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Methodology

The following report examines the results of a survey that was emailed to *Truckers News* and *Overdrive* subscribers. The purpose of the survey was to gather information on how drivers got into trucking, their opinions about their current situation and how they see their future shaping up.

A total of 919 surveys were returned, including 589 company drivers and 330 leased owner-operators. The independent owner-operators were routed out of the survey. In addition to the general analysis, a cross-tabulation by driver type is included for each question.

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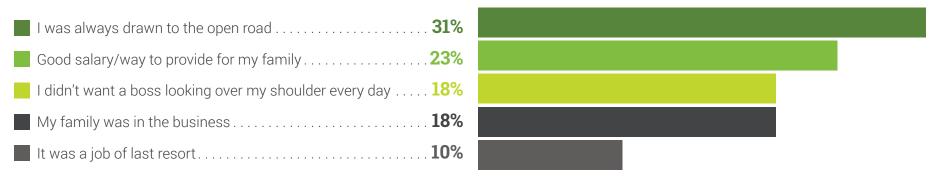
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Job Perceptions

Why did you get into trucking?

All Respondents



Driving appeals to those who love the open road.

Company Drivers

I was always drawn to the open road	.32%
Good salary/way to provide for my family	. 25%
I didn't want a boss looking over my shoulder every day	. 16%
My family was in the business	. 16%
It was a job of last resort	. 11%

I was always drawn to the open road	29%
Good salary/way to provide for my family	.19%
I didn't want a boss looking over my shoulder every day	.22%
My family was in the business	.22%
It was a job of last resort	9%

Based on your miles/loads so far this year, how will your income change?

All Respondents



More than three-fourths of company drivers expect to make the same or more money this year than they did in 2018.

Company Drivers

Make about the same amount of money as I did in 2018 45%	
Make less money than I did in 2018	
Make more money this year than I did in 2018	

Make about the same amou	ınt of money as I d	id in 2018 42	1%
Make less money than I did	in 2018	39	1%
Make more monev this vear	than I did in 2018	19	1%

What is the one thing you dislike most about your job today?

All Respondents

Regulations make it harder to work and make a living	40%	
It's a thankless job - nobody respects truckers or appreciates what we do	20%	
Nothing. I like my job and have no complaints	13%	
I'm not making enough money	12%	
My family life is strained because I'm never home	6%	
Complexity that comes with using new technology. Just let me drive	4%	
Driving has been bad for my health	4%	
I'm not getting enough miles/loads	1%	

Company Drivers

Regulations make it harder to work and make a living 36%
It's a thankless job - nobody respects truckers or appreciates what we do
Nothing. I like my job and have no complaints
I'm not making enough money
My family life is strained because I'm never home
Complexity that comes with using new technology. Just let me drive
Driving has been bad for my health

Regulations make it harder to work and make a living 47%
It's a thankless job - nobody respects truckers or appreciates what we do 17%
Nothing. I like my job and have no complaints
I'm not making enough money
My family life is strained because I'm never home
Complexity that comes with using new technology. Just let me drive
Driving has been bad for my health
I'm not getting enough miles/loads

What are your top three concerns right now? Rank them in order. (1 = Top concern)

All Respondents	1	2	3
Paying my bills each month	37%	16%	12%
Digging out of bankruptcy	1%	3%	6%
My health	17%	21%	12%
The health of a family member	6%	6%	4%
Paying for my child's education	1%	2%	3%
Caring for elderly parents	1%	3%	3%
Saving for retirement	11%	17%	16%
Home time and my family life	13%	16%	16%
Finding a new driving job	1%	2%	2%
My safety on and off the job	7%	7 %	8%
Dealing with stress, anger and loneliness	4%	6%	13%
Other	1%	1%	5%

Company Drivers	1	2	3
Paying my bills each month	39%	16%	12%
Digging out of bankruptcy	1%	2%	5%
My health	16%	21%	14%
The health of a family member	6%	8%	4%
Paying for my child's education	1%	2%	3%
Caring for elderly parents	1%	4%	3%
Saving for retirement	10%	16%	18%
Home time and my family life	14%	15%	15%
Finding a new driving job	1%	3%	3%
My safety on and off the job	7 %	7 %	7%
Dealing with stress, anger and loneliness	3%	5%	12%
Other	1%	1%	4%

Paying bills, personal health and family life are drivers' biggest worries.

Leased Owner-Operators	1	2	3
Paying my bills each month	37%	14%	12%
Digging out of bankruptcy	1%	4%	7%
My health	18%	22%	9%
The health of a family member	6%	3%	4%
Paying for my child's education	1%	2%	2%
Caring for elderly parents	1%	2%	2%
Saving for retirement	11%	18%	15%
Home time and my family life	10%	17%	16%
Finding a new driving job	1%	1%	2%
My safety on and off the job	7 %	8%	11%
Dealing with stress, anger and loneliness	5%	8%	13%
Other	2%	1%	7 %

Recruiting & Retention

Why do you think fleets are having a hard time finding drivers today?

All Respondents

They don't pay enough	72 %	
They don't respect drivers and the job they do enough or treat them as part of the team	64%	
They don't get people home often enough	60%	
They don't support their drivers and help them deal with shippers, law enforcement, etc	58%	
There's no career path	31%	
They don't offer enough miles/loads	31%	
They don't provide good trucks/equipment for drivers	22%	

Pay is always important, but respect runs a close second.

Company Drivers

They don't pay enough	72 %
They don't respect drivers and the job they do enough	
or treat them as part of the team	64 %
They don't get people home often enough	60%
They don't support their drivers and help them deal	
with shippers, law enforcement, etc	56 %
They don't offer enough miles/loads	.31%
There's no career path	28%
They don't provide good trucks/equipment for drivers	24%

-	
They don't pay enough	73 %
They don't respect drivers and the job they do enough	
or treat them as part of the team	64 %
They don't get people home often enough	
They don't support their drivers and help them deal	
with shippers, law enforcement, etc	62 %
They don't offer enough miles/loads	30%
There's no career path	37%
They don't provide good trucks/equipment for drivers	

Why do you think fleets are having a hard time retaining drivers today?

All Respondents

They don't pay enough	
They don't respect drivers and the job they do enough or treat them as part of the team 66%	
They don't get people home often enough	
They don't support their drivers and help them deal with shippers, law enforcement, etc 58%	
They don't offer enough miles/loads	
There's no career path	
They don't provide good trucks/equipment for drivers	

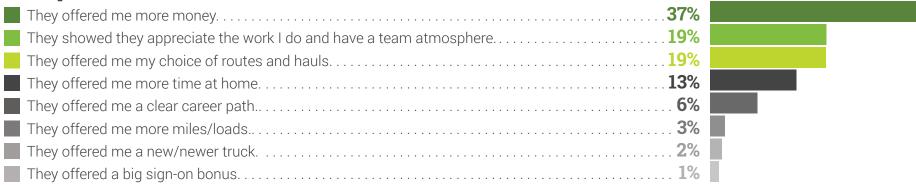
Company Drivers

They don't pay enough	73 %
They don't respect drivers and the job they do	
enough or treat them as part of the team	66%
They don't get people home often enough	62 %
They don't support their drivers and help them deal	
with shippers, law enforcement, etc	56 %
They don't offer enough miles/loads	33%
There's no career path	28%
They don't provide good trucks/equipment for drivers	24%

They don't pay enough	76 %
They don't respect drivers and the job they do	
enough or treat them as part of the team	66%
They don't get people home often enough	60 %
They don't support their drivers and help them deal	
with shippers, law enforcement, etc	63%
They don't offer enough miles/loads	32 %
There's no career path	37 %
They don't provide good trucks/equipment for drivers	17%

What would be the main reason you would consider changing jobs and driving for another fleet?

All Respondents



Pay, respect and route options lead drivers to jump jobs.

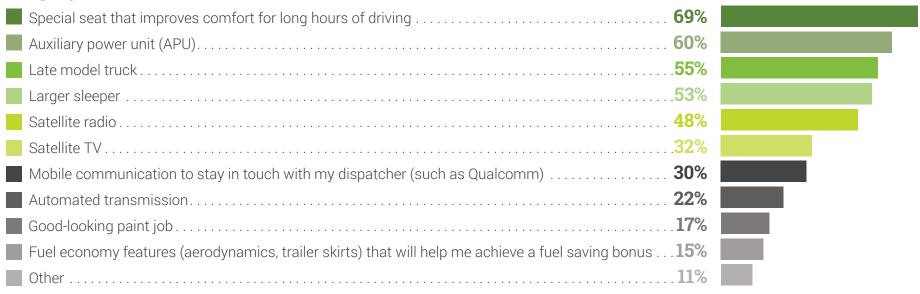
Company Drivers They offered me my choice of routes and hauls 18%

They showed they appreciate the

They offered me more money	. 35%
They offered me my choice of routes and hauls	20%
They showed they appreciate the	
work I do and have a team atmosphere	. 22%
They offered me more time at home	. 12%
They offered me a clear career path	5%
They offered me more miles/loads	1%
They offered me a new/newer truck	
They offered a big sign-on bonus	2%

Which of the following truck/equipment features are important to you? Check all that apply.

Company Drivers



Drivers appreciate the comfort that upgraded seats and APUs bring to a tough job.

If you were in charge of a fleet and could do ONE thing to attract and retain drivers, you would:

All Respondents

Raise pay	28%
Guarantee a minimum pay, or mileage/loads	
Change to a more regional haul model to get people home more often	
Guarantee a certain amount of home time for drivers each month	
Offer excellent health benefits and 401k	
Reward senior drivers with new trucks and route preferences	
Offer fuel economy, safety and other bonuses to boost driver pay	4%
Update to new trucks and equipment to make drivers more comfortable when driving and a	at rest 3%
Offer more miles/loads	2%

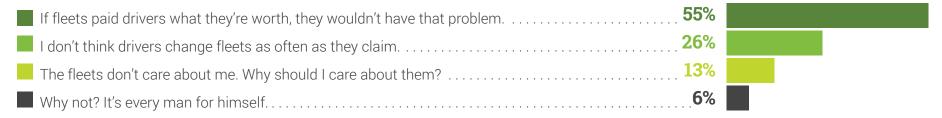
Company Drivers

Raise pay	
Guarantee a minimum pay, or mileage/loads	6%
Change to a more regional haul model to get people	
home more often	3%
Guarantee a certain amount of home time	
for drivers each month	
Offer excellent health benefits and 401k	1%
Reward senior drivers with new trucks and route preferences	9%
Update to new trucks and equipment to make drivers	
more comfortable when driving and at rest	5%
Offer fuel economy, safety and other bonuses to	
boost driver pay	
Offer more miles/loads	1%

Daiga nav	25%
Raise pay	
Guarantee a minimum pay, or mileage/loads	. 19%
Change to a more regional haul model to get people	
home more often	.16%
Guarantee a certain amount of home time	
for drivers each month	9%
Offer excellent health benefits and 401k	.10%
Reward senior drivers with new trucks and route preferences	. 11%
Update to new trucks and equipment to make drivers	
more comfortable when driving and at rest	1%
Offer fuel economy, safety and other bonuses to	
boost driver pay	6%
Offer more miles/loads	

What do you think when you hear someone say, "Drivers will change jobs/fleets at the drop of a hat!"?

All Respondents



Drivers feel higher wages would calm turnover.

Company Drivers

If fleets paid drivers what they're worth, they wouldn't have that problem	54 %
I don't think drivers change fleets as often as they claim	28%
The fleets don't care about me. Why should I care about them?	13%
Why not? It's every man for himself	5%

If fleets paid drivers what they're worth, they wouldn't have that problem	56%
I don't think drivers change fleets as often as they claim	24%
The fleets don't care about me. Why should I care about them?	.13%
Why not? It's every man for himself	7%

The Future of Driving

How do you feel about your long-term prospects of driving a truck?

All Respondents



Company Drivers

GOOD - I'll keep making more money each year 36%	
FAIR - It's a job and I pay the bills	
BAD - I need to find another job	

Leased Owner-Operators



More than half describe trucking as "just a job."

What do you see for the future of your trucking career?

All Respondents

I'm happy driving for a fleet - as long as my pay increases every year. I'd like to get out of trucking. I'd like to move into a non-driving job with a fleet. I'd like to buy my own truck and become an owner-operator. I don't think I have a long-term career. This is just a job. 134% 140 150 160 170 180 180 180 180 180 180 18	All Respondents 34% I'm happy driving for a fleet - as long as my pay increases every year.
Company Drivers	
I'm happy driving for a fleet - as long as my pay increases every year. I'd like to get out of trucking. I'd like to move into a non-driving job with a fleet. I don't think I have a long-term career. This is just a job. I'd like to buy my own truck and become an owner-operator. 9%	Company Drivers 45% I'm happy driving for a fleet - as long as my pay increases every year.
Leased Owner-Operators	
I'm happy driving for a fleet - as long as my pay increases every year. I'd like to get out of trucking. I'd like to buy my own truck and become an owner-operator. I'd like to move into a non-driving job with a fleet. I don't think I have a long-term career. This is just a job. 14% 15%	Leased Owner-Operators 50% I'd like to get out of trucking.

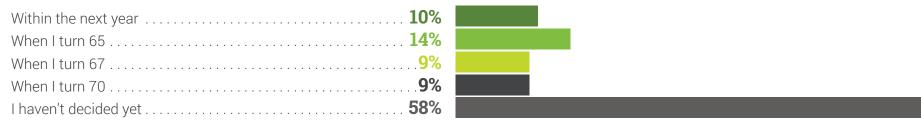
When do you plan to retire from truck driving?

All Respondents

Within the next year	10%
When I turn 65	. 16%
When I turn 67	. 12 %
When I turn 70	11%
I haven't decided yet	51%

Company Drivers

Within the next year	10%	
When I turn 65	17%	
When I turn 67	13%	
When I turn 70	12 %	
I haven't decided yet	48 %	



If you don't plan on retiring, why will you keep driving?

All Respondents

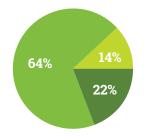
I need the money	42%	
I like my job	33%	
I don't want to not be working	25 %	
I need health insurance and I get my coverage through my job	14%	
Other	. 9%	

Company Drivers

I need the money	40%
I like my job	32%
I don't want to not be working	27 %
I need health insurance and I get my coverage through my job	21%
Other	8%

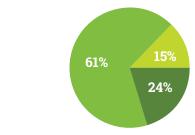


Have you saved enough money so you can retire?



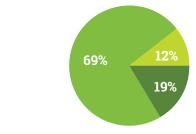
All Respondents

Yes	22 %
No	64%
I don't know	14%



Company Drivers

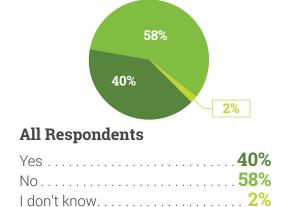
Yes	24 %
No	61 %
I don't know	15 %

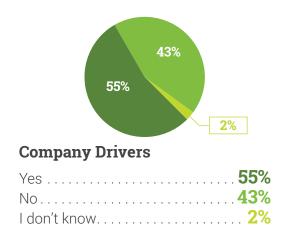


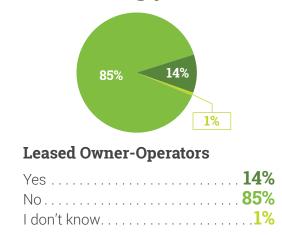
Leased Owner-Operators

Yes	19%
No	69 %
I don't know	

Do you have a retirement program through your truck driving job?







What do you think about the future of truck driving?

All Respondents

I think new technology will make it easier for fleets to monitor and control drivers	
\blacksquare I think new technology will make trucks easier to drive and driver pay will go down as a result 30%	
\blacksquare I think new technology will make the job easier and safer for drivers	
I think new technology will make trucks more expensive and more valuable assets and driver pay will go up as a result	

Big Brother? More than half think fleets will use technology to exert greater control.

Company Drivers

I think new technology will make it easier for fleets to monitor and control drivers.	52 %
I think new technology will make trucks easier to drive and driver pay will go down as a result	29%
I think new technology will make the job easier and safer for drivers	20%
I think new technology will make trucks more expensive and more valuable assets and driver pay will go up as a result	.12%

I think new technology will make it easier for fleets to monitor and control drivers	5 %
I think new technology will make trucks easier to drive and driver pay will go down as a result	2%
I think new technology will make the job easier and safer for drivers	2%
I think new technology will make trucks more expensive and more valuable assets and driver pay will go up as a result	2 %

Respondent Demographics

What type of driver are you?

Company driver? 64% 36% Leased owner-operator?.....

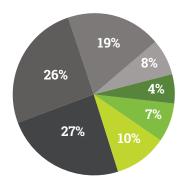
What type of trucking do you do?

All Respondents			
Over-the-road (long haul)	.56%		
Regional	.39%		
Dedicated	.20%		
Pickup and delivery	.18%		
Less-than-truckload	. 11%		
Team	5%		
Intermodal	4%		

Company Drivers	
Over-the-road (long haul)	46%
Regional	41%
Dedicated	25%
Pickup and delivery	22%
Less-than-truckload	11%
Team	. 4%
Intermodal	3%

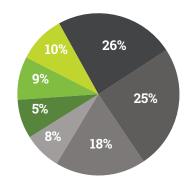
Leased Owner-Operators	
Over-the-road (long haul)	74 %
Regional	34%
Dedicated	11%
Pickup and delivery	11%
Less-than-truckload	11%
Team	. 6%
Intermodal	. 6%

How many miles did you drive last year? An estimate is acceptable.



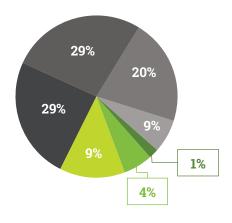
All Respondents

Up to 25,000 miles
25,001 to 50,000 miles
50,001 to 75,000 miles 10%
75,001 to 100,000 miles 26%
100,001 to 125,000 miles 26%
125,001 to 150,000 miles 19%
More than 150,000 miles 8%
Average miles driven 108,730



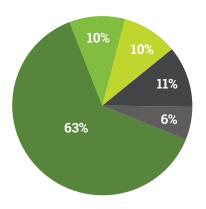
Company Drivers

Up to 25,000 miles	5%
25,001 to 50,000 miles	9%
50,001 to 75,000 miles	10%
75,001 to 100,000 miles	25 %
100,001 to 125,000 miles	25 %
125,001 to 150,000 miles	18%
More than 150,000 miles	8%
Average miles driven106,3	305



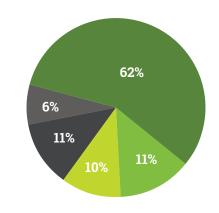
Į	Jp to 25,000 miles		1%
4	25,001 to 50,000 miles		4%
ļ	50,001 to 75,000 miles		9%
	75,001 to 100,000 miles .		28%
	100,001 to 125,000 miles		29%
	125,001 to 150,000 miles		20%
	More than 150,000 miles.		9%
	Average miles driven	113,	040

How long have you been a truck driver?



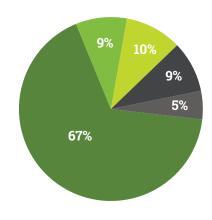
All Respondents

More than 20 years 63	%
16 to 20 years 10	%
11 to 15 years 10	%
6 to 10 years	%
5 years or less 6	%



Company Drivers

More than 20 years
16 to 20 years
11 to 15 years
6 to 10 years
5 years or less



67%	More than 20 year
9 %	16 to 20 years
10%	11 to 15 years
9 %	6 to 10 years
5%	5 years or less

What was your net income last year?

	All Respondents	Company Drivers	Leased Owner-Operators
More than \$100,000	12%	4%	27%
\$75,001 to \$100,000	25%	25 %	25%
\$50,001 to \$75,000	38%	45%	24%
\$35,001 to \$50,000	18%	20%	14%
\$35,000 or less	7%	6%	9%

All Respondents

38%

Earned \$50,001 to \$75,000 net income last year. **Company Drivers**

45%

Earned \$50,001 to \$75,000 net income last year. Leased Owner-Operators

27%

Earned more than \$100,000 net income last year.



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