

How to Find the Best Trucking Company to Work For

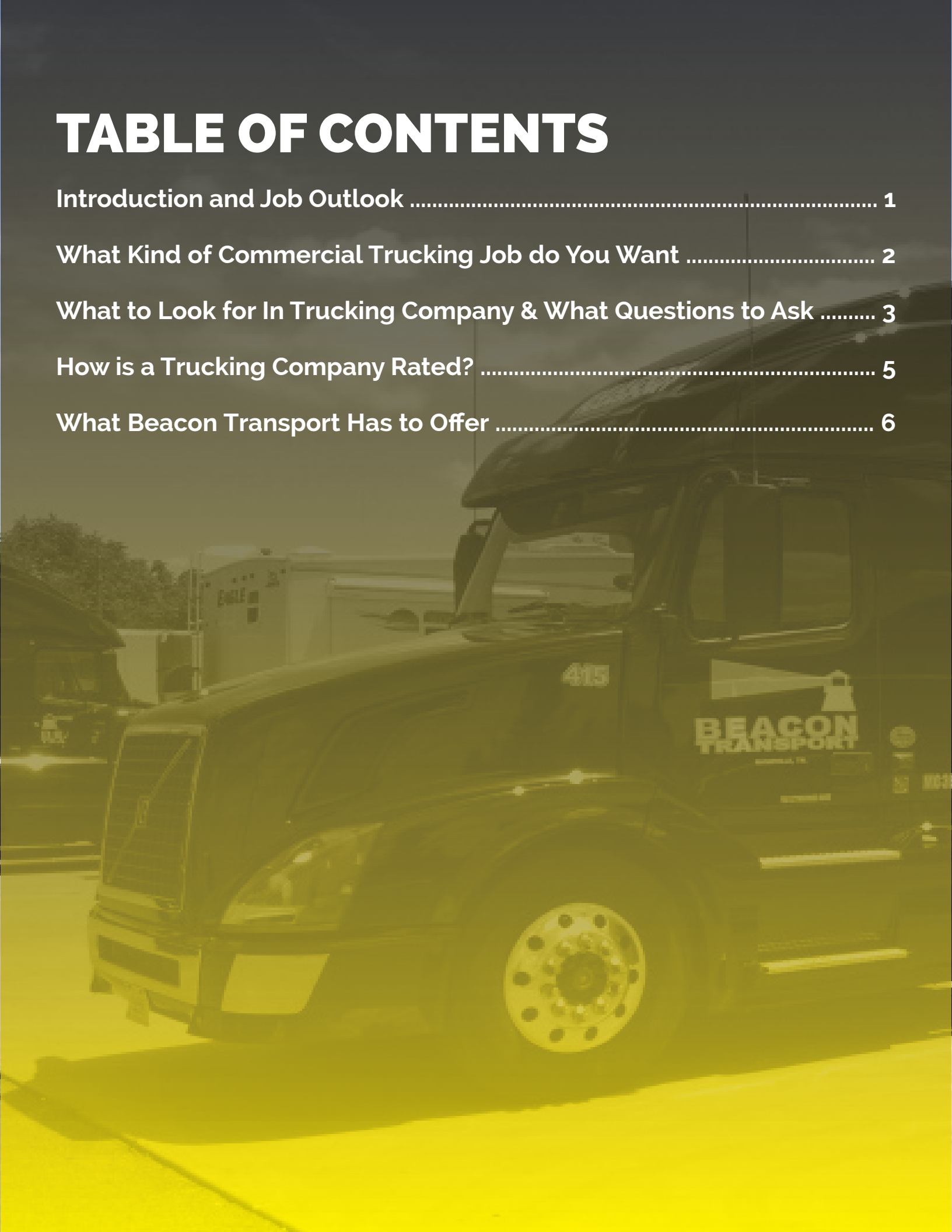


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Introduction and Job Outlook

If you're looking for job stability, autonomy, and opportunities for growth, then becoming a commercial truck driver may be right for you.

According to the [Bureau of Labor Statistics](#), the job outlook for heavy and tractor-trailer truck drivers is predicted to grow by 5% in the coming years. "The economy depends on truck drivers to transport freight and keep supply chains moving. As the demand for goods increases, more truck drivers will be needed. Trucks transport most of the freight in the United States, so, as households and businesses increase their spending, the trucking industry will grow...Demand for truck drivers is expected to remain strong in the oil and gas industries as more drivers are needed to transport materials to and from extraction sites."

Although the demand for freight transportation remains high, the number of rigs on the road has not yet reached pre-recession levels. To meet an increasing demand, companies are searching for reliable and safe drivers to join their team. In order to attract the best talent, companies are demonstrating a deep commitment and appreciation for their drivers. From state-of-the-art trucks equipped with the latest safety features to excellent medical benefits and bonus structures, finding the best trucking company to work for involves a number of different variables.

It stands to reason that the best trucking companies to work for are those that pay well and offer great benefits, but there are a few other factors that are just as important as base salary and benefits. When you're looking for your next employer, it pays to have a strong sense of your unique needs and priorities. There are several ways trucking and transport companies can help its employees thrive.

We hope you'll read on to discover more about the industry, what you need to look for, and how you can get what you want in your next job. It's our goal to help you create a personalized set of priorities to help you find the perfect employer.

Thanks for joining us,
Beacon Transport

What Kind of Commercial Driving Job do You Want?

There are a number of different types of commercial job opportunities. Take a moment to consider each of the following and think about what kind of driving job best suits your personal priorities and personality.

Trucking and transportation companies often specialize in a particular type of cargo load and geographic region.

Bus, Coach, or Shuttle

If you're a people person, driving a bus, coach or shuttle will put your customer service skills to the test. The BLS reports that median annual income for transit and intercity bus drivers is approximately \$38,000. School bus and special client drivers can anticipate an annual income of approximately \$29,000. Unlike OTR drivers, bus or coach drivers rarely benefit from bonuses or other incentives.

Short-distance

For those who need more routine and consistency in their lives, Intermodal or LTL (lighter than load) may be a better option. Drivers who move freight from one depot to another and back again, generally have shorter routes and faster turnaround times. Many short-haul drivers are home every night.

Over the Road

If the freedom and adventure of the open road are beckoning, then an OTR job is perfect for you. OTR drivers generally enjoy better pay and generous benefits. The BLS reports that the median salary is more than \$40,000 and the most experienced drivers may make more than \$60,000 annually. Still, time at home is important for drivers with families and for those who just need some time to recharge. If OTR is your calling, look for a company that offers home-time approximately every 10-14 days.

What to Look for in Trucking Company

Salary and benefits are important, but finding a company that truly cares about its drivers and employees is critical. Look for a company that places value on encouraging its team to find a meaningful work-life balance.

What to Consider When Researching Potential Trucking Employers

Salary: Compensation is often commensurate with experience. The BLS reports that as of May 2015, general freight truckers were paid \$42,320; specialized freight trucking were paid \$40,840, and wholesale trade drivers had a median annual wage of \$39,500. However, commercial truck drivers are typically paid per mile plus bonuses. The per-mile rate may vary depending on cargo and experience.

QUESTION: How much do you pay per mile and what's your average salary?

Bonuses: Your salary only tells part of the story. Look for a trucking company that rewards your hard work in the form of a safety and/or performance raise, offers incentives for referrals, and clean inspection bonuses.

QUESTION: What kinds of bonuses do you offer?

Load: If driving, not loading, is your priority, look for companies that offer no-touch freight and drop and hook routes.

QUESTION: What are your major lanes?

Benefits: As health insurance rates and health care costs continue to rise, this is a major consideration for many drivers. Look for a company that offers comprehensive medical, dental, and life insurance as well as long-term and short-term disability.

QUESTION: What benefit do your employees enjoy or appreciate the most?

Work-life balance: This can be a little harder to identify, but generally speaking, a company that respects you as an individual will also respect your need to balance life with work. Signs that a company respects its employees may include paid vacation, guaranteed home-time and passenger and pet policies.

QUESTION: What is your home-time policy?

Respect: While in many ways, respect is similar to work-life balance; it carries its own unique definition. A company that truly respects its team does so by keeping a fleet of modern, clean, reliable, and well-maintained trucks. A transport company that values the contributions of its drivers demonstrates appreciation by assigning experienced dispatchers who know you by name, not by number. Look for companies that routinely give their drivers a “shout out” for a job well done or for achieving years-of-service milestones.

QUESTION: Can I talk to a couple of your drivers about their experience with your company?

Engagement: You can learn a lot about a company by investigating their online profile. Companies that offer healthy living tips and feature drivers as key partners in the company’s success.

QUESTION: What is the relationship between the driver and your dispatchers or drive managers?

Flexibility: If you’re one of the best in the business and you have the experience and the record to support your claims, a company focused on hiring the most qualified drivers will work with you to develop a compensation package that best fits your individual situation.

Check out the [2016 Beacon Transport Drivers](#) of the Year!

How is a Trucking Company Rated?

Compliance, Safety, and Accountability (CSA)

[CSA](#) is the Federal Motor Carrier Safety Administration's "data-driven safety compliance enforcement program designed to improve safety and prevent commercial motor vehicle (CMV) crashes, injuries, and fatalities. CSA consists of three core components; the Safety Measurement System (SMS); interventions; and a Safety Fitness Determination (SFD) rating system to determine the safety fitness of motor carriers."

The CSA seeks to measure, intervene, and evaluate the safety of trucking and transportation companies. The SMS uses data from roadside inspections and accidents as well as data from investigations and crash reports. Covering a two-year period, this information helps the CSA develop a well-rounded picture of the overall safety performance and compliance of trucking companies. If issues are identified, the CSA intervenes by sending warning letters and implementing targeted inspections.

The FMCSA regularly updates the SMS and organizes the data into seven [Behavior Analysis and Safety Improvement Categories](#) (BASICS) which include: unsafe driving, crash indicator, hours-of-service compliance, vehicle maintenance, controlled substances/alcohol, hazardous materials compliance, and driver fitness.

As you look for your next trucking employer, make sure the company enjoys a [satisfactory rating](#) by the CSA and is free from penalties.

What Beacon Transport Has to Offer

We're big enough to offer a great salary and benefits, but we're small enough to treat every driver like a member of the family. Here's what you need to know about Beacon Transport:

Our median salary of \$52,500 is more the \$10,000 over the national average. We employ 170 drivers, have 1 office, and have a team of dedicated staff and executives who truly care about our drivers. Beacon Transport's geographic range covers TN, KY, GA, FL, SC, NC, VA, AL, LA, OK, TX, IA, MO, WI, IL, IN, and MI.

We believe in investing in the best. To attract and retain the safest, most reliable drivers on the road, our drivers can expect:

Generous wages

- Medical, Dental, Life, L/T & S/T Disability insurance available at group rates
- \$15,000 Company paid life policy on employee
- 401-K
- Layover, stop/pickup, and detention pay
- Performance raise – 1/2 cent every six months
- Referral bonus
- Clean inspection bonus
- Regular home time
- Vacation pay
- Safe, clean, and comfortable 3 years old or newer late-model 670 Condo Volvos
- No New York City or New England routes
- Experienced dispatchers
- 100% No touch freight – General Commodities/Non-Hazardous
- 2.5 to 1 trailer/tractor ratio – to accommodate drop and hook freight
- EZ/I/Pre-pass
- Direct deposit – Weekly payroll
- Passenger policy
- Pet policy
- 2 Day orientation with pay



Beacon Transport currently boasts an extremely low workers comp rating as well and we are a proud partner of the national Smartway program.

Beacon enjoys a "[Satisfactory](#)" rating from the CSA and our current scores are below threshold.

[Submit your application](#) today

or [visit our website](#) to learn more about Beacon Transport.

Find us on [Facebook](#) and [Google+](#)

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