

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

1. Will I be:

Hired employee\_\_\_<sup>i</sup>

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 issue 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? <sup>ii</sup>

Driver choice of supplier\_\_\_\_\_

Company choice of supplier\_\_\_\_\_

Fuel Card supplied\_\_\_\_\_

Driver pays & company reimburses\_\_\_\_\_

9. Does the company pay for:

Layovers\_\_\_\_\_

Detention time\_\_\_\_\_ <sup>iii</sup>

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. Qualcomm? 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? <sup>iv</sup>

Company physical? YES\_\_\_ NO\_\_\_ Before\_\_\_\_\_ Prior YES\_\_\_ NO\_\_\_  
Company background checks? YES\_\_\_ NO\_\_\_ Prior YES\_\_\_ NO\_\_\_

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<sup>i</sup> 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.

<sup>ii</sup> 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.

<sup>iii</sup> 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.

<sup>iv</sup> 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.