

Questions that company drivers will want to ask recruiters before they decide to accept the job:

1. Will I be:

Hired employee____ i

Contract driver____

(A contract driver is usually paid on a percentage basis and taxes are the responsibility of the contract driver. There also must be a contract between the company and the driver. This contract is for the IRS audits and must meet their requirements. A good way to tell is to refer to form S S8

2. As an employee, how is my pay figured?

Hourly____ Rate____

By the mile____ Rate____

3. If paid by the mile, how is mileage calculated?

Hub miles____

Computer program such as PCMiler, HHG, etc.____

Dispatched miles____

Loaded miles____

Hub miles.....is actual miles it takes

PC Miler, HHG, etc. is computer generated mileage.

Dispatched Miles____ are what they have stored in the computer that you have been dispatched on.

Loaded miles means paid while loaded only.

Best answer..... Hub Miles, because this would be actual driving miles.

4. Does the company hold back the first paycheck?

Yes____ No____

If so, how long?

One week____ Two weeks____

5. Is the driver responsible for loading and unloading?

Yes____ No____

6. If not, how is the lump sum handled?

Company contract with lumpers____

Advances for lumpers (deduct from paycheck)____

Reimbursement for lumpers with receipts____

7. If driver unloads, how is payment made?

Flat rate____

Hourly____

Piece_____

By weight_____

8. What is the company policy on fueling? ⁱⁱ

Driver choice of supplier_____

Company choice of supplier_____

Fuel Card supplied_____

Driver pays & company reimburses_____

9. Does the company pay for:

Layovers_____

Detention time_____ ⁱⁱⁱ

Canceled loads_____

Multiple drops and picks_____

Tolls_____

Truck washes_____

Trailer wash-outs_____

Scale tickets_____

Minor road repairs to equipment such as clearance lights, wiring, etc._____

10. How many miles per week can I expect to run? _____

11. How many days/weeks will a driver be kept out? _____

12. What is the policy on home time?

13. What benefits does the company offer?

Paid vacation _____ After how long _____ How much vacation time _____

Sick days_____ After how long _____ How many sick days _____

Health/dental care _____ Is family included? Yes____ No _____

Safety awards _____

Retirement plans/401K _____

Rider policy _____ Company paid? Yes____ No ____ What are the age requirements? _____ Is it limited to family members only? Yes _____ No _____

Safety bonuses_____ Based on: no violations/accidents _____; Customer Service _____; Feedback/complaints from general public_____; On-time _____; SO&D _____; Idle time _____; On time _____; Fuel Mileage _____

14. Do you have forced dispatch? Yes_____ No_____

15. What regions does the company expect you to run?

_____; Does the company run in areas that you do not want go, such as Canada, Mexico, or NY? Yes_____ No_____

16. Does the company offer dedicated runs? Yes_____ No _____; If yes, how do I get one? _____

17. Does driver work directly with brokers (hand-offs)? Yes____ No ____

18. What is the company policy on check calls (status for the day)?

19. Does the company allow pets in the truck? Yes ____ No ____ If so, are
damage deposits required? Yes ____ No ____; If so, how much? ____ Deposit
return policy? _____

20. Does company provide cell phones? Yes____ No ____

21. What kind of truck will I be driving? Year____ Make____ Model____

22. Can driver take the truck home? Yes ____ No ____

23. What kind of transmission?

24. What kind of engine?

25. What kind of sleeper?

26. Can I put my own chrome and lights on the truck? Yes ____ No ____

27. Are speeds governed? Yes ____ No ____ If so, governed at what speed?
_____ Is cruise control governed? Y N

28. CB equipped? Yes ____ No ____

29. AM/FM radio/TV? Yes ____ No ____

30. Refrigerator? Yes ____ No ____

31. Qualcom? Yes ____ No ____

32. Air Ride seats? Yes ____ No ____

33. Engine Brakes? Yes ____ No ____

34. Opti-Idle? Yes ____ No ____ APU YES____ No____

Ask what the company's idle policy is. Do they use APU's, opti-idle, etc. Is idle time tied into anything
other than bonus? Is your performance report based in any part on meeting the idle policy limits? If you
continually do not meet the idle policy what is the company's policy for handling that situation?

35. How often does company purchase new equipment?

36. Can I purchase my truck through the company? Yes ____ No ____
Lease/purchase plan? Yes ____ No ____ Success rate on lease/purchase?

37. Does the company provide training? Yes ____ No ____

38. Is training paid by company? Yes ____ No ____

39. If company paid, is there a penalty if I leave the company before a specified period of time? Yes ____ No ____; If penalty, how is it calculated?

40. What are trainer requirements?

41. Does the trainer receive extra pay? Yes ____ No ____

42. As a trainer, will I be able to refuse to train a potential driver? Yes ____ No ____

43. Is trainer responsible for actions of trainees? Yes ____ No ____

44. What is the length of training period?

45. Will I be assigned solo after the training period? Yes ____ No ____

46. Are female trainers provided for female trainees upon request? Yes ____
____ No ____

47. Is there a smoking/non-smoking policy? Yes ____ No ____

48. Is an escrow, security deposit, performance bond, or any type of money held back by the company? Yes ____ No ____; If so, what is the required amount, and what is the return policy? _____

49. Is transportation provided to orientation? Yes ____ No ____

50. Motel/Food paid by company? Yes ____ No ____

51. Does the company pay for orientation? Yes ____ No ____

52. If I am disqualified or if I choose not to sign on, does the company pay for my transportation back home? Yes ____ No ____

53. Where is the company orientation held? Yes ____ No ____

Remember, if something occurs at orientation you are going to have to make your own way back.

54. How often are orientations scheduled and when is the next one?

55. How long is orientation?

56. What does the orientation cover? ^{iv}

Company physical? YES___ NO___ Before___ Prior YES___ NO___
Company background checks? YES___ NO___ Prior YES___ NO___

ⁱ IF YOU ARE driving his truck with no lease you are not responsible for getting workman's comp insurance and paying all social security, he has to pay half by law. A lot of these employers owe IRS liens and make you sign a contract this is a shady deal, IRS and your home state employment office will make him pay your half of social security and there is a big fine for him not paying workman's comp for you, he has to have it. If you get hurt you will have to sue him, if you sign a contract you are screwed. THE IRS RULE IS THIS, if you drive his truck and he picks the loads and you can't refuse a load, and your not actually leasing his truck, you must have a written lease for him to get away with not paying half of your social security and taking taxes. Don't let this happen to you. You won't have deductions at the end of the year, you can get stuck with all the taxes and responsibility on accidents, cargo damage and all kinds of things, you could lose your house cars etc thru lawsuits. before you sign anything with a contract deal check with your accountant and employment office where you live or the IRS, you will do yourself well by doing this.

ⁱⁱ Ask the company about their fuel network. How extensive is it, etc.? Also do they used forced routing including fuel stops? One company I spoke with had a bad reputation of calculating their paid mileage but not adding in the forced routing out of route just to fuel at a particular station. Same company is known to route drivers 100 miles out, unpaid, to save this money. Also ask if the companies contract with the fuel supplier precludes the driver from collecting in the "Perks" programs offered by the fuel supplier. Can't remember which carrier has done this but it has been reported. Those perks can really help you save some money.

ⁱⁱⁱ Ask the company if their shipping contracts have penalties written into them for detentions, etc., caused by consignee or shipper. The company may advertise these but so many have been reported not to pay for it. When you hit a dock, and the trucks are lined up waiting for unload, it is nice knowing that even if your company is bad about paying you then hopefully they have a clause that allows them to collect as an incentive to shipper/consignee to make sure you are not last in line.

^{iv} Most companies will want to have their own physical and background checks performed. Ask if they will perform these, and fully complete them, prior to you attending orientation? Does not matter how squeaky clean and healthy you think you are. If they perform them at orientation and dislike something you, get to find your own way home. This is one area I am surprised at with companies.