

Questions to ask recruiters

COMPANY INFO:

Company Name
Home/closest terminal location
Recruiter name

BASIC REQUIREMENTS:

Minimum age
Minimum experience
Other hiring qualifications

BENEFITS/NON-FINANCIAL COMPENSATION:

Benefit waiting period
Health benefits cost
Dental/vision benefits cost
Retirement plans
Holiday pay/policy, waiting period?
PTO/vacation policy, waiting period?

PERFORMANCE & RECOGNITION:

Top performers recognition/reward programs
Military recognition
Other performance bonus programs
Safety bonus/recognition programs

HUMAN RESOURCE STRATEGY:

Company annual turnover %
How does the company communicate with drivers
Pet Policy, deposit required
Rider policy
Mentor programs
Driver advisory board
Clothing or PPE gear allowances

OPERATIONS STRATEGY:

% of broker loads hauled
Average wait time between loads
Can drivers select from available loads
Layover policy
Detention policy
Home-time policy
Home-time guarantee
Able to take truck home

SAFETY:

Safety recognition programs
Annual safety training requirements
Company DOT accident ratio
What happens to driver after an accident
Governed truck speed
ELD device type
How are safety meetings conducted
Dash cameras provided

MAINTENANCE/EQUIPMENT:

Average truck age
How are trucks assigned or upgraded

WORK/LIFE BALANCE:

What social media channels are used
Programs to help driver families
Family friendly work events

LEASE PURCHASE PROGRAM:

Are they offered
What are general terms of lease
Any penalties/hidden costs
Can you provide me with a sample contract
Turnover % in lease program

COMPENSATION:

Weekly average gross pay
Annual average gross pay
Guaranteed pay options
Orientation pay