

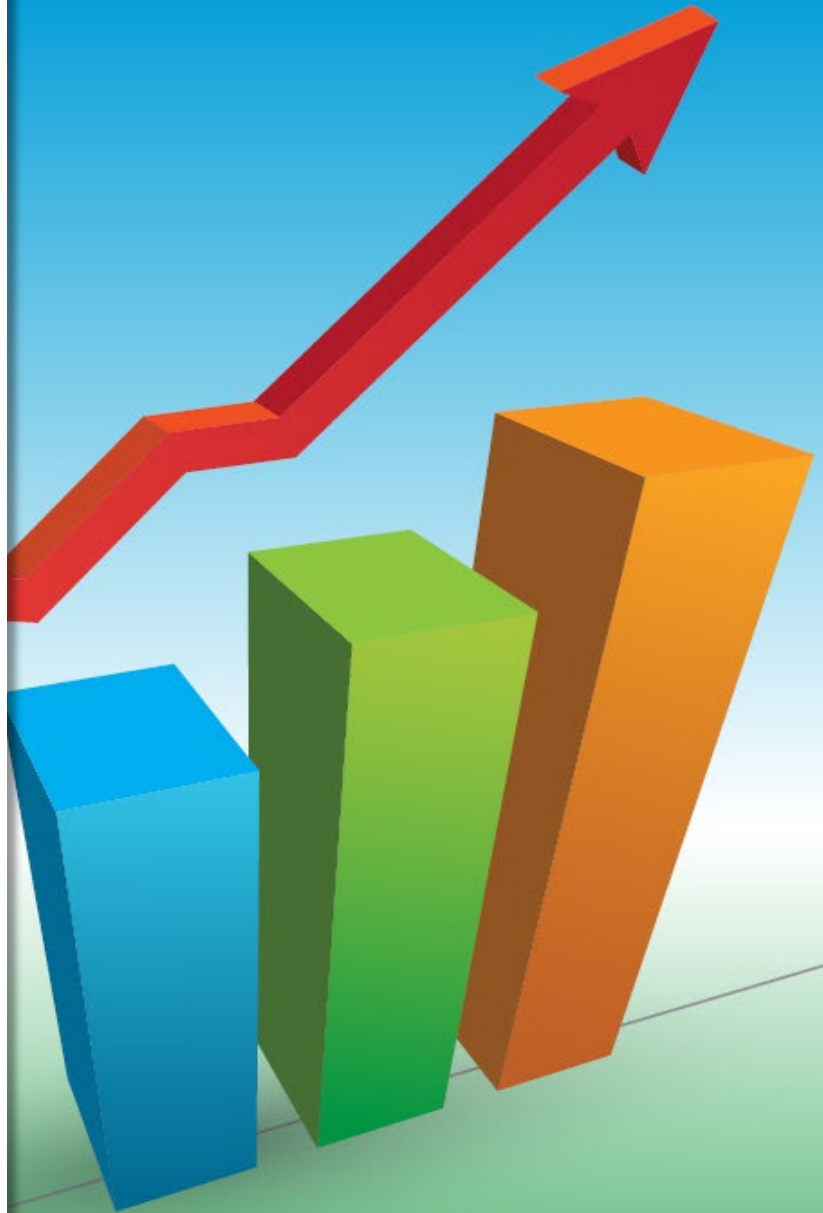


# 2021 ANNUAL BENCHMARKING SURVEY INSTRUMENT

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Rental  
Leasing  
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# INTRODUCTORY INFORMATION

The National Private Truck Council is conducting its 2021 Benchmarking Survey, which reflects performance achieved in the 2020 calendar year. This survey is designed for the benefit of our members and the private fleet community. The purpose is to help you benchmark your operation to other best-in-class performers, thereby validating your performance and identifying areas of opportunity.

The final report of the Benchmarking Report will be released on August 1, 2021. Participants in the survey will be invited to sit in on a special pre-release webcast to review the results in detail. In addition, those companies that participate in the survey are welcome to request specialized, customized reports to better calibrate their operation against best-in-class performers.

Since many of you operate distinct private fleet operations (i.e. long-haul, DSD, interplant, etc.), and in order to make the survey more meaningful, please consider filling out separate surveys for each distinct operation. This will help ensure an apples-to-apples comparison in addition to providing you with a more valuable report.

**We understand the essentiality of keeping your responses completely confidential. YOUR COMPANY'S RESPONSES WILL NOT BE REPORTED TO OTHER FLEET MEMBERS, SPONSORS, OR ALLIED MEMBERS. IN FACT, YOUR SUBMISSION WILL NOT BE SHARED WITH ANYONE, RATHER THEY WILL SIMPLY BE AGGREGATED INTO A BROAD DATA SET FOR ANALYSIS OF TRENDS AND INDUSTRY STANDARDS.**

In order to make the data collection process less cumbersome, you can request to see the survey that your company submitted last year. If you would like to arrange a conference call to review your data, or if you have any questions while answering the survey, please feel free to contact Tom Moore, CTP directly at [tmoore@nptc.org](mailto:tmoore@nptc.org) or (703)838-8898.

# GENERAL INFORMATION

**1. What are the primary reasons your company operates a private fleet?**

1.

2.

3.

**2. What is the primary industry in which your company competes?**

**3. What are the principal commodities or products your private fleet hauls for your company?**

**4. How do your freight movements in 2020 compare to the previous year (by percentage) in the following categories?**

By shipments

By volume/tonnage

By value

By miles

**5. What has been the effect of COVID-19 on demand for goods?**

Much lower than  
normal

☐

Slightly lower  
than normal

☐

Normal

☐

Slightly higher  
than normal

☐

Much higher than  
normal

☐

**What does the remainder of 2021 look like?**

**6. What has been the effect of COVID-19 on freight volumes/shipments?**

Much lower than  
normal

☐

Slightly lower  
than normal

☐

Normal

☐

Slightly higher  
than normal

☐

Much higher than  
normal

☐

**What does the remainder of 2021 look like?**

**7. What are the top issues/challenges you face in your operation?**

1.

2.

3.

**8. What were your most significant achievements in 2020?**

1.

2.

**9. Please indicate any NEW initiatives that have improved cost, safety, or performance for your company instituted in 2020:**

# EQUIPMENT INFORMATION

1. Please answer the following based on the HEAVY-DUTY Class 8 power units (GVWR greater than 33,001 pounds) in your private fleet:

	TOTAL	% CHANGE FROM 2019
Number Owned	<input type="text"/>	<input type="text"/>
Number Leased	<input type="text"/>	<input type="text"/>
Number Rented (Annualized)	<input type="text"/>	<input type="text"/>
Trade Cycle (Years)	<input type="text"/>	<input type="text"/>
Trade Cycle (Miles)	<input type="text"/>	<input type="text"/>
Average Annual Miles Per Unit	<input type="text"/>	<input type="text"/>
Average Equipment Age	<input type="text"/>	<input type="text"/>

2. Please answer the following based on the HEAVY-DUTY Class 7 power units (GVWR of 26,001 to 33,000 pounds) in your private fleet:

	TOTAL	% CHANGE FROM 2019
Number Owned	<input type="text"/>	<input type="text"/>
Number Leased	<input type="text"/>	<input type="text"/>
Number Rented (Annualized)	<input type="text"/>	<input type="text"/>
Trade Cycle (Years)	<input type="text"/>	<input type="text"/>
Trade Cycle (Miles)	<input type="text"/>	<input type="text"/>
Average Annual Miles Per Unit	<input type="text"/>	<input type="text"/>
Average Equipment Age	<input type="text"/>	<input type="text"/>

**3. Please answer the following based on the MEDIUM-DUTY Class 6 power units (GVWR of 19,501–26,000 pounds) in your private fleet:**

	<b>TOTAL</b>	<b>% CHANGE FROM 2019</b>
Number Owned	<input type="text"/>	<input type="text"/>
Number Leased	<input type="text"/>	<input type="text"/>
Number Rented (Annualized)	<input type="text"/>	<input type="text"/>
Trade Cycle (Years)	<input type="text"/>	<input type="text"/>
Trade Cycle (Miles)	<input type="text"/>	<input type="text"/>
Average Annual Miles Per Unit	<input type="text"/>	<input type="text"/>
Average Equipment Age	<input type="text"/>	<input type="text"/>

**4. Please answer the following based on the MEDIUM-DUTY Class 5 power units (GVWR of 16,001–19,500 pounds) in your private fleet:**

	<b>TOTAL</b>	<b>% CHANGE FROM 2019</b>
Number Owned	<input type="text"/>	<input type="text"/>
Number Leased	<input type="text"/>	<input type="text"/>
Number Rented (Annualized)	<input type="text"/>	<input type="text"/>
Trade Cycle (Years)	<input type="text"/>	<input type="text"/>
Trade Cycle (Miles)	<input type="text"/>	<input type="text"/>
Average Annual Miles Per Unit	<input type="text"/>	<input type="text"/>
Average Equipment Age	<input type="text"/>	<input type="text"/>

**5. Please answer the following based on the MEDIUM-DUTY Class 4 power units (GVWR of 14,001–16,000 pounds) in your private fleet:**

	<b>TOTAL</b>	<b>% CHANGE FROM 2019</b>
Number Owned	<input type="text"/>	<input type="text"/>
Number Leased	<input type="text"/>	<input type="text"/>
Number Rented (Annualized)	<input type="text"/>	<input type="text"/>
Trade Cycle (Years)	<input type="text"/>	<input type="text"/>

**Class 4 power units (continued)**

Trade Cycle (Miles)	<input type="text"/>	<input type="text"/>
Average Annual Miles Per Unit	<input type="text"/>	<input type="text"/>
Average Equipment Age	<input type="text"/>	<input type="text"/>

**6. Please answer the following based on the MEDIUM-DUTY Class 3 power units GVWR of 10,001–14,000 pounds) in your private fleet:**

	<b>TOTAL</b>	<b>% CHANGE FROM 2019</b>
Number Owned	<input type="text"/>	<input type="text"/>
Number Leased	<input type="text"/>	<input type="text"/>
Number Rented (Annualized)	<input type="text"/>	<input type="text"/>
Trade Cycle (Years)	<input type="text"/>	<input type="text"/>
Trade Cycle (Miles)	<input type="text"/>	<input type="text"/>
Average Annual Miles Per Unit	<input type="text"/>	<input type="text"/>
Average Equipment Age	<input type="text"/>	<input type="text"/>

**7. Do you have responsibility for any LIGHT DUTY vehicles (under 10,000 lbs. GVWR) in your fleet?**☐

Yes

☐

No

**8. If you lease your HEAVY-DUTY power equipment, please list the percentage you use of the following types of lease:**

Finance Lease with Maint.	Full-Service Lease	Fair Market Value Lease	TRAC Lease	Operating Lease
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**9. Please list the percentage of your power unit population that uses the following fuel types:**

	<b>GASOLINE</b>	<b>DIESEL</b>	<b>LNG</b>	<b>CNG</b>	<b>HYBRID</b>	<b>ELECTRIC</b>
<b>HEAVY-DUTY</b> Class 7 & 8	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>MEDIUM-DUTY</b> Class 3-6	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**10. Please complete the following regarding mileage and fuel for 2020:**

	<b>Class 7 &amp; 8 HEAVY-DUTY</b>	<b>Class 3-6 MEDIUM-DUTY</b>
Average Miles Per Gallon	<input type="text"/>	<input type="text"/>

11. Please answer the following based on the VAN TRAILERS in your private fleet:

	TOTAL	% CHANGE FROM 2019	
Number Owned	<input type="text"/>	<input type="text"/>	
Number Leased	<input type="text"/>	<input type="text"/>	Type of Lease: <input type="text"/>
Number Rented	<input type="text"/>	<input type="text"/>	
Trade Cycle (YR)	<input type="text"/>	<input type="text"/>	

12. Please answer the following based on the REFRIDGERATED TRAILERS in your private fleet:

	TOTAL	% CHANGE FROM 2019	
Number Owned	<input type="text"/>	<input type="text"/>	
Number Leased	<input type="text"/>	<input type="text"/>	Type of Lease: <input type="text"/>
Number Rented	<input type="text"/>	<input type="text"/>	
Trade Cycle (YR)	<input type="text"/>	<input type="text"/>	

13. Please answer the following based on the FLATBED TRAILERS in your private fleet:

	TOTAL	% CHANGE FROM 2019	
Number Owned	<input type="text"/>	<input type="text"/>	
Number Leased	<input type="text"/>	<input type="text"/>	Type of Lease: <input type="text"/>
Number Rented	<input type="text"/>	<input type="text"/>	
Trade Cycle (YR)	<input type="text"/>	<input type="text"/>	

14. Please answer the following based on the BULK TRAILERS in your private fleet:

	TOTAL	% CHANGE FROM 2019	
Number Owned	<input type="text"/>	<input type="text"/>	
Number Leased	<input type="text"/>	<input type="text"/>	Type of Lease: <input type="text"/>
Number Rented	<input type="text"/>	<input type="text"/>	
Trade Cycle (YR)	<input type="text"/>	<input type="text"/>	



15. Please answer the following based on the **OTHER TRAILERS** in your private fleet:

	TOTAL	% CHANGE FROM 2019	
Number Owned	<input type="text"/>	<input type="text"/>	Type of Lease: <input type="text"/>
Number Leased	<input type="text"/>	<input type="text"/>	
Number Rented	<input type="text"/>	<input type="text"/>	
Trade Cycle (YR)	<input type="text"/>	<input type="text"/>	

16. What are your new tractor equipment purchasing plans for 2021?

	INCREASE %	DECREASE %	NO CHANGE
Class 8 Power Units	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Class 7 Power Units	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Class 6 Power Units	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Class 5 Power Units	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Class 4 Power Units	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Class 3 Power Units	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>

17. What has been the effect of COVID 19 on your equipment trade cycles?

Much lower than normal	Slightly lower than normal	Normal	Slightly higher than normal	Much higher than normal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What does the future look like?

18. What are your new trailer equipment purchasing plans for 2021?

	INCREASE %	DECREASE %	NO CHANGE
Van Trailers	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Refrigerated Trailers	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Flatbed Trailers	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Bulk Trailers	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>
Other Trailers	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>

19. **Do you purchase used equipment?**

☐

Yes

☐

No

**Explanation**

20. **How do you dispose of your power equipment?**

☐

Wholesale

☐

Retail

☐

Auction

☐

Leasing Company

☐

Other

Please explain:

## EQUIPMENT UTILIZATION

1. **What is the total annual mileage for your fleet in 2020:**

2. **What is your average miles per truck per week for the following years?**

2020

2019

3. **What percentage of your fleet's loads or shipments:**

CUBE OUT

WEIGH OUT

STOP OUT

**AVERAGE PAYLOAD WEIGHT**

4. **What has been the effect of COVID-19 on your private fleet's mileage?**

Much lower than  
normal

☐

Slightly lower  
than normal

☐

Normal

☐

Slightly higher  
than normal

☐

Much higher than  
normal

☐

**What does the remainder of 2021 look like?**

5. **What has been the effect of COVID-19 on your length of haul?**

Much lower than  
normal

☐

Slightly lower  
than normal

☐

Normal

☐

Slightly higher  
than normal

☐

Much higher than  
normal

☐

**What does the remainder of 2021 look like?**

6. **TRACTOR UTILIZATION: Out of a normal 24-hour period, what is the average number of hours that your truck operates?** [NOTE: operational hours includes all productive time for pickup/loading, delivery/unloading and driving. It does NOT include non-productive hours such as time in the shop, time in the yard not operating, layover/sleeper berth]
- 
7. **What is your trailer dormancy rate (percentage of time your average trailer sits during the course of the average week)?**
- 
8. **What is the average number of trips your average trailer is used during the typical week?**
- 
9. **What percent of your dispatch is under load?**
- 

## FLEET MAINTENANCE

1. **What is your power units' breakdown percentage (breakdowns per 100,000 miles)?**
- 
2. **What are the leading causes of those breakdowns?**
- |                                    |   |                                     |   |
|------------------------------------|---|-------------------------------------|---|
| <input type="checkbox"/> Brakes    | <input type="checkbox"/> Lighting               | <input type="checkbox"/> Electrical | <input type="checkbox"/> Fuel System    |
| <input type="checkbox"/> Engine    | <input type="checkbox"/> Tires                  | <input type="checkbox"/> Drivetrain | <input type="checkbox"/> Cooling system |
| <input type="checkbox"/> Emissions | <input type="checkbox"/> Other (please specify) | <input type="text"/>                |   |
3. **Please answer the following about breakdowns:**
- |  |                      |
|--|----------------------|
| Average cost per breakdown   | <input type="text"/> |
| Average number of miles between breakdowns                           | <input type="text"/> |
| Average downtime of a breakdown                                      | <input type="text"/> |
| Percentage of breakdowns that include DOT out-of-service infractions | <input type="text"/> |

4. **What is your power unit's PM currency rate?** (For the purposes of this survey, PM currency is defined as "Total class population minus number of PM's past due divided by total class population equals percentage of PM's complete)

- ☐ 100%
 ☐ 95-99%
 ☐ 90-94%
 ☐ 85-89%
 ☐ 80-84%
 ☐ Below 80%
 ☐ Don't know

5. **Percentage of your maintenance spend that is conducted:**

	2020	2019
In-house		
Outsourced		

NOTE: SHOULD ADD UP TO 100%

6. **When maintenance is outsourced, where is it conducted by percentage?**

Full-service Lease Provider	
OEM Dealer	
Independent Provider	
Other	

Please list other locations:

## PERSONNEL

1. **Please list the number of drivers in the following categories:**

	TOTAL NUMBER	UNION %	NON-UNION %
Full-Time Company			
Owner-Operators			
Full-time leased			
Temporary (full-time equivalents)			
<b>TOTAL</b>			

2. **What percent of your drivers are non-CDL drivers?**

3. **What percentage of your workforce do team drivers comprise?**

4. What percentage of your total mileage is run by teams?

5. What is the total headcount of the staff employed to support your private fleet operation?

6. How does that support staff breakdown in the following categories?

<b>Driver Managers/Supervisors</b> (Direct management of drivers)	<input type="text"/>	<b>IT</b> (Technology and systems integration and admin.)	<input type="text"/>
<b>Driver Training</b> (Orientation, evaluation and scorecarding)	<input type="text"/>	<b>Human Resources</b> (Driver hiring and recruiting)	<input type="text"/>
<b>Safety and Compliance</b> (Accident prevention, risk management, FMCSR and DOT compliance)	<input type="text"/>	<b>Tax/Registration</b> (Vehicle tax/title/licensing/local operating compliance)	<input type="text"/>
<b>Dispatching, Routing and Load Assignment</b> (Dispatching functions)	<input type="text"/>	<b>Fleet Administration/Management</b> (Responsible for entire operation and not a segment)	<input type="text"/>
<b>Maintenance and Equipment</b> (Technicians, spec's, parts management)	<input type="text"/>	<b>Backhaul</b> (Brokerage and outside freight services)	<input type="text"/>
<b>Accounting</b> (Billing/payroll/financials)	<input type="text"/>	<b>Other</b>	<input type="text"/>
<b>TOTAL</b>		<input type="text"/>	

7. What are the minimum qualifications to drive for your fleet?

Age	<input type="text"/>	Years' experience	<input type="text"/>
Other (please list)	<input type="text"/>		

8. What percent of your private fleet workforce is represented by contractors or outside service providers?

9. Do you use any of the following screening programs?

<input type="checkbox"/> Hair follicle testing	<input type="checkbox"/> Personality profiling	<input type="checkbox"/> Functional capacity testing	<input type="checkbox"/> PSP
<input type="checkbox"/> Other (please specify)	<input type="text"/>		

10. What is the total number of drivers lost in 2020 for any reason?

<b>Total Drivers Lost</b>	<input type="text"/>	<b>Annual Turnover Rate</b> (number of drivers lost divided by total drivers)	<input type="text"/>
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11. **What is your turnover rate measured by time in service?**

30 days	<input type="text"/>	1 year	<input type="text"/>
60 days	<input type="text"/>	5 years	<input type="text"/>
90 days	<input type="text"/>	10 years or greater	<input type="text"/>
6 months	<input type="text"/>		

12. **What has been the effect of COVID-19 on your driver turnover?**

Much lower than normal	Slightly lower than normal	Normal	Slightly higher than normal	Much higher than normal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. **What is the average cost of turnover/onboarding a new driver?**

14. **By percentages, what is the primary reason most drivers leave your company:**

For another driving job	<input type="text"/>	For another job outside the industry	<input type="text"/>
Retirement	<input type="text"/>	Discipline	<input type="text"/>
Death	<input type="text"/>	Change in Business	<input type="text"/>
Medical disqualification	<input type="text"/>	Other	<input type="text"/>

15. **In the average week, how many hours does the average driver spend doing the following:**

Driving	<input type="text"/>
Loading Product	<input type="text"/>
Unloading Product	<input type="text"/>
Other duties at start/end of shift	<input type="text"/>
TOTAL	<input type="text"/>

Please explain:

16. **What has been the effect of COVID-19 on your absenteeism?**

Much lower than normal	Slightly lower than normal	Normal	Slightly higher than normal	Much higher than normal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. **What has been the effect of COVID-19 on your driver hours/week?**

Much lower than  
normal

☐

Slightly lower  
than normal

☐

Normal

☐

Slightly higher  
than normal

☐

Much higher than  
normal

☐

18. **DRIVER UTILIZATION: How many hours per week was your average driver on-duty in 2020?** [NOTE: Do not include vacation, sick leave, or holidays]

19. **What percentage of your driver workforce is:**

HOME EVERY NIGHT

OUT OVERNIGHT

OUT MORE THAN 2  
NIGHTS A WEEK

20. **Does your company have a wellness program?**

☐ Yes

☐ No

☐ Don't Know

21. **Please check all components of your company's wellness program:**

☐ Sleep management  
education/testing

☐ Smoking cessation

☐ Exercise programs

☐ Nutritional Counseling

☐ Mental Counseling

☐ Grief Counseling

☐ Sleep Management  
testing

☐ Weight Management

☐ Other (please list):

22. **What is the average age of your driver workforce?**

23. **DRIVER TENURE: What is the average number of years your driver workforce has been with your company?**

24. **By percentage, where did your new driver hires work prior to joining your company?**

Internal (somewhere  
else in your company)

Another Private  
Fleet

For-hire LTL

For-hire  
Truckload

Military

Driver Schools

Other

Please explain:

**25. How do you recruit new drivers?**

- |  |   |   |                                   |
|--|---|---|-----------------------------------|
| <input type="checkbox"/> Advertising         | <input type="checkbox"/> Word of Mouth            | <input type="checkbox"/> Radio  | <input type="checkbox"/> Internet |
| <input type="checkbox"/> Use of temp to hire | <input type="checkbox"/> Driver training programs | <input type="checkbox"/> Recruiting/staffing agency that does direct placements |                                   |
| <input type="checkbox"/> Referrals           | <input type="checkbox"/> Other (please specify)   | <div style="border: 1px solid black; height: 25px; width: 350px;"></div>        |                                   |

**26. What is the average number of candidates you have to review, screen and/or interview to get one driver?**

**27. What has been the effect of COVID-19 on your driving recruiting and hiring?**

**28. What is the average age of your new driver hire?**

**29. What is your average time to find for open personnel requisitions?**

**30. What is your time to hire for filled personnel requisitions?**

**31. What is the average time to complete background checks?**

## **PERSONNEL- COMPENSATION**

**1. What is the average full-time driver's annual W-2 gross wages?**

**2. What is the average annual driver compensation?**

Starting	<div style="border: 1px solid black; width: 140px; height: 25px;"></div>
After 1 year	<div style="border: 1px solid black; width: 140px; height: 25px;"></div>
After 3 years	<div style="border: 1px solid black; width: 140px; height: 25px;"></div>
Maximum	<div style="border: 1px solid black; width: 140px; height: 25px;"></div>



**3. For each of the following categories, what is the average annual driver compensation?**

	OVER-THE-ROAD	REGIONAL	LOCAL
Starting	<input type="text"/>	<input type="text"/>	<input type="text"/>
After 1 year	<input type="text"/>	<input type="text"/>	<input type="text"/>
After 3 years	<input type="text"/>	<input type="text"/>	<input type="text"/>
Maximum	<input type="text"/>	<input type="text"/>	<input type="text"/>

**4. What has been the effect of COVID-19 on your driver compensation?**

Much lower than normal	Slightly lower than normal	Normal	Slightly higher than normal	Much higher than normal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**5. How are your drivers paid (please check all that apply)?**

	Over-the-Road	Regional-Multi-Stop	Intracplant
Hourly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mileage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Activity-Based (Performance)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6. Do you offer an annual guaranteed minimum pay package?**

☐ Yes ☐ No ☐ Don't Know

**7. For mileage-based pay, what is your average pay rate?**

STARTING	YEAR ONE	MAXIMUM
<input type="text"/>	<input type="text"/>	<input type="text"/>

**8. For hourly-based pay, what is your average pay rate?**

STARTING	YEAR ONE	MAXIMUM
<input type="text"/>	<input type="text"/>	<input type="text"/>

**9. If you utilize activity-based/ performance pay, what are the components?**

10. Please check all components available to a driver in your company's benefit package:

- |  |   |  |  |
|--|---|--|--|
| <input type="checkbox"/> Medical                 | <input type="checkbox"/> Dental               | <input type="checkbox"/> Tuition Reimbursement | <input type="checkbox"/> Pension Plan  |
| <input type="checkbox"/> Paid Sick Days          | <input type="checkbox"/> Paid holidays        | <input type="checkbox"/> Life Insurance        | <input type="checkbox"/> Family leave  |
| <input type="checkbox"/> Short-term disability   | <input type="checkbox"/> Long-term disability | <input type="checkbox"/> Vision                | <input type="checkbox"/> Funeral leave |
| <input type="checkbox"/> 401k                    | <input type="checkbox"/> Continuing education | <input type="checkbox"/> Profit sharing        |  |
| <input type="checkbox"/> Other (please specify): | <input type="text"/>                          |  |  |

11. In addition to regular compensation, do your drivers receive incentive or bonus pay?

- ☐ Yes ☐ No ☐ Don't Know

12. What is the average incentive potential (as a percent of base total pay)?

13. If you offer incentive pay, check all the components/metrics used:

- |  |   |   |   |
|--|---|---|---|
| <input type="checkbox"/> Safety            | <input type="checkbox"/> Productivity           | <input type="checkbox"/> On-time percentage | <input type="checkbox"/> Compliance       |
| <input type="checkbox"/> New Hire Referral | <input type="checkbox"/> MPG                    | <input type="checkbox"/> Company Goals      | <input type="checkbox"/> Attendance       |
| <input type="checkbox"/> Appearance        | <input type="checkbox"/> Retention              | <input type="checkbox"/> Idle Time          | <input type="checkbox"/> Customer Service |
| <input type="checkbox"/> Stop pay          | <input type="checkbox"/> Other (please specify) | <input type="text"/>                        |   |

## OPERATIONS

1. What's the number of total terminal, distribution, maintenance and/or physical locations in your operation?

2. How has that changed from 2019?

3. What is the average number of the following per location?

TRUCKS PER LOCATION

DRIVERS PER LOCATION

**4. Is your private fleet used as leverage against for-hire carriers?**

☐ Yes ☐ No ☐ Don't Know

**5. Over the next five years my fleet will (check all that apply):**

Please specify percentage change:

☐ Add equipment (net growth in size of fleet)

☐ Handle more of my company's freight

☐ Eliminate equipment (net reduction in size of fleet)

☐ Handle less of my company's freight

☐ Stay the same size

**6. What are the reasons for this?**

**7. For comparison purposes, do you benchmark typical for-hire cost-per-mile in lane bands with similar length of haul?**

☐ Yes ☐ No ☐ Don't Know

**8. What percentage of your operation (measured by equipment) is slip-seated?**

**9. Backhaul Utilization:**

What is your fleet's empty mileage percentage?

What percentage of these miles are available for backhaul?

How has this changed over the past year?

What are the reasons for this change?

For your backhaul freight, what is revenue per total mile?

**10. Does your fleet have for-hire authority and solicit non-company backhaul freight?**

☐ Yes ☐ No ☐ Don't Know

**11. Which takes priority?**

☐ Contract Freight ☐ Company Freight ☐ Equal Priority

**12. Does your private fleet have its own transportation sales force?**

☐ Yes ☐ No ☐ Don't Know

**13. Does your private fleet use broker or internet sites to find backhauls?**

☐ Yes ☐ No ☐ Don't Know

**14. Does your fleet act as a broker or transportation department to move loads it cannot or does not want to move with its private fleet?**

☐ Yes ☐ No ☐ Don't Know

**15. What measures of customer service do you track? (check all that apply):**

	Average 2020 Performance		Average 2020 Performance
<input type="checkbox"/> Early delivery	<input type="text"/>	<input type="checkbox"/> Cost per mile	<input type="text"/>
<input type="checkbox"/> Late delivery	<input type="text"/>	<input type="checkbox"/> Cost per stop	<input type="text"/>
<input type="checkbox"/> Customer comments	<input type="text"/>	<input type="checkbox"/> Cost per case	<input type="text"/>
<input type="checkbox"/> On-time delivery	<input type="text"/>	<input type="checkbox"/> Cost per pallet	<input type="text"/>
<input type="checkbox"/> Delivery accuracy	<input type="text"/>	<input type="checkbox"/> Stops/Route	<input type="text"/>
<input type="checkbox"/> Delivery within customer or store time window	<input type="text"/>	<input type="checkbox"/> Routes/Day	<input type="text"/>
<input type="checkbox"/> OS&D	<input type="text"/>	<input type="checkbox"/> Safety scores	<input type="text"/>
<input type="checkbox"/> Dwell/unload time	<input type="text"/>	<input type="checkbox"/> Formal customer surveys	<input type="text"/>
<input type="checkbox"/> MPG	<input type="text"/>		

**16. If on-time delivery is tracked, please check the standard to which your fleet is measured:**

☐ +/- 10 minutes  
 ☐ +/- 15 minutes  
 ☐ +/- 30 minutes  
 ☐ +/- 45 minutes  
☐ +/- 60 minutes  
☐ Other (please specify):

# OUTBOUND OPERATIONS

1. What percentage of your company's OUTBOUND freight volume is handled by the following?

<b>Private Fleet</b>	<input type="text"/>
<b>For-Hire Carrier</b> (transactional TL or LTL freight movements)	<input type="text"/>
<b>Dedicated/Third-Party Provider</b> (longer-term contractual arrangement provided by for-hire carrier, dedicated carrier)	<input type="text"/>
<b>Rail</b>	<input type="text"/>
<b>Other</b> (please explain)	<input type="text"/>

TOTAL should equal 100%

2. How do you decide which geographies or customers to serve yourself or to outsource?

3. Please provide the following information about your PRIVATE FLEET OUTBOUND MOVES:

	Percentage of Outbound	Average One-Way Length of Haul (Miles)	Average Number of Stops
Private Fleet to Retail Outlet	<input type="text"/>	<input type="text"/>	<input type="text"/>
Private Fleet to Distribution Center	<input type="text"/>	<input type="text"/>	<input type="text"/>
Private Fleet Interplant	<input type="text"/>	<input type="text"/>	<input type="text"/>

4. Which are your fleet's primary delivery locations (check all that apply)

<input type="checkbox"/> Stores	<input type="checkbox"/> Homes	<input type="checkbox"/> Distribution centers	<input type="checkbox"/> Retail
<input type="checkbox"/> Hotels	<input type="checkbox"/> Restaurants		

**5. Please provide the following information about your FOR-HIRE OUTBOUND MOVES:**

	Percentage of Outbound	Average One-Way Length of Haul (Miles)	Average Number of Stops
For-hire to Retail Outlet	<input type="text"/>	<input type="text"/>	<input type="text"/>
For-hire to Distribution Center	<input type="text"/>	<input type="text"/>	<input type="text"/>
For-hire Interplant	<input type="text"/>	<input type="text"/>	<input type="text"/>

**6. Please provide the following information about your DEDICATED/ THIRD-PARTY OUTBOUND MOVES:**

	Percentage of Outbound	Average One-Way Length of Haul (Miles)	Average Number of Stops
Dedicated/Third-Party to Retail Outlet	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dedicated/Third-Party to Distribution Center	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dedicated/Third-Party Interplant	<input type="text"/>	<input type="text"/>	<input type="text"/>

**7. Please provide the following information about your RAIL OUTBOUND MOVES:**

	Percentage of Outbound	Average One-Way Length of Haul (Miles)	Average Number of Stops
Rail to Retail Outlet	<input type="text"/>	<input type="text"/>	<input type="text"/>
Rail to Distribution Center	<input type="text"/>	<input type="text"/>	<input type="text"/>
Interplant	<input type="text"/>	<input type="text"/>	<input type="text"/>

**8. What has been the effect of COVID 19 on your average trip times?**

Much lower than normal ☐
 Slightly lower than normal ☐
 Normal ☐
 Slightly higher than normal ☐
 Much higher than normal ☐

**What does the remainder of 2021 look like?**

**9. What has been the effect of COVID 19 on your congestion on your routes of travel?**

Much lower than normal ☐
 Slightly lower than normal ☐
 Normal ☐
 Slightly higher than normal ☐
 Much higher than normal ☐

**What does the remainder of 2021 look like?**

10. What has been the effect of COVID 19 on your loading/unloading at your own facilities?

Much lower than normal

☐

Slightly lower than normal

☐

Normal

☐

Slightly higher than normal

☐

Much higher than normal

☐

What does the remainder of 2021 look like?

11. What has been the effect of COVID 19 on your loading/unloading at other's facilities?

Much lower than normal

☐

Slightly lower than normal

☐

Normal

☐

Slightly higher than normal

☐

Much higher than normal

☐

What does the remainder of 2021 look like?

## INBOUND OPERATIONS

1. Please describe how your company's inbound freight volume is handled below:

	Percentage of Inbound	Average One-Way Length of Haul (Miles)	Average Number of Stops
Private Fleet	<input type="text"/>	<input type="text"/>	<input type="text"/>
For-Hire Carrier	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dedicated/Third-Party	<input type="text"/>	<input type="text"/>	<input type="text"/>
Rail	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vendor/Supplier	<input type="text"/>	<input type="text"/>	<input type="text"/>
Air	<input type="text"/>	<input type="text"/>	<input type="text"/>
Ocean	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other	<input type="text"/>	<input type="text"/>	<input type="text"/>
TOTAL	<input type="text"/>	<div></div>	<div></div>

# TECHNOLOGY

1. Does your fleet use on-board, GPS-enabled computers, or electronic logging devices)?

☐ Yes ☐ No ☐ Don't Know

2. Please check all the data that your on-board computers collect:

☐ Driving Performance ☐ Long item time ☐ MPG ☐ Payroll  
☐ E-logs ☐ Fuel tax ☐ Sudden stops ☐ Non-driving performance (deliveries)  
☐ Progressive Shifting ☐ On-time Percentage ☐ Speeding ☐ Equipment Performance (maintenance related)  
☐ Other (please specify):

3. Does your private fleet use any back-office computer programs and/or software?

☐ Yes ☐ No ☐ Don't Know

4. Please check the types of information your company collects using the programs/software:

☐ Dispatch ☐ Payroll ☐ Fuel tax ☐ Payload  
☐ Out of route miles ☐ Safety ☐ On-time Percentage ☐ Planned vs. Actual  
☐ Routing ☐ Maintenance ☐ Other (please specify)

5. Does your fleet use technology for temperature and/or humidity monitoring?

6. How are your systems hosted?

☐ Dedicated server hosting ☐ Cloud hosting ☐ Managed hosting ☐ Shared hosting  
☐ Don't Know

7. What is your biggest challenge leveraging technology for your fleet?

8. Are your trailers equipped with GPS tracking device?

☐ Yes ☐ No  
What percentage of the trailer fleet is equipped?



**9. What tracking device service options do you use?**

- ☐ Geofencing      ☐ Door open/closed      ☐ Empty/loaded      ☐ Interior temperature/humidity control

**10. What other “smart trailer” technologies do you use or have you used?**

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Tire pressure management system  | <input type="checkbox"/> Liftgate performance monitoring          | <input type="checkbox"/> Wheel end and/or brake monitoring              |
| <input type="checkbox"/> Light & electrical monitoring    | <input type="checkbox"/> Back-up cameras and/or proximity sensors | <input type="checkbox"/> On-board weight scales                         |
| <input type="checkbox"/> Data collection and gateway hubs | <input type="checkbox"/> Other (please list)                      | <div style="border: 1px solid black; height: 30px; width: 100%;"></div> |

**11. If you have refrigerated trailers, what percent of your refrigeration units are:**

Diesel	<div style="border: 1px solid black; height: 25px; width: 100%;"></div>
Diesel/Electric Combination	<div style="border: 1px solid black; height: 25px; width: 100%;"></div>
All Electric	<div style="border: 1px solid black; height: 25px; width: 100%;"></div>

**12. Are the units equipped with remote monitoring and control capability?**

- ☐ Yes      ☐ No      ☐ Don't Know

**13. What has been your experience with the remote monitoring and control technologies?**

# COSTS

## 1. Does your fleet operate as?

☐

Cost Center

☐

Profit Center

☐

I'm not sure

## 2. Please share your operational costs for 2020 in each category below:

	Annual Total Cost	Cost Per Mile	Cost Per Hour
<b>TOTAL COSTS</b>			
<b>POWER UNITS</b> (annual lease with sales and property tax OR principal and interest)			
<b>POWER UNIT MAINTENANCE</b> (all fixed and variable costs paid annual to maintain equipment, whether in-house or outsourced)			
<b>TIRES</b> (power unit and trailers)			
<b>TRAILERS</b> (annual lease or operating payments plus all registration and license fees)			
<b>TRAILER MAINTENANCE</b> (all fixed and variable costs paid annually to maintain equipment)			
<b>POWER UNIT FUEL</b> (Total annual fuel spend. If needed, use this formula: total miles ÷ fleet mpg = total gallons x average price per gallon for the year = average fuel spend)			
<b>NON- POWER UNIT FUEL</b> (refrigerated fuel, unit fuel, etc.)			
<b>DRIVER PAYROLL</b> (including all W2 wages for time worked and pay for time not worked, (e.g. vacations, holiday, etc.) plus payroll taxes)			
<b>DRIVER BENEFITS</b> (Including health& welfare, retirement& savings, other insurance, uniforms, etc.)			
<b>LICENSES, PERMITS, AND REGISTRATION COSTS</b>			
<b>CLAIMS/ INSURANCE</b> (liability, cargo, and worker's comp)			
<b>MANAGEMENT &amp; ADMINISTRATIVE OVERHEAD</b> (All staff salaries, utilities, office equipment, corporate allocations, e.g. HR, IT, Legal, Finance, etc.)			
<b>ALL OTHER EXPENSES</b>			
	Annual Total Cost	Cost Per Mile	Cost Per Hour

# SAFETY

## 1. What is your 2020 DOT reportable crash rate?

(total DOT reportable crashes x one million ÷ total mileage)

In what percent of these accidents was the fleet found at fault?

What percent of those accidents did you challenge through DataQ?

What percent of these DataQ challenges were successful?

## 2. What is your 2020 preventable crash rate? (where preventable is defined as crashes resulting from errors, deficient conditions, work processes, or other problems that could have been prevented by one or more employee/management action(s), program(s), or practice(s) such as training, communication, coaching, equipment design, installation, maintenance, inspection, etc.)

(total DOT reportable crashes x one million ÷ total mileage)

## 3. What is your 2020 non-preventable crash rate? (crashes in which no errors, deficient conditions or work processes could be identified that contributed to the occurrence)

**NUMBER OF NON-  
PREVENTABLE ACCIDENTS**

(total DOT reportable crashes x one million ÷ total mileage)

## 4. What is your lost time injury rate for 2020? (Number of lost time injuries occurring in a workplace per 1 million hours worked)

Does this number reflect your private fleet or your parent company?

## 5. What is your most recent monthly CSA performance (represented by PERCENTAGE) in each of the following BASICS?

UNSAFE DRIVING

FATIGUED DRIVING  
(HOURS OF SERVICE)

DRIVER FITNESS

CONTROLLED SUBSTANCES  
AND ALCOHOL

VEHICLE MAINTENANCE

HAZARDOUS MATERIALS  
COMPLIANCE

CRASH INDICATOR

6. Which of the following safety devices does your company utilize? (check all that apply)?

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Adaptive cruise control   | <input type="checkbox"/> Collision warning devices        | <input type="checkbox"/> Electronic stability control/anti-rollover |
| <input type="checkbox"/> Lane departure warning  | <input type="checkbox"/> Automatic/automated transmission | <input type="checkbox"/> Disk brakes                                |
| <input type="checkbox"/> Speed Monitoring  | <input type="checkbox"/> Backup camera                    | <input type="checkbox"/> Tire inflation systems                     |
| <input type="checkbox"/> In-cab camera (please specify front-facing, driver-facing, side-view, etc.) | <input type="text"/>                                      |   |
| <input type="checkbox"/> Other (please specify)  | <input type="text"/>                                      |   |

7. What safety features do you spec on your trailers?

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> IIHS certified rear under-ride bumpers | <input type="checkbox"/> Side underride guards | <input type="checkbox"/> Other (please list) |
|---|--|--|

## GRAPHICS PROGRAM

1. Does your fleet have a graphics program?

- |                              |                             |                                     |
|------------------------------|-----------------------------|-------------------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Don't Know |
|------------------------------|-----------------------------|-------------------------------------|

2. What percentage of your fleet is marked?

3. What department funds the investment?

4. How would you rate the effectiveness of your fleet graphics program as a component of fleet value?

- |                          |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Not Effective            |                          | Somewhat Effective       |                          | Very Effective           |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## ENVIRONMENTAL

1. Does your company have any green/environmental sustainability initiatives?

- |                              |                             |                                     |
|------------------------------|-----------------------------|-------------------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Don't Know |
|------------------------------|-----------------------------|-------------------------------------|

2. Is your fleet a member of Smartway?

- |                              |                             |                                     |
|------------------------------|-----------------------------|-------------------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Don't Know |
|------------------------------|-----------------------------|-------------------------------------|

**3. Please check any and all green/environmental sustainability initiatives your fleet has enacted:**

- |  |  |   |   |
|--|--|---|---|
| <input type="checkbox"/> Trailer skirts          | <input type="checkbox"/> Biodiesel                           | <input type="checkbox"/> CNG                | <input type="checkbox"/> Anti-idling devices    |
| <input type="checkbox"/> Hybrid vehicles         | <input type="checkbox"/> Wheel caps                          | <input type="checkbox"/> Louvered mud flaps | <input type="checkbox"/> Increased load density |
| <input type="checkbox"/> Tail kites              | <input type="checkbox"/> Nitrogen Refrig.                    | <input type="checkbox"/> Wide-bias tires    | <input type="checkbox"/> Electric               |
| <input type="checkbox"/> LNG                     | <input type="checkbox"/> MPH governing (please specify MPH:) | <input type="text"/>                        |   |
| <input type="checkbox"/> Other (please specify): | <input type="text"/>   |   |   |

**4. Please specify any fuel economy improvement measures your company has implemented (i.e. driver training, equipment replacement, or products such as ecoflaps)**

**5. How would you describe the future of electrification for your fleet?**

**6. What factors are driving your interest in electric vehicles?**

**7. What factors are preventing you from pursuing electrification?**

## **ADDITIONAL INFORMATION**

**1. Are there any questions you would like to see included in future benchmarking surveys?**

**2. Additional comments:**

# ABOUT THE NATIONAL PRIVATE TRUCK COUNCIL

Founded in 1939, the National Private Truck Council is the only national trade association exclusively representing the interests of the private truck industry and corporate/business private truck fleet management. With an actively engaged leadership team of Board representatives, member volunteers and staff, NPTC in the past decade has grown significantly to serve a rising professional class of private fleet practitioners meeting the challenges of modern corporate transportation. NPTC is the leading learning resource center, government affairs advocate, and business networking culture for America's top private fleet and supplier member companies. The Council produces benchmarking, best practices, and economic data reports on the private fleet market; administers the highly regarded Certified Transportation Professional (CTP) training program, and conducts some of the most successful events in the trucking industry including the Annual Conference and Trade Show, the Private Fleet Management Institute, and the National Safety Conference. For more information about the Council's activities and programs, visit our website, [www.nptc.org](http://www.nptc.org).

# ABOUT PENSKE TRUCK LEASING

Penske Truck Leasing is a Penske Transportation Solutions company headquartered in Reading, Pennsylvania. A leading global transportation services provider, Penske Truck Leasing operates approximately 330,000 vehicles and serves customers from more than 1,100 locations in North America, South America, Europe, Australia and Asia. Product lines include full-service truck leasing, contract maintenance, commercial and consumer truck rentals, used truck sales, transportation and warehousing management and supply chain management solutions. Visit [www.pensketruckleasing.com](http://www.pensketruckleasing.com) to learn more.