

CTP Insider

A quarterly publication for the Certified Transportation Professional published by the NPTC Institute, sponsored by J. J. Keller & Associates, Inc.

Fall 2025

Quarterly Highlights

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Join The Club

PFMI 2026
PRIVATE FLEET MANAGEMENT INSTITUTE

***“PMFI and CTP
Open Doors to
an Extraordinary
Culture!”***

REGISTRATION IS NOW OPEN FOR JANUARY'S PRIVATE FLEET MANAGEMENT INSTITUTE and the Certified Transportation Professional® Class of 2026. Enroll now! Participation is expected to exceed records set last year.

Last year, 140 individuals attended the Institute representing several dozen NPTC Fleet and Allied member companies. Another 104 attendees, participated in the daylong CTP Exam Prep Workshop held immediately prior to PFMI. Many of those attendees sat for, and passed the Certified Transportation Professional® (CTP) Exam. With the 133 CTP graduates in the Class of 2025, there are now 899 active CTPs—more than 1,900 CTP Graduates since 1993. The CTP Program is sponsored by J.J. Keller & Associates, Inc.

Held at the Omni Orlando Resort at ChampionsGate in Orlando, Florida, January 17-21, 2026, the PFMI provides an accelerated “graduate level” training experience which helps navigate the five core disciplines of private fleet management including Safety, Operations, Finance, Human Resources, and Equipment and Maintenance.

Nearly 20 Institute Expert Faculty and Case Study Judges provide a rigorous learning environment in which attendees are exposed to a series of presentations, roundtable discussions, structured networking activities, case study analysis, and group teamwork competition.

Tom Moore, CTP, NPTC Executive Vice President and master of ceremonies for the PFMI and CTP programs for more than 20 years, says “Ever since earning my CTP in 1997, I have been reinvesting my time, energy and insights back into this community that has meant so much to me. Today, looking back, the payoffs have been extraordinary. ***Earning the CTP transformed my career in so many positive and unexpected ways.*** I would not have achieved what I have accomplished careerwise or be in the position I am in today within having earned my CTP credential. It changed the trajectory of my life and all for the good.”



Continued on next page



Mari Roberts, CTP, past Chair of the NPTC Institute Board of Governors, currently NPTC Board Vice-Chair/Chair Elect, Senior Vice President, Service & Distribution, Supply & Commercialization, Frito-Lay, with more than 15 years as PFMI Expert Faculty Member and CTP promoter, says “Transportation expertise now carries a higher premium within corporations because transportation itself is a major priority and commands laser-like focus. I think most people have realized how critical our Drivers and the trucking industry is to keep America’s supply chains moving. I appreciate the collaboration, benchmarking and camaraderie shared amongst my peers and friends in the industry as we all continue to make our businesses more efficient and our collective highways safer. **The networking power of CTPs is just incredible.**”

Mike Schwersenska, CTP, NPTC Institute Board Chair, VP of Transportation, Brakebush Transportation, Inc., NPTC Board Treasurer, NPTC Institute Board Chair, and graduate of the CTP Class of 2015, says “Attending the PFMI in 2012 was a turning point for me. Three years later, in 2015, I earned my CTP designation—a decision that has paid dividends ever since. The ROI from the experience was extraordinary: the knowledge I gained at the Institute alone helped our company save around \$3 million within just a few years. Beyond the financial return, the CTP gave me a lasting network of professionals who share knowledge, challenge one another, and elevate the standards of our industry. **Each year, by returning to NPTC events and strengthening those CTP connections, we’ve continued to achieve meaningful improvements and long-term success.** The CTP is far more than a credential—it truly is a community, a ‘club’ that I’m proud to belong to.”



Kevin Dieterle, CTP, Class of 2023 graduate, and Senior Transportation Manager for Dot Transportation, says “PFMI and the CTP Exam were incredibly stressful. The amount of information that was squeezed into five days and all the takeaways that we received were truly so valuable. **Attending PFMI and earning your CTP is value-added for any employer who invests in their employees.**”

Tim Adam, CTP, Sr. Driver Trainer, J.J. Keller & Associates, Inc., says “I did not realize the importance of PFMI until I was there. I do not know how I would have passed the CTP exam without that experience. The CTP exam was the most challenging thing I have ever participated in. I learned so much and am happy to be part of this organization.”



“The week in Orlando was long and grueling for the PFMI, but it was exactly what was needed. From the way the classes were laid out and presented in an open discussion, to “forcing” everyone to network with new breakfast tables and class groups every day, and even the curveball on our presentations bringing even more people together to share ideas, perspective, and knowledge, it truly was an amazing program. **The experience is one I will take with me for the rest of my career**” says **Brad O’Leary, CTP**, Operations & Safety Supervisor, Orgill, Inc.

“The amount of knowledge I gain from PFMI far surpassed all my expectations. I truly enjoyed learning fleet topics from industry professionals. Although the CTP exam is challenging, it is the culmination of a truly engaging learning opportunity and a chance to earn the credential of Certified Transportation Professional,” says **Taylor Furgalack, CTP**, Fleet Operations Manager, Krispy Kreme Doughnuts.



Erica Forté, CTP, Manager, Fleet Administration, Aaron’s, Inc., says “I had no idea what to expect. **I learned so much in just a short period of time** and made great connections. When I returned home, I started seeing things from a different perspective. I was amazed at the knowledge that I obtained and was able to apply to my current role. I would strongly encourage anyone who is considering testing for the CTP exam to go for it! You will learn things you did not know and enhance skills you already have. This was truly a wonderful experience!”



Arvin Zabalerio, CTP, Director – Advanced Planning and Inventory Optimization, Pepsi Beverages North America, and the CTP Top Graduate, Class of 2023, says, “I have made incredible connections at PFMI. The leadership of PFMI and faculty members exceeded my expectations. The incredible conversations I had with different people of all backgrounds were better than I could have imagined and were probably the ultimate takeaway from the experience.”

Steven Roberts, CTP, Fleet Manager, Deseret Transportation, and member, NPTC Board of Directors, concluded, “CTP was a great time in my career. I would gladly go through PFMI and CTP program again.”



Attend PFMI in January, graduate with the CTP Class of 2026 and join “The Club”

National Safety Conference Highlights

THE 2025 NATIONAL SAFETY CONFERENCE drew 320+ registrations and 43 exhibitors, honored 21 National Driver All-Star winners, was supported by twelve sponsoring companies, and featured 28 fleet safety professionals as speakers and moderators.

NPTC President and CEO **Gary Petty** introduced the NPTC Board of Directors, chaired by **David Barth, CTP**, Wegmans Food Markets, and the NPTC Institute Board of Governors, chaired by **Mike Schwersenska, CTP**, Brakebush Transportation. Also introduced were Five-Star Member company representatives, members of the NPTC Safety Committee, and **Kate Mirise, CTP**, The Royal Group, Chair of the Safety Committee and Master of Ceremonies for the event.

NPTC Executive Vice President **Tom Moore, CTP**, opened the first general session with an overview of key safety metrics analyzed in the **2025 Benchmarking Survey Report** and led a panel discussion which featured **John Robbins, CTP**, Standard Logistics Transportation, and **Chris Kirby, CTP**, America's Service Line. **The Washington Report** followed presented by NPTC General Counsel, **Rick Schweitzer** and sponsored by Centerline Drivers. The concluding presentation featured **"A Case Study in Excellence"** by **Don Taylor**, Reliance, who described the safety culture and protocols of some 36 private fleets and 2,000+ drivers under company management.

The opening session on Thursday began with **"The Use of AI in Private Fleet Safety"** presented by **Tim Eckhardt, CTP**, Dot Transportation; **Brooke English, CTP**, The QUIKERETE Companies; and **Cassie Wood, CTP**, Packaging Corporation of America. **Kate Mirise, CTP**, The Royal Group, and NPTC General Counsel, **Rick Schweitzer**, followed with their presentation on **"The Liability Remains: The Fallacy of Outsourcing."** **Jason Johnson**, Driver for Brakebush Transportation, shared his work experience and life perspective in his talk, **"One Mile at a Time: Driver's Mental Health and Wellness."**



Kate Mirise, CTP, Master of Ceremonies and NPTC Safety Committee Chair



Twenty-one outstanding private fleet drivers were recognized as **National Driver All-Stars**. Co-sponsored by International Motors, represented by **Bob Mann**, and Centerline Drivers, represented by **Jennifer Overmyer**, the program recognizes private fleet drivers for meeting high performance standards of safety, compliance, and customer service at their companies.

Continued on next page

Safety Conference Continued

Thursday afternoon featured eight Safety in the Round: Facilitated Roundtable Discussions as follows: **“The Dispatcher’s Role in Safety”** facilitated by **Christy LeMoine, CTP, QXO**; **“Driver Turnover and Safety”** facilitated by **Eric Rolfes, CTP, HC Transport**; **“The Role of AI in Improving Safety”** facilitated by **Tim Eckhardt, CTP, Dot Transportation, Inc.** and **Brooke English, CTP, The QUIKRETE Companies**; **“Strategies to Reduce Speeding”** facilitated by **Ed Reardon, CTP**; **“Safety Incentives, Rewards and Recognition”** facilitated by **Herbert Osborne, HC Transport**; **“Driver Coaching Strategies”** facilitated by **Carol Heinowski, Meijer**; **“Workers’ Comp”** facilitated by **Chuck Amen, CTP, Hill-yard**; and **“Extended Trade Cycles and Safety”** facilitated by **Chris Haas, CTP, Interstate Batteries**.

The Thursday program ended with a well-attended **Networking Reception in the Exhibit**, with 43 companies offering the latest safety-oriented technology and resources. The Safety Conference provides a unique exhibit opportunity where meals are held in the exhibit hall; email porter@nptc.org for information.

The Safety Conference wrapped up on Friday with a general session consisting of the following presentations: **“Tips from the Best: NPTC Fleet Safety Professionals Reveal Strategies & Best Practices”** with **Keith Frantz, CTP, ADM Trucking**; **Norlene Gray, CTP, Brake-bush Transportation**; and **Jon Kirk, Rich Products Corp.** This was followed by **“Strategies to Mitigate Against Nuclear Verdicts”** with **Pamela Martin, CTP, MedTrans LLC** and then **“Preparing for Trial – Success Strategies”** with **Robert Amicone, Ashley Furniture Industries** and **Doug Marcello, Saxton & Stump Services**. Lastly, the program concluded with **“Active Safety Technologies Best Practices”** co-presented by **Robert Benuzzi, CTP, Adirondack Beverages**; **Dan Chase, CTP, Polar Beverages**; **Pete Dhuse, CTP, Merchants Distributors**; and **Tim Larson, AutoZone**.



EXHIBITORS

Add On Systems
Air-Weigh On-Board Scales
Ancora Training
CarriersEdge
Certified Safe Driver Inc.
CPC Logistics, Inc.
Descartes Systems (USA) LLC
Driver Training Solutions
E.A. Dion, Inc.
Element Fleet Management
E-SMART
F|Staff
Fleetworthy
Foley
Idelic
IMMI
IntelliShift
International Motors, LLC
J.J. Keller & Associates, Inc.
Konexial, Inc.
Lee Trans
Luma Brighter Learning
Lytx
Mitratesh, Inc.
Motive
Nauto
Netradyne
Pedigree Technologies
PrePass
Pulsar Informatics, Inc.
RapidLink Repairs
Rite-Hite
Safety Vision
SambaSafety
Smith System
Solera
Storyboard Technology, Inc.
Tenstreet
Trucker Path
TruckRight
Tyler Technologies
Velocitor Solutions

THANK YOU TO THE NATIONAL SAFETY CONFERENCE SPONSORS

DRIVER ALL-STARS

BOARD BREAKFAST



NAME BADGES

REGISTRATION DESK KICK-PANEL



REFRESHMENT BREAKS



OUTSOURCING TASKS, OR EVEN YOUR ENTIRE FLEET, DOES NOT ELIMINATE LIABILITY EXPOSURE



by Rick Schweitzer
General Counsel
National Private Truck Council

SOME PRIVATE FLEET MANAGERS MIGHT THINK THAT OUTSOURCING safety-sensitive functions like maintenance, driver hiring, and regulatory compliance, or even some or all of your transportation function to a for-hire carrier or carriers, will relieve your company of liability in the event of a truck crash. That is simply not true.

If your private fleet outsources functions like vehicle maintenance, driver training, accident management, driver qualification files, drug and alcohol testing compliance, or driver hiring, your company is still responsible for complying with all of the requirements in the Federal Motor Carrier Safety Regulations. So, for example, if your vendor's DQ files are not in compliance with 49 CFR Part 391, or your personnel company provides you with drivers who are not qualified to operate a commercial motor vehicle, your company is in violation of the FMCSRs.

The Federal Motor Carrier Safety Administration does not consider it an excuse for non-compliance that you used a third-party vendor. Your company is the motor carrier and will receive the violation and civil penalty. Now, you might have a contractual claim against the vendor for failure to comply with the terms of your agreement, but that does not relieve your company from liability to the FMCSA or the State motor carrier safety enforcement agency.

If your maintenance provider leaves a wheel loose and it causes a crash, your company will be sued and held liable for the injury. Again, you might be able to sue the maintenance provider under your contract, but that does not keep your company out of court.

Likewise, if you use a third-party logistics provider or a for-hire motor carrier to haul your company's freight, plaintiff's lawyers and courts have developed several new theories of liability that makes the shipper directly responsible for the negligent or reckless acts of the for-hire carrier (and its driver) that led to an injury or property damage.

If you did not properly vet the for-hire carrier before offering a shipment, and the carrier causes a crash, you as the shipper could be directly liable under a theory of negligent hiring or negligent entrustment of a dangerous instrumentality.

Further, if you did properly vet the carrier at the outset, but the carrier's safety performance deteriorated over several months or years, measured by their SMS scores, you could be held liable

under a theory of negligent retention of the carrier. In either case, the shipper would be directly responsible to the injured party for damages.

So how do you protect your company? You must manage these outsourced functions as if the vendors were in house. That means periodically conducting performance reviews under the terms of your agreement, having objective and measurable performance metrics, and most important, taking action when the vendor is not living up to its obligations.

There is a world of difference between strategic oversight and blind trust. Your company needs to maintain oversight of audits, incidents, and performance. And make sure that whoever is conducting the vendor audits is also subject to oversight and audit. Obviously, having dozens or even hundreds of vendors performing various tasks makes this oversight process daunting.

Moreover, you cannot simply rely on the vendor's insurance coverage protecting you, even if you have an ironclad indemnification provision in your agreement. Insurance is only as beneficial as the assets backing it up. For instance, a for-hire motor carrier is only required by law to have \$750,000 in liability insurance. Most small carriers have \$1 million policies. And a maintenance provider or other vendor might not have that much coverage. A major, or even relatively minor accident would eat through that amount in a hurry.

Having adequate insurance is critical, it is just not sufficient by itself. Nor is it a substitute for vigilance in managing the vendor relationship. From the outset, you need to ensure that the vendor's culture and objectives match your own. You need to determine that they have a track record of regulatory compliance and safe operations, and that they themselves are monitoring their own performance.

Finally, you need a clear plan for how to take action when a vendor fails to meet your standards. You do not want to be in a deposition with a plaintiff's attorney having to explain away your lack of review and response that led to an accident.

The Federal Motor Carrier Safety Administration does not consider it an excuse for non-compliance that you used a third-party vendor.



NPTC RECOGNIZES 2025 NATIONAL DRIVER ALL-STARS

TWENTY-ONE PRIVATE FLEET TRUCK DRIVERS WHO HAVE DEMONSTRATED HIGH PERFORMANCE STANDARDS AGAINST THEIR PEER DRIVERS THROUGHOUT THE COUNTRY based on customer service, safety, adherence to company standards, regulatory compliance, and community service have been honored by the National Private Truck Council (NPTC) as 2025 National Driver All-Stars. The award is co-sponsored by International Motors and TrueBlue's Centerline Drivers.

"These drivers embody all the characteristics, skills and attitudes that are the heart of what enables the private fleet to continue to deliver exceptional levels of customer service," according to NPTC President and CEO Gary Petty. "They are ambassadors, not only for their company, but for the entire private fleet community. We are honored to recognize these private fleet drivers for meeting high performance standards in the fields of customer service, safety and compliance."

NPTC initiated the National Driver All-Stars program in 2009 to recognize those drivers of NPTC fleet member companies based on how they perform against their own internal customer service metrics. Specific measures of the recognition include:

- Customer service (uniform/appearance; on-time deliveries; attitude/conduct; customer feedback; loading/unloading; cooperation)
- Safety (number of DOT reportable accidents; number of OSHA reportable injuries; number of traffic violations verified by current MVR)
- Compliance with company standards (attendance, attendance at safety meetings, training, paperwork, etc.)
- Regulatory compliance (hours of service, DVIR, MVR, etc.)
- Community service

This year's National Driver All-Star honorees are:

Timothy Anderson, JBS Carriers, Inc.

Gregory Basnight, Walgreen Oshkosh, Inc. *assigned by CPC Logistics, Inc.*

Eugene Commer, Tempur Sealy International, Inc.

Melinda Cortes, Standard Logistics Transportation *assigned by TrueBlue's Centerline Drivers*

Jimmie Covert, Schwan Food Company

William Crawford, Procter & Gamble Company *assigned by CPC Logistics, Inc.*

Samuel Daniels, Frito-Lay, Inc.

Lee Dickey, LSP Transport, LLC

Kenneth Dunn, America's Service Line, LLC

Joe Finlen, Marathon Petroleum Company LP

Craig Horn, Target Stores

Wesley Michael Lowrance, AutoZone, Inc.

Richard Matney, Kroger Company

Tom Merriman, Sheetz / CLI Transport

Thomas Mumford, New South Express, Inc.

Raul Perez, Occidental Chemical Corporation

Daryl Russell, CVS Health

Stuart M. Shuck, John Deere *assigned by CPC Logistics, Inc.*

Rickey Stracener, SWTO, LLC | SEI Fuels

Rene Umana, Toyota Quality Parts Express *assigned by CPC Logistics, Inc.*

Samuel Valentine, Coastal Pacific Food Distributors *assigned by TrueBlue's Centerline Drivers*



Norlene Grey, CDS, CTP

Transportation HR and Safety Manager
Brakebush Transportation, Inc.

“ONE OF THE BEST SAFETY PROFESSIONALS YOU COULD HOPE TO FIND”

NORLENE GREY GREW UP AND LIVES IN THE VILLAGE OF ENDEAVOR (pop: 508) on Buffalo Lake in Marquette County located in central Wisconsin, home to migratory birds and a slower pace of life. It is a quiet rural community known for its tight-knit family atmosphere and strong sense of community spirit.

Endeavor is where Norlene’s parents raised seven children including five girls and two boys. Norlene was child number six. She and all her siblings except one stayed in the community to raise families of their own.

Her mother, now 94, set a good example for Norlene. She was at ease speaking in public and served for many years as president and member of the village board of trustees and numerous other community boards. Following in her mom’s footsteps, Norlene has confidence and poise as a public speaker and serves as a member of the village board of trustees and serves as president of the local Endeavor Historical Society. Her late father retired after 50 years of service in the Wisconsin Department of Natural Resources.

The family also owned and operated a “mom and pop” grocery store in Endeavor. Norlene worked there after school and on Saturdays, starting at age twelve until she was twenty-one. At that point, her parents offered her the chance to take over ownership which she declined. After a succession of owners for several years, the store finally closed for good.

“I had sights set elsewhere and took a job as a bookkeeper managing national tire accounts in a neighboring town at PETRO TA. This is where I got my introduction to transportation,” says Norlene. “It gave me the background for my next job which was managing a fleet of vans and lift equipped buses. Routing deliveries for “Meals on Wheels” and medical appointments operated by the Marquette County Commission on Aging. I developed a safety training program for drivers which—little did I know—would be invaluable experience later in my career.”

After leaving the job market for several years to raise her children, she returned to work for a mental health clinic before applying at Brakebush Transportation in 2017 for the job of safety

coordinator. “I was not the first pick,” she says. “Fortunately for me the person they initially hired lasted a few weeks and quit. I reapplied and got the job. We had 37 drivers when I joined the company. Today our fleet has 104 drivers.”

In 2022, Norlene earned her Certified Director of Safety (CDS) credential through the North American Transportation Management Institute. She signed up for the Private Fleet Management Institute (PFMI) but got infected with COVID and had to delay until the following year. She graduated with the Certified Transportation Professional (CTP®) credential in the CTP Class of 2023.

“Our company has a long-standing relationship with NPTC and the CTP program,” says Norlene. “Our Vice President for Transportation, **Mike Schwersenska, CTP**, (currently NPTC Board Treasurer, NPTC Institute Board Chair, past Chair, NPTC Board of Directors, and Private Fleet Executive of the Year) discovered the Council several years ago. He and one of our family owners, **Carey Brakebush**, attended PFMI together. A year later Mike earned his CTP and has been a volunteer leader and frequent speaker at NPTC for fifteen years. I am fortunate to be one of six fellow team members who followed Mike in earning their CTPs”.

“I have nothing but praise and appreciation for the PFMI/CTP experience,” Norlene says. “The in-person connections are priceless. The Friday CTP Exam Prep workshop held just before the start of the Institute cannot be missed. Various workshops throughout the week were fantastically challenging in unique ways to make us think”.

Norlene says the company credits involvement with NPTC with significant growth in their fleet’s operational efficiency and productivity improvements due to the networking power of the Council.

“A few years ago, we experience a crisis in getting liquid nitrogen to our plant in Westfield due to a fire at a refinery in southern Wisconsin. The plant uses 12 tanks of liquid nitrogen every day. We needed help in getting shipments from another source. Mike called upon another NPTC Fleet member who guided us through expedited Haz Mat endorsements for many of our drivers. This saved the day. It allowed us to haul liquid nitrogen tank trucks from

Continued on next page

Profile Continued

Indiana to our plant which kept running smoothly without a shut-down”.

A highlight of Norlene’s career was being recognized as the Wisconsin Motor Carrier Association’s Safety Director of the Year. This award was made even more memorable to Norlene because one of their drivers, **Jason Johnson**, nominated her by producing a video of testimonials from him and several other drivers describing in heartfelt words how they thought the world of Norlene and her importance to them and their jobs.

“It makes me cry again to watch it,” says Norlene.

“She is probably one of the best safety professionals you could hope to find in the industry,” says **Chris Armstrong**, Brakebush’s fleet manager. “Not only is she very empathetic and understanding the needs of our drivers, she’s also incredibly thorough, knowledgeable, and a complete professional in all situations.” (*Transport Topics*, October 31, 2022).

“Our company safety culture sets the highest standards for everyone,” says Norlene. “My job is to help drivers in any way possible, to let them know we care about their wellness, their welfare, to make them feel welcome as important members of our work family,” says Norlene.

“I want all my drivers to come home safe and everyone they encounter to be safe every day and come home to their families. I’m a mom figure and I really enjoy all the aspects of my job, especially recognizing and rewarding drivers and nominating them for different awards.

Since earning her CTP, Norlene has been a speaker and panel presenter at NPTC’s National Safety Conference and the Annual Conference. Her speech at this year’s annual meeting was “Enhancing the Understanding and Support of the Emotional and Mental Health Concerns of Drivers.” At the 2025 National Safety Conference, Norlene spoke at a general session on “Tips from the Best: NPTC Fleet Safety Professionals Reveal Strategies and Best Practices.”

COMING EVENTS:

2026 CTP ELIGIBILITY APPLICATIONS

Available September 1

Due December 1

CTP EXAM PREPARATION WORKSHOP

January 16, 2026 Orlando, FL

2026 PRIVATE FLEET MANAGEMENT INSTITUTE

January 17-21, 2026 Orlando, FL

2026 CTP EXAMINATION

February 14, 2026

NPTC ANNUAL CONFERENCE

May 9-11, 2026, Orlando, FL

NPTC NATIONAL SAFETY CONFERENCE

September 9-11, 2026, Orlando, FL

In the News



Ed Reardon, CTP, has joined Clean Harbors as Transportation Compliance Business Partner.

At its meeting on September 3, the NPTC Institute Board of Governors elected the following individuals to serve on the Board:



Matt Bystock
AVP of Enterprise Sales, Samsara



Keith Garner
VP of Account Management, Fleetworthy



Zaheer Iqbal
PSP Program & Education Analyst, Tyler Tech (replacing Yvonne Glover)



Adam Putzer
National Sales Director, CPC Logistics (replacing Isaac Harmon)



THE ROAD AHEAD FOR PRIVATE FLEETS IS GROWTH

The National Private Truck Council's Benchmarking Survey Report Reveals Key Private Fleet Challenges and Value.



by Gary Petty
President & CEO
National Private Truck Council

NPTC'S 2025 BENCHMARKING SURVEY REPORT, AUTHORED BY NPTC EXECUTIVE VICE PRESIDENT TOM MOORE, CTP, AND SPONSORED BY PENSKE TRUCK LEASING FOR THE FIFTH CONSECUTIVE YEAR, WAS RELEASED ON AUGUST 1ST. The Report is widely regarded as the foremost authority on private fleet operations and one of the most valuable benefits of Council membership. It is recognized as the gold standard by which private fleets can scorecard their performance, justify their value, and assess how well they stack up against national standards and top-performing private fleets.

Data analysis from the Report affirms private fleets as reliable, flexible, and growing strategic assets which continue to strengthen their market share and exercise greater control over their supply chains.

Private fleets provide unmatched value for on-demand capacity, premium service, and the highest safety performance. **Customer service** (89%), **cost control** (74%), and a hedge against **outside carrier uncertainty** (73%) are reported as the top three benefits of running a private fleet.

Fleet Members from 104 companies contributed data to NPTC's Benchmarking Survey Questionnaire. Representing a broad cross-section of industries, markets, and business sectors throughout the American economy, the average Fleet size represented has 625 trucks (438 of which are HD power units), 1000 trailers, 502 drivers, and 49 locations. 77% operate as a cost center and 22% operate as a profit center.

For eleven consecutive years, companies have grown shipments, volume, and value of their in-house transportation freight movements. This year shipments increased 11.7%; volume increased 8.2%, and the value of private fleet freight movements increased 6.6%.

Private fleets handle 70.4% of outbound shipments and 43% of inbound shipments. This is the third consecutive year that outbound shipments have reached over 70%, peaking in 2024 with the highest percentage in survey history at 75%. The percentage of inbound shipments this year matches the highest level ever

recorded two years ago. Vendor/suppliers with their own private fleets handle 17% of shipments.

Fleets in this year's survey report a **total operating cost of \$3.81 per mile**. Caution is advised when comparing overall cost-per-mile numbers with other private fleets and outside carriers, as they reflect a wide range of inconsistent variables in operations which may not yield apple-to-apple comparisons. Total financial performance is more accurately measured in cost-per-hour of operation per key operating area which the Report provides.

The average cost of operation for all fleets reporting this year has **risen about 20% year-over-year** to a cost-per-hour of \$127,811. Total equipment and maintenance costs are \$1.01 per hour. Drilling down further, tires cost \$0.06 per hour; trailer maintenance, \$0.24 per hour; fuel runs \$0.58 per hour, and claims and insurance, \$0.20 per hour.

Average compensation for private fleet drivers (HD equipment) is now \$91,081. Generous benefit packages add about a third more cost to the driver's overall compensation. This combination makes private fleet driver pay the highest in the trucking industry.

Green/environmental sustainability initiatives are popular in fleets surveyed. They include speed governance (cruise) (83%); speed governance (pedal) (81%); anti-idling devices (75%); trailer skirts (53%); louvered mud flaps (30%); electric (28%); biodiesel (26%); increased load density (23%), wide-base tires (19%); and low rolling resistance tires (23%).

Private fleets are three times safer than the trucking industry at large. Based on CSA scores posted by the Federal Motor Carrier Safety Administration, the DOT Recordable Accidents rate of fleets surveyed is 0.49 crashes per million miles. This rate nearly matches the overall average 0.48 crashes per million miles for private fleets in five of the last six years.

According to survey respondents, the fleet was at fault in just 26% of crashes. The reported lost time rate of 2.95 injuries occurring in the workplace per 200,000 hours worked is the lowest in the 18-year history of NPTC surveys.

Continued on next page

Widespread adoption of active safety technologies drives continuous improvement in fleet performance. Key technologies deployed include automatic transmissions (100%); in-cab cameras (88%); backup cameras (33%); side-facing cameras (29%); digital camera mirror system (12%); 360-degree cameras (6%); lane departure (76%); speed monitoring (86%); collision warning (83%); disc brakes (77%); adaptive cruise control (79%); electronic stability control (68%); tire inflation (50%).

74% of fleets offer incentive compensation programs. Safety is the biggest component of incentive compensation at 83% followed by new-hire referral; (52%); clean inspections (33%); and compliance (31%).

Recruiting is one of the biggest challenges. The **pool of available quality drivers continues to shrink** despite private fleets having the best paying jobs in the business.

Private fleet drivers work at the same company for an average of 8.7 years (down from 9.5 years in the 2024 Report) and annual

turnover is 18.4% which is slightly higher than the previous 15-year running average of 14.5%.

The cost of driver turnover is now \$12,313--up from \$7,929 the previous year. 45% of companies are paying sign-on bonuses. The average number of candidates screened is 15. It takes 18 days to recruit and screen drivers, 11 days to qualify a driver, and an overall 24 days to hire a driver.

Despite the steeper grade for driver recruiting, private fleets are optimistic about the road ahead. When asked to look into the future, **76% of fleets expect to grow** by adding equipment and/or by handling more of their company's freight.

NPTC's 2025 *Benchmarking Survey Report*© is copyrighted by the publisher, the National Private Truck Council, and is for the sole and exclusive benefit of its members. For information about joining NPTC and receiving a copy of the Report, contact the Council at www.nptc.org.

NPTC/J. J. KELLER & ASSOCIATES, INC. WEBCAST UPDATE

J. KELLER AND THE NATIONAL PRIVATE TRUCK COUNCIL share the mission to help transportation professionals protect drivers and employees, and to operate safely by raising the bar on compliance. Toward that end, our organizations offer cosponsored educational webcasts for industry professionals eight times a year on topics ranging from regulatory compliance to risk management and more.

Already this year, we have conducted for webcast on the following subjects:

- **March 26: Hours of Service** featuring Keith Franz, CTP
- **April 16: Annual Vehicle Inspections and Maintenance** featuring Tracy Whisnant, CTP
- **May 21: Drug and Alcohol Testing** featuring Micha Cox, CTP
- **June 11: In-Cab Cameras** featuring Andrew McGrath, CTP and Mark Winters, CTP
- **July 30: The New CSA SMS Methodology** featuring Tim Eckhardt, CTP
- **August 27: Fatigue Management** featuring Clayton Henady
- **September 17: Crash Preventability** featuring Chris Kirby, CTP

The final webcast of the year is scheduled for **October 29** and will feature **Sydney Reveal, CTP**, on the topic of **Being Successful in DataQs**

Please meet plans to join us by logging into www.jjkeller.com/nptcinfo.



Keith Franz, CTP



Tracy Whisnant, CTP



Micha Cox, CTP



Andrew McGrath, CTP



Mark Winters, CTP



Tim Eckhardt, CTP



Clayton Henady



Chris Kirby, CTP



Sydney Reveal, CTP

6 STEPS TO EARNING YOUR CTP®

The National Private Truck Council's Certified Transportation Professional® Class of 2026 is now forming. Eligibility applications are due December 1, 2025. Now in its 35th year, and sponsored by J.J. Keller & Associates, Inc. since 2018, the CTP® program is the only credential of its kind for private fleet practitioners, including both fleet managers and supplier/vendors, in the transportation industry.

Senior management will readily identify a CTP as a professional with the experience, knowledge, and understanding of how to direct and administer a fleet, traffic, or transportation operation. As a fleet transportation manager or executive, the CTP designation confirms that an individual has the knowledge and ability to understand complex operational and regulatory issues, identify and evaluate potential cost savings, and develop systems and practices which best meet a company's transportation needs and objectives. For the transportation supplier/vendor representative, the CTP designation confirms that you have the know-how to better advise and cater to the unique needs of the private fleet/transportation industry.

By earning the Certified Transportation Professional® (CTP) designation, you join a group of transportation professionals who have made a commitment to the private fleet community, to an ongoing pursuit of career advancement, and to continuing enhancement of their knowledge and skills.

For full program details, click on the "GET CERTIFIED" tab on the NPTC website www.nptc.org, or contact Kristen Todd, Director of Education and Certification, ktodd@nptc.org / (703) 838-8841.

STEP
1

SUBMIT THE ELIGIBILITY APPLICATION ONLINE – DUE DECEMBER 1, 2025

The online application is under the "Get Certified" tab on the NPTC website www.nptc.org

- You must have a minimum of five years of transportation industry-related experience, plus active participation in the fleet/transportation community.
- The cost to sit for the exam is \$690/members; \$890/non-members.
- The Eligibility Application is valid for the 2026 CTP Exam only. All applications are non-refundable and are not transferable.

STEP
2

PREPARE

- A combination of your on-the-job experience and taking advantage of the numerous educational programs and publications offered by industry associations, provide the best preparation for the CTP® Examination.
- Begin your study preparation as soon as practical.
- **CTP Study Guides** – Free, downloadable guides covering the five core disciplines available to confirmed candidates.
- **NPTC Benchmarking Survey Report** – Free, downloadable report available to confirmed candidates.

STEP
3

REGISTER FOR TRAINING

NPTC offers in-depth, in-person training which has proven itself to be one of the most effective ways to prepare for your CTP journey (Note that these programs aren't mandatory; however, they are strongly encouraged.)

- **Private Fleet Management Institute (PFMI) January 17-21, 2026**

A five-day educational program that offers comprehensive instruction, education and activities designed to enhance your understanding of the private fleet management curriculum. The sessions are taught and facilitated by a faculty of seasoned private fleet professionals.

- **CTP Exam Preparation Workshop January 16, 2026**

CTP candidates are encouraged to attend the CTP Exam Preparation workshop. The workshop is a full-day, specialized study group led by NPTC Executive Vice President, Tom Moore, CTP. Polish your writing skills, prepare for the case study analysis, network with candidates, and complete a sample multiple choice examination.

STEP
4

TEST

To become a CTP, you must pass a two-part examination offered virtually on **Saturday, February 14, 2026** (no exceptions).

Part One consists of short-answer essay questions focusing on the core areas of fleet/transportation management. You will have two hours to complete this part of the examination.

(One hour break)

For **Part Two**, you will be given a case study and asked to submit a written analysis of the problem and your recommendations for solving the problem. You will be given two hours to complete this portion of the examination.

STEP
5

EARN

Once you earn your CTP designation, we encourage you to attend the **NPTC Annual Education Management Conference and Exhibition**, which will be held May 9-11, 2026. **The Graduation Ceremony** takes place during the opening General Session on Sunday, May 9. Plus, you will be able to connect and reconnect with other CTPs in educational workshops, on the exhibit hall floor, and during informal networking sessions.

STEP
6

MAINTAIN

Recertification is a mandatory element of all job-based certification programs – the CTP program is no different. The Recertification guidelines are designed to ensure the continued transportation-related education of the individuals who earn the CTP designation. On an annual basis, CTPs will be invoiced \$100 to maintain active and participatory status. **CTPs must earn and submit 50 recertification points every three years.**

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ABOUT THE PROGRAM

Approximately 100 individuals earn their CTP designation each year and formally graduate during a recognition ceremony at NPTC's annual conference. Through active engagement in NPTC's unique culture, new CTPs become part of a special network of professionals who set a high standard for management practices and leadership qualifications. **To successfully complete the CTP Examination, candidates are expected to have a clear understanding of the skills, abilities, and knowledge required to effectively and efficiently perform within the fleet/transportation management profession.** The certification curriculum and the CTP Examination content are focused on the five core subject matter disciplines of private fleet management:

**Finance • Safety • Human Resources
Vehicle Equipment & Maintenance • Operations**

This content is regularly updated and enhanced based on continuous improvement standards set by leading private fleet management practitioners as measured by best operating practices, key performance indicators, and national benchmarking data that the National Private Truck Council collects and produces annually.

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The NPTC Institute, officially the Institute for Truck Transportation Management, is the nonprofit education and certification affiliate of the National Private Truck Council.

NPTC/IDEALEASE SAFETY SEMINARS

FREE TO NPTC MEMBERS, THESE IN-PERSON SAFETY SEMINARS will give you the strategies and information that fleet managers need to comply with the FMCSA regulations and navigate safety in 2025.

Each year more than 3,000 fleet managers benefit from this comprehensive seminar. The one-day, in-person seminars consist of presentations from industry professionals, discussion among attendees, education handouts, and lunch. You will learn about new and proposed regulatory changes and how to enhance your safety program above and beyond regulation requirements with the following topics:

- Review of Safety Technologies available on trucks today
- Update on FMCSA Compliance, Safety, and Accountability program (CSA)
- Drivers: qualifications, drug and alcohol testing, Hours of Service regulations
- Vehicle maintenance and inspections

Sign up today! Take advantage of this unique opportunity keep your fleet manager thoroughly informed of the motor carrier regulations that affect your operations, and learn important risk control techniques to maintain insurability and control losses.

Sponsored by **IDEALEASE**

Fall 2025 Schedule:

- October 7** Orlando, FL
- October 9** Concord, NC
- October 14** Atlanta, GA
- October 16** Nashville, TN
- October 21** Los Angeles, CA
- October 23** Linthicum, MD

TOWN HALL MEETING

SUSTAINABLE TRUCKING: HELPING PRIVATE FLEETS FIND SOLUTIONS

Sponsored by  tenstreet

FEDERAL AND STATE VEHICLE EMISSIONS regulations and corporate sustainability targets are driving market demand for alternative energy in trucks. Multiple fuel options include renewable natural gas, renewable diesel, pure battery electric, hybrid-electric ones like hydrogen fuel cell vehicles, hydrogen, and potentially others. While these options are good for decarbonizing trucking, they present different challenges to truck makers and end users.

Topics of Discussion:

- Highlights of Federal and State Emissions Regulations Impacting Fleets]
- NACFE's latest Run on Less results
- Real-World Fleet Best Practices featuring Wegmans Food Markets, Inc, commitment to Compressed Natural Gas (CNG)
- Open Forum—How Fleets Find Sensible Pathways to a Clean Energy Future

Mark Your Calendar: September 30, 2025



SEE MORE, RISK LESS.

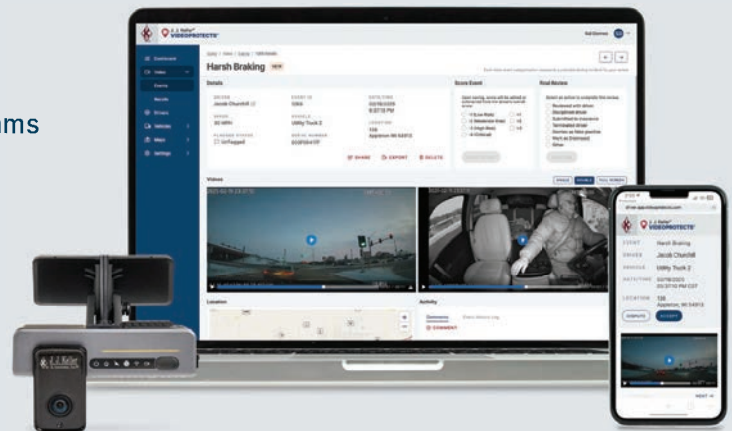
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