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# **BEST Fleets**®

## **TO DRIVE FOR**

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**2026**  
**FINAL**  
**RESULTS**

[bestfleetstodrivefor.com](http://bestfleetstodrivefor.com)



Welcome to the 2026 edition of the Best Fleets to Drive For®!

As we look back on 2025, we saw an industry landscape scarred by shrinking margins and the shuttering of carriers both large and small. Fleet leaders have begun to understand that this situation may not change any time soon.

That realization has changed the focus for many from looking for the light at the end of the tunnel to looking for what they can do right now, with what they have. That's what we see in our Best Fleets Top 20 and Hall of Fame. These fleets still believe the driver experience is important and *found a way to make a difference*.

As so many dominoes have fallen around the Best Fleets, they are standing strong and demonstrating what is possible when times are tough. Not to say that they didn't have to make hard choices or cut back, but it's worth looking at where they did focus their efforts as they tried to do more with less.

That spirit of really looking deeply at what you can do, deconstructing your past performance, and sharing the successes, is really what is at the heart of the Best Fleets to Drive For® process.

I encourage you to use the details contained in this book to learn from what this year's winners did to achieve their results. The light at the end of the tunnel may not be in sight, but it's there. And when things turn around, you'll already be ahead of the pack.

Jane Jazrawy  
CEO, CarriersEdge  
Co-Creator, Best Fleets to Drive For®

# Finding a Way: How the Best Fleets Get Results

The 18<sup>th</sup> edition of the annual program was a bigger year for change, as many fleets scaled back while others continue finding ways to innovate.

## THE DATA

Drivers nominated 108 companies this year, slightly fewer than last year (118).

From those 108 nominations, 48 made it through to the final scoring round, down from 62 last year. A total of 4,498 driver surveys were submitted this year.

## FINDING A WAY

Three years in, commenting on the lingering freight recession is starting to sound like a broken record, but that is where we find ourselves. It's also the environment our Best Fleets are operating in as they strive to find ways to make a meaningful difference for their drivers.

In the 2025 program, we noted that investment was constrained and that has not changed. If anything, the lingering challenges have made it even more difficult to invest in improving driver experience, but the Best Fleets winners have found a way.

Scaling back recruiting and hiring of new entrants was the trend amongst this year's finalists. Many eliminated their new entrant program entirely, and focused on more experienced drivers. This allowed them to focus resources in places that better serve those drivers.

With onboarding programs, we saw an increase in involvement from executives and senior leaders with over half of companies bringing them in to welcome new drivers. And those onboarding programs are now commonly starting before drivers arrive, with nearly half of this year's finalists using pre-work to help smooth the transition.

Fleets continue to work to make life easier and more convenient for their drivers. When it comes to regularly scheduled preventative maintenance, only 20% have drivers down for more than two hours with 60% ensuring there is no downtime at all for scheduled maintenance. Of note in the maintenance

category: we still see an appreciable number of fleets who don't track unplanned maintenance.

One-fifth of fleets use a shipper scorecard or similar method to track the driver experience when loading or unloading, and they use this data to manage customer relationships. There was an increase in driver-focused amenities at company facilities and a shift away from those that might be more relevant to office staff.

Two other areas important to drivers that fleets were able to maintain: home time and parking. The overwhelming majority continue to provide more than the minimum reset and over 1/3 provide generous home time. Parking reimbursement is standard now and many fleets are doing proactive work, like actively working with customers to make overnight parking and facilities available to drivers. We're seeing significant efforts to improve parking, like purchasing and leasing additional space, and expanding existing options.

Drivers recognize the investment in safety, with 80% strongly agreeing that their company values safety above all else. Forward-facing dash cams have become standard and nearly 25% of fleets are using inward facing cameras. Fleets are starting to provide cybersecurity training for drivers as these risks become more prevalent, recognizing that the risk goes beyond access to back office systems. ELD panic buttons are increasingly common and we see an increase in fleets providing training to drivers related to their personal safety on the road.

Looking at our driver survey results, satisfaction across many categories was down slightly from last year. Drivers who "strongly agree" that they enjoy working for their company fell slightly from 79.9% to 76.6%, and those very likely to recommend their company to others was still high, but fell 3 points to 75%.

## THE EVALUATION PROCESS

Best Fleets to Drive For® is open to all for-hire fleets operating at least 10 tractor-trailers in the United States or Canada. If a fleet hauls any of its own products, it's considered a private fleet. However, for-hire carriers wholly owned by other companies (e.g., manufacturers) are eligible. Each participating company must complete four steps:

1. **NOMINATION** The process starts when a driver or contractor currently working with the company nominates them as a Best Fleet. Only one nomination is required, but somebody driving a tractor-trailer on behalf of the company has to start the process.
2. **QUESTIONNAIRE** Nominated fleets complete an online questionnaire that collects information about company programs and policies across a variety of different categories. For the 2026 edition of the program, there were 110 questions in the default corporate questionnaire and 95 in the variation for contractor fleets.
3. **INTERVIEW** After the questionnaire is complete, the CarriersEdge team conducts a follow-up interview to verify and discuss the information provided in the questionnaire.
4. **SURVEY** The final segment requires a target percentage of drivers/contractors to complete a survey about their experience with the company.

## SCORING METHODOLOGY

The scoring period starts after surveys close, analyzing answers of finalists who have completed all evaluation stages. Fleets are scored across 3 categories – the programs they offer their drivers, the satisfaction level of those drivers, and the results the company is seeing in terms of safety and retention. The scoring process is detailed, meticulous, and time-consuming. For the 2026 edition, there were over 2,650 distinct answers that needed to be scored in the programs section alone – a team of nine worked full-time for nearly two weeks to complete it all.

### SCORING THE PROGRAMS

The scoring team starts by reviewing the data collected and determining which questions can be scored. Some questions are purely for segmentation purposes or trend analysis, while others may not have enough meaningful data to be scored. Contractor-only fleets have a

separate questionnaire focused more on how they help their contractors build successful businesses, so their scorable question list looks different.

Once the set of scorable questions is determined, the team scores each question individually. All responses to the question are reviewed to define the matrix of points and criteria, then all responses are scored against that matrix. The process continues for each scorable question. Once all questions are scored, a program score for the carrier is calculated.

### MEASURING DRIVER SATISFACTION

The driver survey has 54 questions that track trends and sentiment, with responses fed into a formula that measures satisfaction at the company across various parameters and segments.

### CALCULATING THE RESULTS

The safety performance of each finalist is determined by tracking preventable and non-preventable DOT-reportable accidents per million miles. The retention score of each company is calculated with a custom formula that includes several data point inputs and controls for various factors that can skew results - for instance, whether a fleet is based in the U.S. or Canada, or whether they have a new entrant program. Safety performance and retention are combined to generate the final results score.

## WINNERS

Once all the data is compiled and scores calculated, the best performing fleets are recognized as winners. The 20 fleets with the highest scores are recognized as Best Fleets to Drive For®, while fleets reaching that level for 10 consecutive years (or 7 consecutive years plus an overall award) are named to the Best Fleets Hall of Fame.

From the Top 20, 2 overall winners are also recognized: Best Overall Large Carrier, and Best Overall Small Carrier.

Unlike the Top 20 (which is always limited to just 20 companies), the Hall of Fame has no limit to the number of inductees. Once inducted into the Hall, fleets need to requalify each year. This year, 8 of last year's Hall of Fame fleets requalified.

The highest scoring fleet in the Hall of Fame is recognized with the Stratosphere award - the absolute best of the best.

Finally, we also recognize five Fleets to Watch.

# THE **BEST** WORKPLACES FOR NORTH AMERICAN TRUCK DRIVERS



These are fleets who impressed us with their programs and appear to be on track to make the Top 20 in the future. Several of this year's Top 20 were Fleets to Watch in the past, and we fully expect some of this year's honorees to be in the Top 20 in the future.

## THE SCHEDULE

The 2026 edition followed its traditional schedule with nominations opening after Labor Day and closing on Halloween. After being nominated, each participating fleet completed the questionnaire, filling out details of their business across HR, dispatch, safety, management, recruiting, and more. After submitting the questionnaire, a 60-90 minute interview was conducted with representatives from each fleet to clarify and explore their answers. Interviews happened throughout November and into mid-December. The driver surveys were collected from mid-November until New Year's Eve to complete the final stage of evaluations.

Fleets had a short window to complete these extensive steps during the busiest time of the

year, so making it to the scoring stage was an accomplishment of its own for Finalists.

## MILESTONES

We had one new fleet enter the Hall of Fame this year. Challenger Motor Freight joined this distinguished group. Hall of Famer Garner Trucking celebrates 10 consecutive years as a Best Fleet, and five fleets are celebrating their 5th consecutive year: Continental Express, Decker Truck Line, K&J Trucking, Leonard's Express, and TransLand. Congrats to all of them on reaching those difficult milestones!

We also welcome four new fleets to the Top 20 for the first time. Congratulations to Joseph Transportation Group, Peninsula Truck Lines, S&H Express, and Williams Dedicated.

In the following pages, we dig into the questions and scores from this year's evaluation, and detail some additional observations in each category.

# 2026 BEST Fleets TO DRIVE FOR<sup>®</sup>

This year's Top 20 includes 4 companies who weren't on the list last year.

## SMALL CARRIER CATEGORY

	LOCATION	DRIVERS / OWNER-OPS	YEARS AS A BEST FLEET
America's Service Line (ASL)	Green Bay, WI	168	3 (2 Consecutive)
Brenny Specialized, Inc. (Brenny)	Saint Joseph, MN	70	4 (3 Consecutive)
Chief Carriers, Inc. (Chief)	Grand Island, NE	78	6
Crawford Trucking (Crawford)	Des Moines, IA	61	3
Ippolito Transportation Inc. (Ippolito)	Burlington, ON	60	2
Joseph Transportation Group (Joseph) <b>New!</b>	Stoney Creek, ON	200	1
K & J Trucking, Inc. (K&J)	Sioux Falls, SD	95	5
Kriska Holdings Limited (Kriska)	Prescott, ON	224	9 (4 Consecutive)
TransLand	Strafford, MO	173	5
Williams Dedicated, LLC (Williams) <b>New!</b>	Michigan City, IN	140	1

## LARGE CARRIER CATEGORY

	LOCATION	DRIVERS / OWNER-OPS	YEARS AS A BEST FLEET
American Central Transport (ACT)	Kansas City, MO	270	9
Continental Express, Inc. (Continental)	Sidney, OH	587	5
Decker Truck Line, Inc. (Decker)	Fort Dodge, IA	644	5
Fortigo Freight Services Inc. (Fortigo)	Etobicoke, ON	344	7
Fremont Contract Carriers, Inc. (FCC)	Fremont, NE	381	16 (7 Consecutive)
Leonard's Express, Inc. (Leonard's)	Farmington, NY	570	5
Peninsula Truck Lines, Inc. (PTL) <b>New!</b>	Federal Way, WA	290	1
PGT Trucking, Inc. (PGT)	Aliquippa, PA	883	4
S&H Express, Inc. (S&H) <b>New!</b>	York, PA	292	1
Thomas E. Keller Trucking Inc. (TKeller)	Defiance, OH	440	9

# 2026 Fleets to Watch<sup>™</sup>

In addition to the Top 20, every year we identify five fleets who caught our eye.

**Arlo G. Lott Trucking Inc.** • Jerome, ID

**Erb Transport Limited** • New Hamburg, ON

**GP Transco** • Joliet, IL

**Quality Carriers, Inc.** • Tampa, FL

**USXL** • Foristell, MO

## WHY WE'RE WATCHING THEM

The Fleets to Watch are companies that stood out during the evaluation for one reason or another. It may be particularly creative ideas, something noteworthy that surprised us, or because we've seen the progress they're making and know they're on their way to the Top 20.

Each year, there are companies previously named as Fleets to Watch who make it onto the Top 20, so it's definitely worth paying attention to these fleets: there's greatness in their future!

# 2026 BEST Fleets<sup>®</sup> TO DRIVE FOR HALL OF FAME

The Hall of Fame includes 9 companies who have been named Best Fleets for 10 consecutive years, or 7 years plus an overall award.

## HALL OF FAME

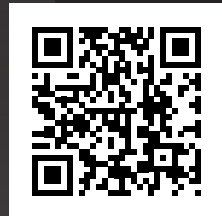
	LOCATION	DRIVERS / OWNER-OPS	YEARS AS A BEST FLEET
Bison Transport Inc. (Bison)	Winnipeg, MB	1952	16 (13 Consecutive)
Boyle Transportation (Boyle) <i>a UPS Healthcare Company</i>	Billerica, MA	189	12
Challenger Motor Freight Inc. (Challenger) <b>New!</b>	Cambridge, ON	900	10 (7 Consecutive)
FTC Transportation, Inc. (FTCT)	Oklahoma City, OK	23	14
Garner Trucking, Inc. (Garner)	Findlay, OH	100	10
Halvor Lines, Inc. (Halvor)	Superior, WI	678	14
Nussbaum Transportation Services, Inc. (Nussbaum)	Hudson, IL	538	12
Prime Inc. (Prime)	Springfield, MO	7697	12 (11 Consecutive)
Transpro Freight Systems Limited (Transpro)	Milton, ON	44	13



# CONGRATULATIONS, 2026 BEST FLEETS TO DRIVE FOR!

You do the industry proud.

From the recruiting, retention and compliance platform for fleets.



# SCORING RESULTS





# COMPENSATION

## WHAT IT TELLS US

What efforts the company is making to provide a stable, predictable income for drivers (and owner-operators), and how they are paid for extras, such as orientation.

## NOTABLE DEVELOPMENTS

Most fleets make some effort to stabilize income, whether in the form of minimum guarantees or hourly/salary pay. Many fleets make these available to some but not all drivers.

In a new question this year we asked about whether drivers/owner-operators are paid for acting as coaches and mentors. About 80% of fleets have some paid trainer or mentor program in place. For 18% of fleets, there is a more robust program with both mentors and trainers paid at least \$100 per day.

35% of fleets are offering some form of profit-sharing program, up from 27% last year. Notably, some fleets offer a tiered vesting program over the course of 5-6 years.

TOP 20	Q1	Q2	Q3	Q4	Q5	Q6	Q7
ASL	2	0	3	1	0		
ACT	1	1	4	3	2		
Brenny	1	1	2	2	3		
Chief	2	1	3	2	0		
Continental	2	2	4	3	0		
Crawford	2	2	3	4	2		
Decker	2	2	2	4	0		
Fortigo			2	3		3	3
Fremont	2	2	4	1	2		
Ippolito	2	0	3	3	1		
Joseph	3	1	3	2	0		
K&J			2	3		3	2
Kriska	2	1	2	4	0		
Leonard's	1	1	1	3	0		
Peninsula	2	0	3	2	0		
PGT	1	1	1	4	0		
S&H	2	1	1	2	2		
TKeller	2	1	3	4	0		
TransLand	2	1	4	1	3		
Williams	3	2	3	2	0		

HALL OF FAME	Q1	Q2	Q3	Q4	Q5	Q6	Q7
Bison	2	0	1	2	0		
Boyle	3	0	4	1	0		
Challenger	2	1	3	3	0		
FTCT	2	2	2	4	0		
Garner	2	2	2	3	2		
Halvor	1	1	2	2	0		
Nussbaum	2	1	3	3	2		
Prime			2	4		2	3
Transpro			2	3		3	2

- What programs do you offer to provide drivers consistency in pay? (e.g., guaranteed pay, weekly minimum, split loads, salary)
  - Guarantee for some, but not all
  - Guarantee for all, or some salary/hourly
  - Salary/hourly for all or guarantee for all and some salary/hourly
- Is there a range in the starting pay for drivers and/or owner-operators? (i.e. Does everyone doing the same work start at the same base rate, or are there ranges based on experience and/or skill level?)
  - No range
  - Range based on experience
  - Range based on experience + extras
- Do you pay drivers/owner-operators for attending orientation? If so, how long is orientation and how much do you pay?
  - Nothing/travel only
  - Less than \$150/day
  - \$150-199/day
  - \$200-\$299/day
  - \$300/day or greater

**Owner-operator fleets**

  - None
  - Pay under \$100/day
  - Pay \$100-\$250/day
  - Pay over \$250/day
- Do you pay drivers/owner-operators for acting as mentors, coaches or trainers?
  - No pay
  - Minimal pay/reward points
  - Under \$100/day
  - Over \$100/day or bonus
  - Over \$100 plus bonus
- Do you offer ESOP, profit sharing, stock options, or any other kind of program that rewards drivers/contractors for company prosperity? If so, how does it work?
  - No
  - Ad hoc/informal revenue share
  - Formal profit sharing or ESOP
  - Formal, multi-tiered program
- Do you offer financial incentives in addition to base rates?
  - Minimal, basic incentives
  - Moderate incentives
  - Substantial incentives
- What programs do you have in place to resolve contractor settlement problems and minimize errors?
  - Basic statement
  - Statement plus review/audit process
  - Advance statement, multiple review/audit points
  - 2+ app-based real-time data



# BENEFITS/NON-FINANCIAL COMPENSATION

## WHAT IT TELLS US

How well the company takes care of its drivers outside of the workplace.

## NOTABLE DEVELOPMENTS

While we did see a few fleets suspend their pension-matching programs this year, it's noteworthy that for companies who still offer a match, the contribution amount hasn't really changed, despite the economy.

We see a new trend of tiered vesting schedules over 5 to 6 years to get to 100%. 18% of the fleets are doing this.

We added a new question to find out how fleets communicate their benefits programs to drivers. Everyone communicates in orientation, during recruiting, and during open enrolment periods. Some do targeted info sessions and weave benefits promotion into regular meetings. A small number are making an effort to discuss one-on-one with drivers.

TOP 20	Q1	Q2	Q3	Q4	Q5	Q6
ASL	4	3	2	1	2	4
ACT	4	3	2	1	2	4
Brenny	2	2	1	2	1	3
Chief	3	3	1	2	3	2
Continental	1	2	1	3	2	3
Crawford	3	3	2	4	3	4
Decker	1	2	1	2	2	2
Fortigo						
Fremont	3	3	1	1	3	4
Ippolito	2	4	1	3	3	2
Joseph	3	3	1	2	3	1
K&J						
Kriska	1	4	1	2	3	3
Leonard's	3	3	1	3	2	4
Peninsula	4	2	2	4	2	3
PGT	3	2	1	2	2	3
S&H	3	3	2	2	1	2
TKeller	1	3	1	2	2	2
TransLand	2	2	2	2	2	2
Williams	3	2	1	1	2	2
HALL OF FAME	Q1	Q2	Q3	Q4	Q5	Q6
Bison	1	1	2	1	2	2
Boyle	1	2	2	2	2	2
Challenger	3	3	1	2	2	2
FTCT	3	3	1	3	3	4
Garner	3	4	2	2	3	3
Halvor	2	3	2	2	2	2
Nussbaum	3	2	1	4	3	4
Prime						
Transpro						

- If benefits are provided, what is the total company contribution in the past year, as a percent of the total payroll?
  - 0: None
  - 1: < 5%
  - 2: 5-10%
  - 3: 10-20%
  - 4: > 20%
- How long does it take to qualify for benefits? (e.g. 90 days, 1st of the month following 60 days)
  - 0: No benefits
  - 1: After 90 days
  - 2: After 60 days OR 90 days with some @60 days
  - 3: After 30 days OR 60 days with some @30 days
  - 4: Immediately OR almost immediately with some before 30 days
- Does the company offer a pension or retirement savings plan? If so, please provide details on eligibility, contribution and match levels, and any caps or vesting rules.
  - 0: No formal program or no match
  - 1: 6+ month waiting period, vesting period 2+ years
  - 2: Immediate to 6 month waiting period, vesting period under 2 years
- If the company matches any portion of employee contribution to the retirement plan, what is the total contribution in the past year, as a percent of the total payroll?
  - 0: No contribution
  - 1: Up to 1%
  - 2: Up to 2%
  - 3: Up to 3%
  - 4: Over 3%
- How does the company promote the availability of benefits and retirement plans? (e.g. as part of orientation, during annual enrolment, through regular communications, etc.)
  - 0: Basic effort, standard channels
  - 1: Moderate effort, more channels and frequency
  - 2: High effort, many channels, 1-on-1 driver conversations
- How much paid vacation do drivers get, and when do they get it? (e.g. as part of orientation, during annual enrolment, through regular communications, etc.)
  - 1: Basic PTO, no additional sick days, bereavement leave, etc.
  - 2: 1-2 of ...
    - a. kicks in before first year
    - b. extra personal/sick days
    - c. extra holiday pay
    - d. extra bereavement pay
    - e. military service leave
    - f. extras (paid jury days, carryover, more days than standard, faster accrual, etc.)
  - 3: 3 items from #2
  - 4: 4+ items from #2



# PERFORMANCE AND RECOGNITION

## WHAT IT TELLS US

How effectively the company measures, recognizes, and manages individual performance.

## NOTABLE DEVELOPMENTS

Proactive performance discussions with drivers are being conducted on an annual basis in 38% of fleets, and more often in 27% of fleets. Most carriers now have some sort of coaching program tied to dashcam events.

1. How often do you discuss driver performance directly with individual drivers/independent contractors? (e.g. only when problems arise, through quarterly in-person reviews, etc.)

- 1: Interventions and safety metrics, daily conversations and weekly reporting
- 3: Annual review + quarterly check-in OR scorecards
- 5: Quarterly or biannual reviews + comprehensive feedback

### Owner-operator fleets

- 1: Interventions and safety metrics, daily conversations and regular
- 3: Annual review OR business discussions
- 5: Quarterly or biannual reviews + comprehensive feedback

2. Does the company have a benchmarking system showing drivers their performance metrics compared to the rest of the fleet? If so, what metrics are tracked and how often do drivers see performance updates?

- 1: Limited benchmarking, primarily safety metrics
- 2: Benchmarking categories primarily safety metrics with some performance discussion OR rewards
- 3: Benchmarking categories include driving + non-driving behaviors, reviewed with drivers, rewards/incentives + available on-demand

3. Beyond bonus programs, is there recognition for top performers? If so, what is it and when does it happen?

- 1: Internal shoutouts, gift cards, recognition
- 2: 1+ additional larger event
- 3: 1+ one significant award
- 4: 1+ multiple significant awards
- 5: 4+ CEO, press, or peer involvement

4. When a driver has had a collision, what happens after the investigation?

- 1: Focus on training or carrier processes
- 2: Some driver focus, PDP or peer input
- 3: 2+ additional analysis, accident scene response, or other support
- 4: Driver-first + RCA, PDP, or other supports
- 5: Driver/family first + RCA, PDP AND other supports

5. How does the company measure the success of its safety improvement initiatives?

- 1: Minimal, tech-only
- 2: Tech, traditional stats (CSA)
- 3: 2+ some intervention metrics
- 4: 2+ some intervention or extras
- 5: 2+ intervention and extras

6. Does the company include any driver-related/contractor-related metrics when evaluating dispatcher (or fleet manager) performance?

- 0: None
- 1: Minimal - productivity
- 2: Some productivity, retention or safety
- 3: Productivity, retention, and safety
- 4: 3 + driver-focused metrics

### Owner-operator fleets

- 0: No metrics
- 1: Minimal
- 2: Some metrics, productivity focus
- 3: Multiple metrics, retention/satisfaction focus

7. What metrics does the company use to measure the success of recruiters and recruiting efforts?

- 1: Activity focus, no metrics on retention/results
- 2: Mostly activity, some retention/results
- 3: Multiple efforts focused on retention/results
- 4: Significant and varied retention/results metrics

TOP 20	Q1	Q2	Q3	Q4	Q5	Q6	Q7
ASL	1	3	4	3	4	2	3
ACT	1	2	5	3	3	4	3
Brenny	5	3	3	4	2	3	3
Chief	3	3	4	4	5	3	4
Continental	1	2	5	4	1	4	3
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Decker	5	2	5	5	4	4	4
Fortigo	5	3	4	5	5	2	2
Fremont	5	2	5	3	5	4	3
Ippolito	5	2	4	5	4	4	4
Joseph	3	1	3	4	4	2	2
K&J	1	3	4	4	3	3	3
Kriska	3	3	4	4	4	3	2
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PGT	1	2	5	5	5	4	3
S&H	1	2	4	4	5	3	3
TKeller	3	2	5	3	2	4	3
TransLand	5	3	4	4	4	4	3
Williams	3	2	3	5	4	3	4

HALL OF FAME	Q1	Q2	Q3	Q4	Q5	Q6	Q7
Bison	1	3	4	4	5	3	2
Boyle	1	2	2	3	4	3	2
Challenger	1	2	4	2	5	2	3
FTCT	5	3	5	5	3	4	2
Garner	3	3	5	4	4	2	3
Halvor	3	2	5	5	4	2	3
Nussbaum	5	3	4	4	3	4	4
Prime	1	3	5	3	3	2	3
Transpro	3	3	4	2	4	2	3



# HUMAN RESOURCES STRATEGY

## WHAT IT TELLS US

How well the company builds, maintains, and brings new people into its culture.

## NOTABLE DEVELOPMENTS

Continuing the trend from last year, most fleets have reduced their new entrant programs, with some shutting them down completely.

All our finalists proactively collect driver feedback and 40% use several channels to collect that feedback. Most (75%) use driver surveys and ad hoc discussions (63%).

This year we changed the "pet question" to also ask if fleets also allow passengers. Only five did not. Of the majority who did, most had a policy regarding the age of the passenger. Only two carriers paid extra insurance for drivers with extra passengers. Most were asking drivers to pay.

Clothing subsidies and giveaways continue to be popular with two thirds offering large or substantial giveaways or reimbursements. Branded shirts and other merchandise have become common offerings. Some novel offerings this year included laundry bags, apparel for family members, and a leaf blower.

1. Describe your new entrant program. How many successful new entrants have come through your program this year?
  - 0: No program
  - 1: Finishing programs or partner with schools only
  - 2: Multiple new entrant supports with some financial support, some results
  - 3: Advanced new entrant supports with advanced financial support, some results
2. In what ways does the company get feedback from drivers/independent contractors on the programs it offers? How does the company use that feedback?
  - 1: Limited methods of engagement
  - 2: Some methods of engagement
  - 3: Several methods of engagement
  - 4: Extensive methods of engagement
3. Beyond the legal requirements (such as Equal Employment), how does the company encourage workforce diversity? (e.g. non-traditional sources such as women, the disabled, different ethnic groups) How are those efforts reflected in your committees, management teams, and other organizational groups?
  - 0: No direct effort
  - 1: Associations, some natural diversity
  - 2: Some efforts, some diversity in drivers/management, targeted recruiting
  - 3: Diversity in management/office/drivers, specific training, language accommodations
  - 4: 3+ full diversity (gender, disability, etc.)

**Owner-operator fleets**

  - 0: No effort
  - 1: Associations, some natural diversity
  - 2: Some efforts, some diversity in drivers/management
  - 3: Diversity in management/office/drivers: targeted efforts
4. How do you ensure that your drivers/contractors are not subjected to, or contributors to, inappropriate, hostile, or toxic work environments? If you offer training in this area, please outline what and when it's offered.
  - 1: Basic, orientation, zero tolerance
  - 2: Refresher training or other prevention system
  - 3: Recurring training + some prevention systems
  - 4: Regular training + multiple prevention systems
5. Do you allow pets or passengers in the cab? If so, what is your policy (limits, deposits, etc.)?
  - 0: No pet or passenger policy
  - 1: Some pet and/or passenger policy
  - 2: Standard pet and/or passenger policy
  - 3: Both pet and/or passenger friendly + extras
6. Do you have any programs to recognize or recruit military veterans? If so, please describe how it works and how many have been hired as a result.
  - 1: None/limited
  - 2: Some recognition/effort
  - 3: Partnerships OR large recognition/effort
  - 4: Partnerships AND substantial recognition

# HUMAN RESOURCES STRATEGY



7. Describe the company's onboarding program after hire. Note the duration, who's involved, whether it's in-person or virtual and details of post-orientation coaching.

- 1: One of ...
  - a. Multiple departments involved
  - b. Structured follow-up plan
  - c. Meals and accommodation
  - d. Executive involvement
  - e. Multi-modal training/extended mentoring
- 2: Any 2 of the above
- 3: Any 3 of the above
- 4: Any 4 of the above
- 5: All 5 of the above

8. Is there a driver/contractor committee or advisory board at your company? Include details on makeup, selection of participants, and meeting frequency. Informal or ad hoc groups can be included as well.

- 0: No committee
- 1: 1 committee, infrequent meetings, some ad hoc groups
- 2: 1-2 committees, good frequency, exec participation
- 3: Multiple committees, formality, frequency, exec participation, structured
- 4: 3+ diversity

**Owner-operator fleets**

- 0: No committee
- 1: 1 committee, infrequent meetings, some ad hoc groups
- 2: 1-2 committees, good frequency, exec participation
- 3: Multiple committees, formality, frequency, exec participation, structured

9. Does the company provide any reimbursements, subsidies, or giveaways for clothing or PPE (beyond regulatory requirements)? If so, how much and how often?

- 1: Basic giveaways or reimbursements
- 2: Moderate giveaways or reimbursements
- 3: Large giveaways or reimbursements
- 4: Substantial giveaways or reimbursements

TOP 20	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
ASL	0	3	2	2	2	2	5	2	4
ACT	2	4	2	4	2	4	5	2	4
Brenny	2	3	2	3	1	2	4	2	3
Chief	2	4	2	4	2	3	5	3	3
Continental	3	3	3	2	1	4	4	4	1
Crawford	2	4	4	4	2	2	5	4	4
Decker	3	4	3	2	3	2	4	2	3
Fortigo		3	3	3		1	4	3	2
Fremont	1	1	3	2	2	1	5	4	3
Ippolito	2	4	3	3	2	2	4	3	4
Joseph	1	3	3	2	2	1	3	2	3
K & J		3	2	2		3	4	2	3
Kriska	2	3	3	4	3	3	4	1	2
Leonard's	3	4	3	3	3	4	4	2	4
Peninsula	1	2	0	3	0	1	2	2	2
PGT	1	3	3	2	3	1	5	1	3
S & H	3	3	3	2	1	3	5	3	2
TKeller	2	2	4	2	1	3	4	4	3
TransLand	2	4	4	4	3	4	5	4	1
Williams	3	3	3	3	2	3	4	2	4
HALL OF FAME	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
Bison	2	3	3	3	2	3	4	3	3
Boyle	0	4	3	3	2	1	5	3	4
Challenger	3	2	4	2	2	1	2	2	2
FTCT	1	4	3	3	2	3	4	4	3
Garner	3	4	3	4	2	3	4	3	3
Halvor	1	4	4	2	3	2	4	3	4
Nussbaum	3	4	3	3	3	2	5	4	4
Prime		2	3	3		4	3	3	2
Transpro		1	1	1		3	2	2	3



# OPERATIONAL STRATEGY

## WHAT IT TELLS US

What the day-to-day working experience is like, and the efforts the company is making to continuously improve efficiency.

## NOTABLE DEVELOPMENTS

We updated our cybersecurity training question this year to better capture driver-specific activities. A common solution is to lock drivers out of their systems, however 48% of fleets offer formal cybersecurity training to their drivers. No contractor fleets offered formal training to their ICs, but half were providing some sort of informal training. Fleets are divided into three groups when it comes to reacting/preparing for natural disasters. At the lower end, 27% of fleets only have a reactive approach that emphasizes monitoring the weather. In the middle range, 48% of fleets have a business continuity focus with an emphasis on “Captain of the Ship”. At the high range, fleets have official emergency plans (sometimes multiple), specific committees, driver training, annual reviews or drills and a plan for assisting drivers (downtime pay, hotels, assistance).

Reimbursing for parking is standard now. Fleets are doing proactive work on the parking issue, like actively working with customers to make overnight parking and facilities available to drivers. They are also purchasing, leasing and expanding existing parking.

Forward facing dashcams are now the standard amongst finalists with 100% utilization.

1. Do drivers have input into vehicle specs or selection?
  - 1: Minimal input
  - 2: Some formal input
  - 3: Formal input, evidence of changes
  - 4: Multiple methods, evidence of changes
  - 5: Substantial options, personalization
2. When regularly scheduled PMs happen, how long are drivers down for? What percentage of your maintenance in the past year was unscheduled?
  - 1: Some downtime, substantial unplanned
  - 2: Some downtime, minimal unplanned
  - 3: No downtime, substantial unplanned
  - 4: No downtime, minimal unplanned
3. What programs does the company provide to assist independent contractors in maintaining their equipment?
  - 1: Basic support (inspections, discounts)
  - 3: Expanded support (maintenance, roadside)
  - 5: Extensive programs, options
4. What mechanisms are in place to avoid or resolve problems with shippers? If you pay for waiting time, when does it kick in?
  - 1: Minimal efforts, pay after 2 hrs
  - 2: Some proactive efforts
  - 3: Multiple proactive efforts
  - 4: Substantial proactive efforts

**Owner-operator fleets**

  - 1: Minimal
  - 2: Some proactive efforts
  - 3: Multiple proactive efforts
5. Does the company have a policy for handling operations during natural disasters? (e.g. hurricanes, floods, forest fires)
  - 0: Nothing
  - 1: Reactive approach
  - 2: Some planned responses, terminal focus
  - 3: Some proactive planning, some driver focus
  - 4: Robust, proactive planning, driver focus
6. How does the company prepare drivers for cyber attacks?
  - 0: None
  - 1: Office protection, minimal/no driver measures or training
  - 3: Some driver preparedness, reasonable frequency
  - 5: Extensive driver preparedness, safety measures, good frequency

**Owner-operator fleets**

  - 0: None
  - 1: Minimal protection or training
  - 3: Some driver preparedness, reasonable frequency
  - 5: Increased protection for owner-operators
7. How do you pair drivers/owner-operators and fleet managers/dispatchers? (e.g., new driver board, personality tests or other matching tools, etc.)
  - 1: Route/region/availability only
  - 2: New driver board OR experience/personality match, board switching
  - 3: New driver board AND experience/personality match, board switching or language support
  - 4: Focus on teamwork, driver support teams, dispatcher training

**Owner-operator fleets**

  - 1: Limited choice
  - 2: Some matching
  - 3: Considerable programs, support
8. How do you minimize problems related to parking availability for drivers on the road?
  - 1: Minimal or informal efforts
  - 2: Some effort, support programs
  - 3: Considerable programs, support
  - 4: Substantial programs, support or parking completely handled

# OPERATIONAL STRATEGY



## Owner-operator fleets

- 1: Minimal, informal efforts
- 2: Some effort, support programs
- 3: Substantial programs, support

### 9. How does the company ensure contractors get home when they need to?

- 1: Contractor's responsibility
- 2: System to assist (app, planning)
- 3: Planning system + success tracking

### 10. When drivers do get home, what is the target number of days off they should get before heading back out?

- 1: Minimum reset
- 2: Beyond minimum reset/some flexibility
- 3: 48+ hours, daily or multiple times per week

### 11. How is the company using technology to improve safety? (e.g. simulators, cameras, anti-rollover devices)

- 1: Minimal, camera only
- 2: Camera + minimal tech
- 3: Camera + standard tech
- 4: Multiple systems, some extras
- 5: Multiple systems and extras

## Owner-operator fleets

- 1: Minimal, camera only
- 2: Camera + minimal tech
- 3: Camera + some additional tech

### 12. What technology is provided to help drivers/independent contractors be more efficient? (e.g. AI tools, mobile apps, other devices)

- 1: Minimal, ELD primarily
- 2: Some additional tools
- 3: Custom app or multiple tools
- 4: 3+ extra options
- 5: Substantial tools and commitment

## Owner-operator fleets

- 1: Minimal tools
- 2: Some tools or custom app
- 3: Multiple tools

### 13. How are drivers involved in selecting the technology they use on the job? (e.g. tablets, cameras, ELDs, communication tools, online training, etc.)

- 1: Informal process, no trials, some driver input
- 3: Informal process, pilot program, driver involved
- 5: Formal process, product comparisons, pilot/trials, focus on driver needs

TOP 20	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13
ASL	2	2		2	3	0	4	3		2	4	3	3
ACT	5	1		2	2	3	2	2		2	5	3	1
Brenny	3	2		2	1	3	2	3		3	1	1	3
Chief	4	3		4	2	3	2	3		1	4	4	5
Continental	3	2		3	1	5	3	2		2	3	5	5
Crawford	5	4		3	2	5	4	3		3	4	4	5
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Fortigo			3	2	3	1	3	3	3		1	2	
Fremont	1	2		4	2	0	2	3		2	4	3	5
Ippolito	4	4		3	4	3	1	3		3	2	2	5
Joseph	3	4		3	1	3	1	1		3	1	1	3
K & J			5	3	2	5	1	2	3		2	3	
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TransLand	4	4		2	4	3	4	3		3	4	2	5
Williams	4	4		4	1	3	3	1		2	3	2	5
HALL OF FAME	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13
Bison	3	3		4	2	3	4	3		2	5	3	1
Boyle	4	4		2	3	5	1	1		2	3	5	5
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Garner	5	1		4	2	3	4	3		4	4	3	5
Halvor	3	3		4	2	1	3	3		2	3	4	3
Nussbaum	5	2		3	4	1	3	2		3	5	5	3
Prime			5	3	1	3	3	3	2		3	2	
Transpro			3	2	2	3	2	3	3		1	2	



# DEVELOPMENT & CAREER / BUSINESS BUILDING

## WHAT IT TELLS US

The efforts the company makes to improve driver skill levels and provide growth opportunities, and how contractor fleets help contractors become smarter business owners.

## NOTABLE DEVELOPMENTS

Online continues to be the number one method of training delivery, followed by coaching and classroom training. Most are using multiple methods.

Several fleets are offering some form of quarterly or annual bonus for completing training, while others provide compensation (fixed rate or per course), but not at the driver's full pay level. A few provide either full pay, or full pay plus some additional incentives (cents/mile, bonuses, points).

About half of fleets are offering a lease program, but many of those are not actively recruiting at this time given the economy.

Coaches and mentors are increasingly being formally selected and supported with 35% having a formal selection process providing training with ongoing support.

1. After the first year, how many training hours, on average, are completed by drivers or by contractors (or their drivers) per year?
  - 0: Single method, <1 hr/mth avg
  - 1: Multiple methods OR >1 hr/mth avg
  - 2: Multiple methods AND >1 hr/mth avg
  - 3: Multiple methods AND >2 hr/mth avg
  - 4: Multiple methods AND >3 hr/mth avg
2. Are participants compensated for training? If yes, how and how much?
  - 0: No or points only
  - 1: Bonus – not fully compensated
  - 2: Direct pay for some training
  - 3: Direct pay for all training
  - 4: Direct pay + additional incentives
3. Are there any continuing education opportunities, beyond job-related safety training, provided for drivers/independent contractors and their drivers? (e.g. tuition reimbursement, grants or scholarships, corporate university, seminars or conferences)
  - 0: Nothing
  - 1: Light, occasional
  - 2: Moderate opportunities
  - 3: Significant opportunities
  - 4: Expanded opportunities
4. Does the company offer a lease purchase plan? If so, please provide details of the plan and how you qualify drivers to participate in it.
  - 0: No program
  - 1: Formal program, basic supports
  - 2: Formal program, extensive supports
5. Do you have any programs to help drivers/contractors complete supplemental industry certifications? (e.g. hazmat endorsement, FAST or TWIC)
  - 0: No
  - 2: Offer assistance + pay/reimburse

**Owner-operator fleets**

  - 0: No
  - 1: Offer assistance
  - 2: Offer assistance + pay/reimburse
6. Beyond onboarding/new entrant training, are there any formal coaching or mentoring programs available for drivers/independent contractors? If so, how do they work?
  - 0: Informal, on driver request
  - 1: Proactive outreach by coaches/managers
  - 2: Structured coaching
7. If you offer coaching or mentoring programs, how do you choose the coaches/mentors? What training or management support is provided for them?
  - 0: No coaching, no qualification or support program
  - 1: Coaching, informal support program
  - 2: Formal selection criteria OR training program
  - 3: Formal selection AND training OR ongoing support
  - 4: Formal selection AND training plus ongoing support
8. What education or professional development programs are in place to continue improving the quality of your management team?
  - 1: Basic investment (association membership, conferences)
  - 2: Some supportive investment (1 + coaching, regular learning opportunities, or personality assessments)
  - 3: Moderate supportive investment (moderate plus at least one more)
  - 4: Intensive investment
  - 5: Substantial internal effort, multiple formal programs
9. How does the company structure and deliver driver meetings? (Two-way communication, not including messages or documents via satellite)
  - 1: No group meetings
  - 2: Meetings 1-2 times/year, DAB focus, in person
  - 3: Quarterly meetings, recorded OR virtual options
  - 4: Quarterly meetings, recorded AND virtual options, high participation

# DEVELOPMENT & CAREER / BUSINESS BUILDING



## 10. What percentage of drivers typically attend or participate in these meetings?

*(Scored in combination with previous question)*

- 1: One-on-one
- 2: Primarily DAB/podcast OR undefined reach
- 3: Fewer meetings, high turnout or more meetings, less than 70% turnout
- 4: More than 2x per year, more than 70%, tracked

## 11. How does the company use social media to engage with drivers/contractors?

- 1: Basic activity (primarily marketing, recruiting, recognition)
- 2: Moderate activity beyond marketing, driver recognition, primarily one-way
- 3: Some emphasis on 2-way interaction with drivers
- 4: Additional focus on broader industry education AND moderate emphasis on driver interaction
- 5: Significant activation and high focus on driver engagement

## 12. Are drivers/contractors actively encouraged to join industry associations or participate in association activities? If so, which associations and how do you encourage it?

- 0: Nothing promoted
- 1: Informal, light
- 2: Direct support, limited contribution
- 3: Active involvement with direct contributions/support
- 4: Active involvement with direct contributions/support, multiple organizations

TOP 20	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
ASL	2	0	0	2	2	2	3	2	3	4	2	3
ACT	2	0	2	2	2	2	3	3	4	3	4	2
Brenny	1	1	2	2	0	2	2	2	4	3	4	2
Chief	4	2	3	2	2	1	4	4	4	4	3	4
Continental	2	2	1	0	2	1	4	2	3	3	5	2
Crawford	1	4	2	1	2	2	4	4	4	4	5	3
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Kriska	3	3	2	0	2	2	4	4	3	3	1	1
Leonard's	4	2	2	2	2	1	4	2	4	4	5	4
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S & H	2	2	0	1	0	2	4	2	2	3	2	2
TKeller	1	1	2	1	0	2	2	1	3	2	5	3
TransLand	2	2	3	1	2	1	4	4	3	4	5	4
Williams	2	2	3	0	2	1	4	2	4	3	4	2
HALL OF FAME	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
Bison	1	1	3	0	2	2	4	4	4	2	5	1
Boyle	3	3	1	0	2	1	3	4	3	2	3	3
Challenger	4	3	0	0	2	1	3	4	2	2	1	1
FTCT	2	4	2	0	2	2	3	3	4	3	5	3
Garner	4	1	2	0	2	2	2	4	4	3	4	4
Halvor	2	4	0	2	2	2	4	2	3	3	4	2
Nussbaum	3	4	2	0	2	2	4	3	2	2	4	2
Prime	4	2	3	1	2	1	4	1	4	3	2	3
Transpro	4	2	2	0	2	1	4	4	2	3	2	3



# WORK / LIFE BALANCE

## WHAT IT TELLS US

How the company supports drivers/contractors when they're not driving.

## NOTABLE DEVELOPMENTS

There is reduced emphasis on amenities that primarily benefit office staff in terminals (basketball courts, gardens, outdoor grills) and increased focus on what drivers are interested in: sleep, food, laundry and maybe some entertainment.

Standard issue for truck amenities includes a fridge, inverter, APU and new mattresses. The most common upgrades include seats, mattresses and space (storage or bunk). Most fleets have hotel plans for emergencies, but 25% have hotel plans that allow drivers to make their own decisions about hotels.

Two thirds of fleets are providing some kind of training to drivers to support their personal safety outside of the truck, from situational awareness, to slips, trips, and falls, to self-defense. Nearly half are taking measures to help with safer parking beyond reimbursing for parking. One third have installed panic buttons into ELDs or key fobs.

All fleets are making efforts to improve the image of the industry. The largest group (30%) focus on association involvement and a mix of charity, community, media and advocacy involvement.

Getting drivers out to company events remains a challenge. The number of fleets that get 100% of drivers out to at least one event dropped one point to 4%, but fleets are trying. All fleets try by routing drivers in or holding events across multiple terminals. The percentage of those actively marketing social events rose to 56% from 37% last year.

1. What facilities do you have available at your terminal(s) for drivers/contractors? (e.g. showers, laundry, kitchen, Internet access, TV, cafeteria, separate women's facilities)

- 1: Standard – shower, wifi/Internet, laundry, kitchen, free beverages, snacks, some extras
- 3: Expanded facilities with multiple options
- 5: Expanded facilities with significant options and upgrades

2. What facilities do you provide for drivers in the truck or on the road? (e.g. in-cab amenities like fridges, entertainment, high quality beds or seats; hotel or meal allowances)

- 1: Minimal (APU, inverter, fridge, mattress)
- 3: Standard above + upgrades, additional amenities/home daily
- 5: Many upgraded amenities with multiple extras

3. What types of support systems are available for contractors/owner-operators and their families?

- 0: Occasional supports
- 1: Some support, contractor-focused
- 2: Multiple supports, some family focus
- 3: Extensive family-focused support

4. Does the company offer health and wellness programs for drivers/independent contractors? (e.g. reimbursed gym memberships, healthy snacks at the terminal, fitness center onsite, blood pressure monitoring, formal wellness program)

- 1: Minimal offerings
- 2: Limited services (e.g. healthy snacks/food, sharing resources and tips/engagement)
- 3: Moderate services (e.g. gym, coaching)
- 4: Considerable services (e.g. fitness supports + support programs, onsite physician/health coach/allied professional, insurance discounts)

### Owner-operator fleets

- 1: Minimal offerings
- 2: Limited services (e.g. healthy snacks/food, sharing resources and tips/engagement)
- 3: Moderate services (gym, coaching)

5. Do you offer any programs to help drivers stay safe when not driving? (e.g. self-defense training, panic buttons)

- 0: No programs
- 1: Focus on training
- 2: Parking focus + training + some security measures and/or panic button
- 3: Parking focus, panic button, ongoing training OR other security measures

6. Do you provide programs that assist drivers with financial or legal issues? If so, does the company pay any portion of the cost?

- 0: None
- 1: Basic, EAP primarily
- 2: EAP + discounts OR other support
- 3: EAP + substantial additional support

### Owner-operator fleets

- 0: None
- 1: Basic assistance
- 2: Some supports
- 3: Substantial additional supports

7. Beyond annual award banquets and charity events, what kinds of social events does the company have?

- 1: Multiple in-person events, some effort to bring drivers, few virtual options
- 3: DAW + some virtual, efforts to bring drivers to terminal
- 5: Multiple driver events beyond DAW, family inclusion, virtual options

# WORK / LIFE BALANCE



## 8. What efforts do you make to improve the overall image of the trucking industry?

- 0: Equipment/drivers only
- 1: Some effort: association, community, charity or media
- 2: Moderate effort: association + charity, community or media
- 3: Effort across multiple areas: association, community, media, advocacy
- 4: Substantial effort: association leadership, community, charity, media and advocacy or disaster relief commitment

### Owner-operator fleets

- 1: Minimal effort
- 2: Some effort: association + community or charity
- 3: Association + some of community, charity, schools
- 4: Effort across multiple areas

## 9. What efforts are you making to improve the company's environmental impact?

- 1: Basic (Smartway, spec'ing)
  - 2: Some effort (recycling, APUs, skirts)
  - 3: Moderate effort (including EVs or solar)
  - 4: Light effort across wide range, or strong concentrated effort
  - 5: Substantial effort across range of areas
- Owner-operator fleets**
- 1: Minimal effort
  - 3: Some effort
  - 5: Strong effort, multiple focus areas

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HALL OF FAME	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9
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Garner	5	5		4	2	3	5	3	5
Halvor	5	3		4	2	1	3	3	4
Nussbaum	5	3		4	1	3	5	2	3
Prime	5		3	3	1	3	3	2	5
Transpro	3		2	2	2	2	3	2	3



# Congratulations to the 2026 Best Fleets to Drive For award nominees & winners.

Thank you for making  
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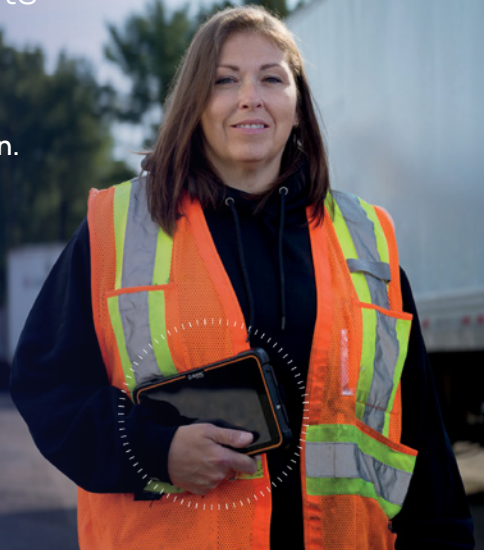
## Top-Performing Fleets Choose Stability

They know consistency  
matters as much as innovation.

At ISAAC, we know trucking and  
build technology that fleets can  
count on.



[www.isaacinstruments.com](https://www.isaacinstruments.com)



# What Drivers Say...

Some of the things we heard from drivers about what made their companies a Best Fleet to Drive For®.

”

*They have a great shop, great dispatch, and a great support team.*

”

*Drivers are empowered to enhance their skills and advance their careers.*

”

*This company really cares about their employees.*

”

*They are about drivers' safety and listen to the drivers.*

”

*They treat me like family! Great pay! Always get me home on time!*

”

*The dispatchers and maintenance department are second to none.*

”

*Great people. Great equipment.  
Great money.*

# Now what?

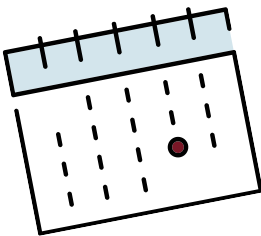
This book contains a lot of information about what's working in fleets today. So how do you make the most of it? How do you keep your fleet moving forward and creating a better workplace experience for your drivers?

Having watched fleets improve year after year and watching how they identify and execute those improvement opportunities, we've seen that they share several common traits.

Below are some of the things the Best Fleets do to continue getting better all the time, and dates to keep in mind when planning for next year.

## TIPS FOR MAKING (OR STAYING) ON THE TOP 20

- Go through the questions in this book and consider where your fleet does, and does not, do well.
- For questions where you're more than 1 point away from the top, look at what those top scores entail.
- Talk to the Top 20 and Hall of Fame fleets to see how they address issues and what they've learned in the process.
- Get drivers involved in the discussion to prioritize projects.
- Don't try to change everything at once. Pick a few small things and build from there.
- Recognize that becoming (and remaining) a Best Fleet is an ongoing process, not a single project or event.
- Use the resources available at [bf2df.com](http://bf2df.com) to keep learning.



## 2027 EDITION KEY DATES

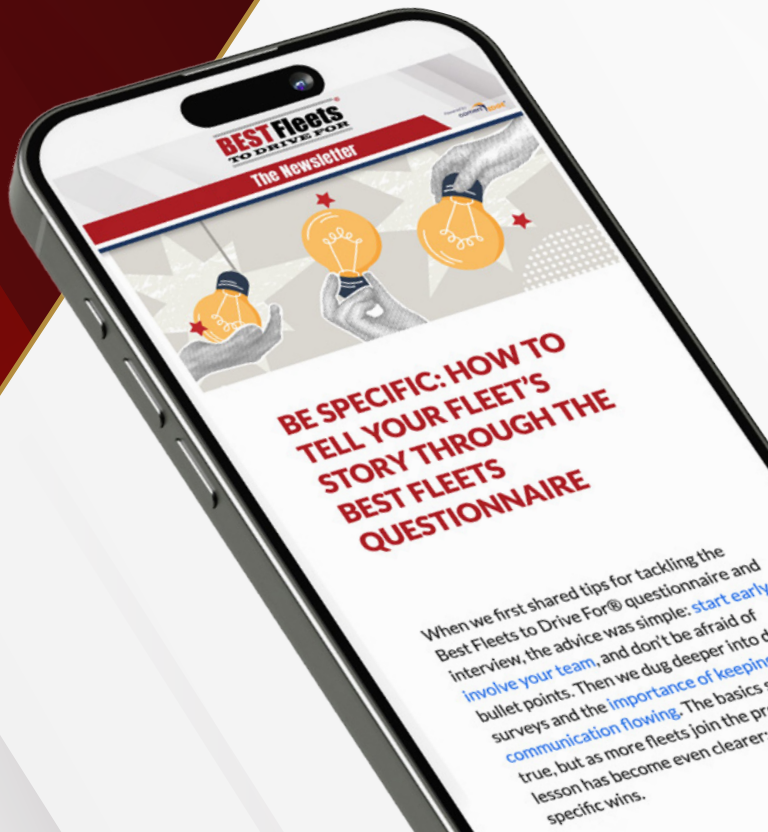
September 8, 2026 .....	Nominations open
October 31, 2026 .....	Nominations close
December 18, 2026 .....	Interview completion deadline
December 31, 2026 .....	Driver survey deadline
February 2, 2027 .....	2027 Top 20 announced!

# BEST Fleets<sup>®</sup> TO DRIVE FOR

## The Newsletter

Another tool to help put the Best Fleets program to work for you. Hear stories from the Best Fleets winners. See the new innovations and trends we uncovered in this year's program. Find hidden gems you can put to work today. Subscribe and look for it the last week of each month!

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