

Questions to Ask a Prospective Training Company

From the Women In Trucking Association Driver Advisory Committee

Company _____

Recruiter's name _____

Phone number _____ Date _____

The basis for this list of questions comes from OOIDA and has been adapted by the WIT Driver Advisory Committee to cover what a student should be asking of a prospective training company and can also be used by an experienced company driver.

1. Will I be: Hired employee___ 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 SS8).
2. What is the pay while I am with a trainer? _____
3. Does the company reimburse trucking school tuition if I have paid it myself? Yes___ No ___
4. Does the company pay tuition for trucking school and endorsements? Yes___ No___
5. If the company reimburses tuition or pays tuition, how long of a contract do I have to sign? _____months
6. If the company pays for truck driving school, do I have to pay it back? Yes___ No___ At what rate per week? _____
7. As an employee, how is my pay figured? Hourly___ Rate___ By the mile___ Rate___
8. If paid by the mile, how is mileage calculated? Hub miles___ Computer program such as PCMiler, HHG, etc. ___ Dispatched miles___ Loaded miles___
9. Does the company hold back the first paycheck? Yes___ No___ If so, how long? One week___ Two weeks___
10. Does the company have Body Mass Index restrictions? Yes___ No ___
11. If I have a current DOT physical, will I have to take another from the company doctor? Yes___ No ___ If yes, who pays for it? Company ___ Me ___
12. Will I be required to do a strength test to be hired? Yes___ No___ If yes, what weight will I be required to lift during test? _____
13. Is the driver responsible for loading and unloading? Yes___ No___ 6. If not, how is the lumper issue handled? Company contract with lumpers___ Advances for lumpers (deduct from paycheck)___ Reimbursement for lumper with receipts___
14. If driver unloads, how is payment made? Flat rate___ Hourly___ Piece___ By weight___
15. What is the company policy on fueling? Driver choice of supplier___ Company choice of supplier___ Fuel Card supplied___ Driver pays & company reimburses___
16. Does the company pay for: Layovers___ Detention time___ 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. ___
17. Does the company run solo or team operation after training period? Solo___ Team___ How is the co-driver picked? Company assigned___ Driver chooses___
18. How many miles per week can I expect to run? _____
19. How many days/weeks will a driver be kept out? _____
20. What is the policy on home time? _____
21. 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
22. Do you have forced dispatch? Yes No
 23. 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
 24. Does the company offer dedicated runs? Yes No ; If yes, how do I get one?

 25. Does driver work directly with brokers (hand-offs)? Yes No
 26. What is the company policy on check calls (status for the day)? _____
 27. 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? _____
 28. Does company provide cell phones? Yes No
 29. What kind of truck will I be driving? Year _____ Make _____ Model _____
 30. Can driver take the truck home? Yes No
 31. What kind of transmission? _____
 32. What kind of engine? _____
 33. What kind of sleeper? _____
 34. Can I put my own chrome and lights on the truck? Yes No
 35. Are speeds governed? Yes No If so, governed at what speed? _____
 36. CB equipped? Yes No
 37. AM/FM radio/TV? Yes No
 38. Refrigerator? Yes No
 39. Qualcom? Yes No
 40. Air Ride seats? Yes No
 41. Engine Brakes? Yes No
 42. Opti-Idle? Yes No
 43. How often does company purchase new equipment? _____
 44. Can I purchase my truck through the company? Yes No Lease/purchase plan? Yes No Success rate on lease/purchase? _____
 45. Does the company provide training? Yes No
 46. Who chooses my trainer? Company Me
 47. 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? _____
 48. What are trainer requirements? _____
 49. Does the trainer receive extra pay? Yes No
 50. If I choose to become a trainer, will I be able to refuse to train a potential driver? Yes No
 51. Is trainer responsible for actions of trainees? Yes No
 52. What is the length of training period? _____
 53. Will I be assigned solo after the training period? Yes No
 54. Are female trainers provided for female trainees upon request? Yes No
 55. Is there a smoking/non-smoking policy? Yes No
 56. If I do not smoke, will I be assigned a truck that no one has smoked in before? Yes No
 57. 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? _____
 58. Is transportation provided to orientation? Yes No

59. Motel/Food paid by company? Yes ____ No ____
60. Will I be required to share a room during orientation? Yes__ No---
61. Does the company pay for orientation? Yes ____ No ____
62. If I am disqualified or if I choose not to sign on, does the company pay for my transportation back home? Yes____ No ____
63. How long will I have to wait for a trainer? _____
64. If I have to wait for a trainer, am I paid during that wait? Yes__ No__
65. If I have to wait for a trainer and am sent back home to do so, does the company pay for the travel expenses back home then back to the company? Yes__ No__
66. If there are personality conflicts between myself and my trainer, am I allowed to change trainers? Yes__ No__
67. Will I have a road test prior to being hired? Yes__ No__
68. Will I have another road test after my training period? Yes__ No__
69. During orientation, do you have hazmat safety class? Yes__ No__
70. Will there be someone available 24 hours a day if I have any problems to help me resolve them? Yes__ No__
71. Do you have a driver liaison program to assist drivers who might be having problems? Yes__ No__
72. If I am required to run team after being with my trainer, how long before I can go solo? _____
73. Do you hire drivers with felonies? Yes__ No__ If yes, how long since conviction is required? _____ What type of felonies will disqualify me?_____

This is a fairly comprehensive listing of questions and you may have more or less than are listed here. You can adapt this list for yourself if you are going to be running team with your spouse or have a co driver in place for after training. Be warned, a lot of recruiters are going to balk at answering all of these questions or may tell you that you will find out the answer in orientation...do not choose a company without having all of YOUR questions answered before traveling for orientation. We suggest talking to the company a couple of times before choosing them and asking some of the same questions twice to see if the answers match.