

Digging Deep to find the right MOTOR CARRIER™

1. Carrier name / location _____ / _____
2. Type of trailers? _____ (flatbed, van, reefer for example)
3. Year, make, model of tractors and trailers? _____
4. Oldest truck in their fleet? _____
5. Newest truck in their fleet? _____
6. How do they assign trucks to new drivers? _____
7. Do they slip seat and if so, what is the time frame policy?

8. Do they allow you to take the truck home on time off? _____
9. Do they have dedicated routes?

10. Do they have any regional or local routes?

11. Do they have very many drop and hook customers? _____
12. Do they have very many direct shippers? _____
13. Are those routes open to any driver or based on seniority? _____
14. What is their policy for time off? _____
15. How often do they get you home? _____
16. What is their safety rating with FMCSA? _____
17. How often do they get inspections at weigh stations? _____
18. Do they have full-service shops at their terminals? _____
19. Do they fix all issues with trucks no matter how minor? _____
20. Do they have routine maintenance schedules for all their equipment? _____
21. Do they require you to operate in bad winter weather? _____
22. Do they require you to use or carry snow chains? _____
23. What is their passenger policy, and does it cost anything? _____
24. What is their pet policy, and does it cost anything? _____

25. Do you have a toll pass such as ez-pass? _____
26. Do you have a pre-pass for weigh stations? _____
27. Do you pay a fuel bonus and if so, what is that policy? _____
28. Do you have a no idling policy? _____
29. Do you pay for lumpers, so I don't have to? _____
30. Do you reimburse me for small business-related expenses such as scales? _____
31. Do you have forced dispatch? _____
32. Do you operate in the northeast (New England)? _____
33. Will I be required to drive in New York City? _____
34. Do you pay extra for NYC driving? _____
35. Do you pay for extra drops and hooks? _____
36. Do you have paid holidays? _____
37. Do you get your drivers home on all major holidays? _____
38. How much will I be paid while with a trainer? _____
39. How long will I be with a trainer? _____
40. If the trainer goes home while I'm on the truck with him and I don't live near him, will you pay for a hotel for me, and will I still be paid a full week anyway?

41. How am I paid, by the mile and if so, is that for all miles loaded and empty once I'm turned loose (on my own)? _____
42. How often will I get raises and what is the top pay?

43. If I don't get along well, or if I'm not learning from my trainer is it ok to ask to swap to a different trainer? _____ Who do I talk to about this? _____
44. How many miles per week do your drivers average? _____
45. How are my miles calculated, hub or practical? _____
46. How often do you pay, weekly, biweekly? _____
47. Do you pay strictly on a W2 basis? _____
48. Do you pay via ACH? _____ Any fee for that? _____ Advances? _____ Fee? _____
49. Do you pay by the hour for detention? _____

50. Do you have a set pay for a 24-hour layover? _____
51. Do you have a set pay for a 34-hour reset? _____
52. If my truck breaks down, what is the policy, and do I get paid anything while waiting?
Hotel provided? _____

53. If I'm ever required to load or unload cargo, what do I get paid for that? _____
54. If I'm required to tarp a flatbed load, do I get paid extra for the tarp fee? _____
55. Do you have a 401K and if so, what percentage do you match up to? _____
56. How long before I'm fully vested in the 401K? _____
57. Do you have any type of per diem? _____
58. What is your health insurance plan, and what is included such as health, dental, vision? _____
59. Are there different plans with different deductibles and if so, what are they?

60. Do you have any other types of insurance such as accidental death or dismemberment and if so, are they company funded? _____ Is there a cost for me? _____
61. Do your trucks have diesel apu units? _____
62. Do your trucks have power inverters? _____ size wattage? _____
63. Do your trucks have refrigerators built in? _____
64. Do your trucks have electronic collision avoidance systems? _____
65. Do you have forward or driver facing cameras? _____ If so, what is that policy?

66. Do your trucks have sliding fifth wheels? _____
67. Do your trucks have heated and or power mirrors? _____
68. Do your trucks have jake brakes? _____
69. Do your trucks have trolly brakes? _____
70. Do your trucks have brake pressure applicator gauges on the dash? _____
71. What speed are your trucks governed at? _____

72. What size fuel tanks do your trucks have? _____
73. Are your trucks automatic or manual transmission? _____
74. What type of ELD system do you use? _____
75. Can I make edits to everything except drive time on my elogs? _____
76. Do you have assigned routing for trips? _____
77. Do you have assigned fuel stops for my trips? _____
78. What national chains of truck stops do you use?

79. Can I take cash advances with my fuel card when I fuel? _____ any fee? _____
80. If I have no choice but to use a paid parking spot, will you reimburse me for that? _____
81. What are your main primary lanes where you run your trucks?

82. If I decide to hire on with you, is there any long-term contract I have to sign? _____
83. If I decided to hire on with you, how long is your orientation? _____
84. Will I be provided with a hotel for orientation and what will I be paid for orientation?
Name and address of hotel? _____
85. Not that I ever will, but if I ever end up with a moving violation such as speeding etc., what is your policy on traffic violations?

Below is a space where you can take extra notes on this carrier and score them based on what matters most to you and use this as a score card to keep track of everyone you have spoken to about hiring on with, as a driver.

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