3		Y
Prime Inc.	5	5	5	2	2	2	Y
TLD Logistics Services, Inc.	4	5	3	3	2	3	Y
TransPro Freight Systems, Ltd.	4	3	3	3	3		N

Continuing Education	Coaching / Mentoring	Best Practices Sharing	Meeting Types	Meeting Reach	Industry Participation	Terminal Facilities	Family Support	Health & Wellness	Financial / Legal Assistance	Community Involvement	Industry Image
Career Path						Work / Life Balance					
3	2	3	3	2	Y	5	2	5	2	2	3
5	3	5	3	3	Y	5	3	5	3	3	5
5	2	5	1	1	Y	3	2	1	2	2	5
3	3	5	2	2	Y	5	3	5	2	3	5
3	3	5	3	3	Y	3	3	5	2	3	5
3	3	3	2	3	Y	3	3	5	3	2	3
3	2	5	2	1	Y	5	2	5	3	3	5
3	3	5	2	1	Y	5	2	5	3	3	5
3	3	3	3	1	Y	5	2	5	3	3	5
3	3	3	2	3	Y	5	3	5	3	3	5
3	3	3	3	3	Y	5	3	3	3	3	5
3	3	3	2	3	Y	1	3	5	3	3	5
5	3	5	3	1	N	3	3	3	3	3	5
3	3	5	3	3	Y	5	3	5	3	2	5
3	2	3	3	3	Y	3	3	3	2	2	5
3	2	3	2	3	N	5	1	5	2	3	5
1	3	5	3	3	Y	3	3	5	2	3	5
5	2	5	3	2	Y	5	3	5	3	3	5
5	2	3	2	2	Y	1	2	5	3	3	5
3	2	3	1	3	Y	1	3	5	3	2	5

Scoring Legend

Pay Range	<ol style="list-style-type: none"> 1: No range 2: Range during/after probation 3: Range from day one
Benefits Paid By Company	<ol 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	<ol style="list-style-type: none"> 0/1: Available 0/2: Company contributes
Vacation Policies	<ol style="list-style-type: none"> 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.
Entry Level Drivers	<ol style="list-style-type: none"> 0: None 1: Minimal activity 2: Moderate activity 3: Substantial investment; strategic initiative
Turnover Reduction Targets	<ol style="list-style-type: none"> 1: No targets 2: General, improve every year 3: Formal targets, program for achieving
Total Work Environment	<ol 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	<ol style="list-style-type: none"> 1. Basic/open door policy 3. Formal driver protection, orientation 5. Dedicated training/staff, regular review
Onboarding	<ol 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	<ol 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
Management Training	<ol style="list-style-type: none"> 1: Minimal (task-focused, informal, internal) 2: Occasional, career-focused (associations, some formal external) 3: Larger, ongoing career-focused initiatives
Driver Committee	<ol 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	<ol style="list-style-type: none"> 1: Informal, appearance policy 2: Some discounts/vouchers provided 3: Substantial discounts, freebies
Company PM Programs	<ol style="list-style-type: none"> 1: Standard schedule, 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	<ol style="list-style-type: none"> 1: Minimal targets, unrealistic target 2: Broad or general, improve every year 3: Detailed, specific targets, action plan
Shipper Issues	<ol style="list-style-type: none"> 1: Handle on an ad hoc basis, drivers paid occasionally, long wait 3: Formal process, drivers paid after 2 hrs or less 5: Carrier proactively working with shippers to facilitate process, drivers paid for all
Route Choice / Planning	<ol style="list-style-type: none"> 1: Informal, FIFO or proximity-based, limited choice 2: FIFO with manual oversight balancing 3: Formalized program 4: Automated planning, personalization of preferences 5: Route restructuring, significant redevelopment

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"> 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, minimal ongoing 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"> 1: Informal/ad hoc, limited 2: Substantial informal, formal program (e.g. coaching, finishing) 3: Active, formal program, 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
Meeting Types	<ul style="list-style-type: none"> 1: Infrequent, in-person only 2: Periodic, some flexibility in participation 3: Frequent, regular opportunities to participate, multiple delivery formats
Meeting Reach	<ul style="list-style-type: none"> 1: Up to 1/3 of drivers reached through meetings 2: 1/3 - 2/3 reached 3: More than 2/3 reached
Industry Participation	<ul style="list-style-type: none"> Y: Industry participation actively encouraged for drivers N: Industry participation not actively encouraged for drivers
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 equipment)
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

2015 Winners



Andrew Winkler, Grand Island Express (center), with Al Anderson, Bose, and Jane Jazrawy, CarriersEdge.



Susan Hilgenkamp, Fremont Contract Carriers (center), with Craig Dancer, Marsh Inc., and Jane Jazrawy, CarriersEdge.

Proven to
dramatically
reduce driver
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John Lyboldt



Lora Mitchell



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