

2020 ANNUAL BENCHMARKING SURVEY INSTRUMENT





INTRODUCTORY INFORMATION

The National Private Truck Council is conducting its 2020 Benchmarking Survey, which reflects performance achieved in the 2019 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, 2020. 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.

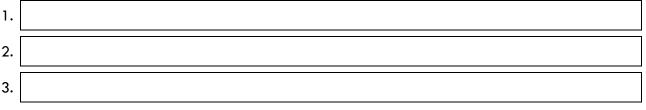
Since many of you operate distinct private fleet operations (i.e. long-haul, DSD, interplant, etc.), and in order to make the survey more meaningful, please consider filling out separate surveys for each distinct operation. This will help ensure an apples-to-apples comparison in addition to providing 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 COMPANIES NOR 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 or (703)838-8898.

GENERAL INFORMATION

1. What is the primary reason your company operates a private fleet?



- 2. What are the principal commodities or products your private fleet hauls for your company?
- 3. How do your freight movements in 2019 compare to the previous year (by percentage) in the following categories?

By shipments	
By volume/tonnage	
By value	
By miles	

- 4. What are the top issues/challenges you face in your operation?
 - 1.

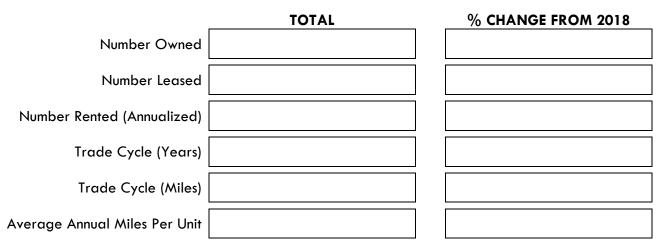
 2.

 3.
- 5. What were your most significant achievements in 2019?
 - 1.

 2.
- 6. Please indicate any NEW initiatives that have improved cost, safety, or performance for your company instituted in 2019:

EQUIPMENT INFORMATION

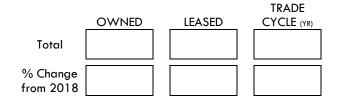
1. Please answer the following based on the HEAVY-DUTY (Class 8) power units in your private fleet:



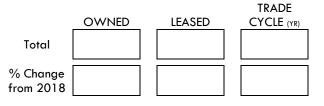
2. Please answer the following based on the MEDIUM-DUTY (Class 5-7) power units in your private fleet:



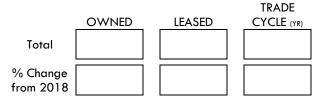
3. Please answer the following based on the VAN TRAILERS in your private fleet:



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



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



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

	OWNED	LEASED	
Total			
% Change from 2018			

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

Finance Lease with Maintenance	 Fair Market Value Lease	
Full-Service Lease	TRAC	

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

	GASOLINE	DIESEL	LNG	CNG	HYBRID	ELECTRIC
HEAVY-DUTY						
MEDIUM-DUTY						

10. Please complete the following regarding mileage and fuel for 2019:

	Heavy-Duty	_	Medium-Duty
Average Miles Per Gallon			
		-	

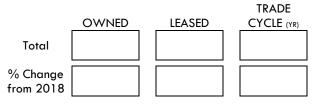
11. What is your annual mileage for your fleet by tractor type?

HEAVY-DUTY	MEDIUM-DUTY

12. What is your average miles per truck per month for the following years?

2019	2018

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



- 13. 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]
- 14. What is your trailer dormancy rate (percentage of time your average trailer sits during the course of the average week)?
- 15. What is the average number of trips your average trailer is used during the typical week?

FLEET MAINTENANCE

1. What is your power units' breakdown percentage (breakdowns per 100,000 miles)?

2.	Wh	at are the lead Brakes	ding o □	causes of the Lighting	se	breakdowns? Electrical		Fuel System
		Engine		Tires		Drivetrain		Cooling system
		Emissions		Other (please specify)				
	currei	<i>,</i> .	Total cl percen	ass population m	inus I	ate? (For the pur number of PM's pas e) 90-94%	-	
		80-84%	D B	elow 80%		Don't know		
4.	Perc	entage of you	ır ma	intenance sp	end	that is condu	cted	:
				2019		2018		-
		In-house						
		Outsourced]
			NOTE:	SHOULD ADD UP TO 100%)	NOTE: SHOULD ADD U 100%	JP TO	

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

Full-service Lease Provider		
OEM Dealer		
Independent Provider		
Other	Please list other locations:	

<u>PERSONNEL</u>

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)			
TOTAL			

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.	How	many	non-driving	personnel	(full-time	equivalent)	do y	γou	have	in
	your	fleet?								

your neer.				
Supervisors/managers		Safety and	compliance	
Accounting, billing, payroll		Administrative/ other		
Maintenance and		personnel Dispatchers and/or fleet		
equipment		Disparaters a	managers	
Backhaul, brokerage, etc.		Tax and	registration	
IT/Technology				
	TOTAL			
6. What are the mini	mum avalificat	ions to drive for	vour fleet?	
Age		Years' experience	-	
Other (please list)				
Other (please speci 8. What is the total n	umber of drive	ers lost in 2019 fo	or any reason?	
Total drive	ers lost			
Annual turnove (number of drivers lost divi total				
9. What is your tu	rnover rate me	<u>asu</u> red by time <u>ir</u>	n service?	
30 days		1 year		
60 days		5 years		
90 days		10 years or greater		
6 months				
10. What is the ave				

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

For another job outside the industry	For another driving job
Discipline	Retirement
Change in Business	Death
Other	Medical disqualification

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

Driving		
Loading Product		
Unloading Product		
Other duties at start/end of shift	Please explain:	
TOTAL		

13. DRIVER UTILIZATION: How many hours was your average driver on-

duty in 2019? [NOTE: Do not include vacation, sick leave, or holidays]

14.	Wha	t percentage	e of your d	river wo	kforce is: OUT MORE THAN	
ſ	HOME E		OUT OVERN		NIGHTS A WEE	
15.	Doe	s your comp	· —	a wellne s No	s program?	Don't Know
16.	Plea □	se check all Sleep managem education/testin	^{ient} \square	n ts of you Smoking ce	· · ·	s wellness program: Exercise programs
		Nutritional Coun	seling	Mental Cou	nseling 🔲	Grief Counseling
		Sleep Managen testing	nent	Weight Ma	nagement	
		Other (please lis	st):			

17. What is the average age of your driver workforce?

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

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

-	Internal (somewhere else in your company)				other vate Fleet			
	For-hire LTL				-hire ckload			
	Military			Dri [.] Sch	ver ools			
	Other			Pleo	ıse explain:			
20. H	low do you re Advertising	cru	it new drivers? Word of Mouth		Radio			Internet
	Use of temp to hire		Driver training programs		Recruiting/staffing agency that does direct placements			
	Referrals		Other (please specify)					
21. V	Vhat is the av	erag	ge age of your	new	driver	hire?		

PERSONNEL- COMPENSATION

- 1. What is the average full-time driver's annual W-2 gross wages?
- 2. What is the average driver's gross annual wages in each of the following categories?

following car	•		(
	DRIVER	OVER-THE-	REGIONAL/	LOCAL/
-	AVERAGE	ROAD	MULTI-STOP	INTRAPLANT
Starting				
L L				
After 1 year				
After 3 years				
[
Maximum				
3. How are your dr	ivers paid (pla	ease check all t	hat apply)?	
	Over-the-	Road Regional	-Multi-Stop	Intraplant
He	ourly	[
Mile	age	Г		
	· _	L r		
Sc	ılary	l		
Activity-Based (Performa	ince)	[
4. Do you offer an	annual guara	nteed minimum	pay package	?
Yes			Don't Kno	
5. Do you offer an	annual auarai	nteed maximum	n pav packaa	e?
Yes			Don't Kno	
)		· • •
7 F • a • • • • • • • • • • • • • • • • • • •				
6. For mileage-bas STARTING	YEAR ONE	is your average /MAXI		
STARTING		///A///		
		_		
7. For hourly-based	d pav, what is	vour averaae i	pav rate?	

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

	ase check all efit package		ponents avai	labl	e to a driver i	n you	ur company's
	Medical		Dental		Tuition Reimbursement		Pension Plan
	Paid Sick Days		Paid holidays		Life Insurance		Family leave
	Short-term disability		Long-term disability		Vision		Funeral leave
	401k		Continuing education		Profit sharing		
	Other (please spe	cify):					
1. V pay		vera	ge incentive p	ote	ntial (as a per	cent	of base total
2. I	f you offer in Safety	ncent	ive pay, chec Productivity	k a	II the compone On-time percentage	nts/r	netrics used: Compliance
	New Hire Referral		MPG		Company Goals		Attendance
	Appearance		Retention		Idle Time		Customer Service
	Stop pay		Other (please speci	fy)			

OPERATIONS

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

	r private fleet used as leverage ag es 🛛 No	Don't Know
	Dercentage of your fleet's loads or IGH OUT CUBE OUT	shipments AVERAGE PAYLOAD WEIGHT
Over I	he next five years my fleet will (cl	heck all that apply): Please specify percentage change:
C	Add equipment (net growth in size of fleet)	
	Handle more of my company's freight	
C	Eliminate equipment (net reduction in size of fleet)	
C	Handle less of my company's freight	
	Stay the same size	
Vhat	are the reasons for this?	

8. What percentage of your operation (measured by equipment) is slipseated?

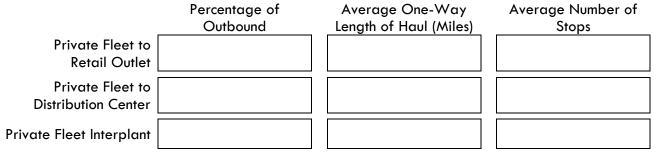
9.	Bac	khaul Utiliza	tion	:							
	Wha	t is your fleet's en	npty m	ileage							
	perce	entage?									
	Wha	t percentage of th	iles are								
	avail	able for backhaul	Ś								
		has this changed o			ar?						
		t are the reasons		•							
	-	our backhaul frei	ght, wł	nat is reve	nue						
	per to	otal mile?									
10		oes your flea pany backho			hire c	utha	ority a	nd solic	it no	n-	
		Yes			No				Don't	Know	
11	. W	/hich takes p	riori	itv?							
•••		Contract Freigh			Comp	any Fr	eight		Equal	Priority	
12	. D	oes your pri	vate	fleet h	ave i	ts ov	vn trar	nsportat	ion s	ales force?	
		Yes			No				Don't	Know	
13	. Do	es your privo Yes	ate fl	leet use	brok No	er o	r interr	net sites	5 to fi Don't		s?
14	loa	es your fleet ds it cannot _{Yes}	or d	oes not		t to i	nove v	vith its	-	te fleet?	/e
15		at measures oly):	of c			vice o	-				
	Ш	Early delivery	Ш	Late deliv	ry	Ш	Custome	r comments	s 🔟	OS&D	
		Delivery accuracy		Dwell/unloo	ad time		Safety s	cores		Formal customer surveys	
		Other (p	lease	specify):							
15		on-time deliv r fleet is mee	asur	ed:	-				andaı		
		+/- 10 minutes		+/- 15 n	ninutes		+/- 30	minutes		+/- 45 minute:	5
		+/- 60 minutes		Other (pleas	se specif	fy):					

OUTBOUND OPERATIONS

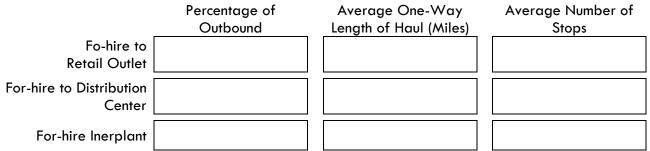
1. What percentage of your company's OUTBOUND freight volume is handled by the following?

eet	Private Fleet
	For-Hire Carrier (transactional TL or LTL freight movements)
or-	Dedicated/Third-Party Provider (longer- term contractual arrangement provided by for- hire carrier, dedicated carrier)
ail	Rail
in)	Other (please explain)
TOTAL should equal 100%	

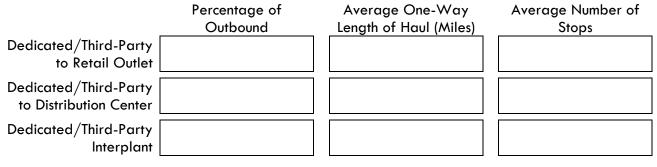
2. Please provide the following information about your PRIVATE FLEET OUTBOUND MOVES:



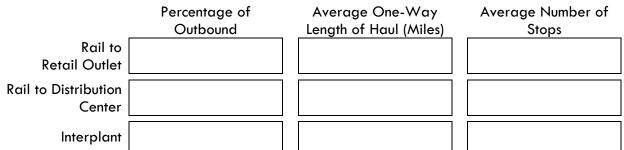
3. Please provide the following information about your FOR-HIRE OUTBOUND MOVES:



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



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



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			
For-Hire Carrier			
Dedicated/Third-Party			
Rail			
Other			
TOTAL			

<u>TEC</u>	CHNO		DGY							
	1. Does your fleet use on-board, GPS-enabled computers, or electronic logging devices)?									
	Yes		🔲 No			Do	n't K	now		
2. Plea	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 spec	ify):								
	s your private ware?	e fle	et use any b	ack-	office compu	ter	orog	grams and/or		
	Yes		🔲 No			Do	n't K	now		
	se check the rams/softwa		es of informa	tion	your compa	ny c	olle	ects using the		
	Dispatch		Payroll		Fuel tax		Pa	yload		
	Out of route miles		Safety		On-time Percentage		Pla	nned vs. Actual		
	Routing		Maintenance		Other (please specify)					



Cost Center

1. Does your fleet operate as?

Profit Center I'm not sure

2. Please share your operational costs for 2019 in each category below:

	Annual Total Cost	Cost Per Mile	Cost Per Hour
TOTAL COSTS			
POWER UNITS (annual lease with sales and property tax OR principal and interest)			
POWER UNIT MAINTENANCE (all fixed and variable costs paid annual to maintain equipment, whether in-house or outsourced)			
TIRES (power unit and trailers)			
TRAILERS (annual lease or operating payments plus all registration and license fees)			
TRAILERMAINTENANCE (all fixed and variable costs paid annually to maintain equipment)			
POWER UNIT FUEL Non-power fuel (refrigerated fuel, etc.) (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)			
DRIVER PAYROLL (including all W2 wages for time worked and pay for time not worked, (e.g. vacations, holiday, etc.) plus payroll taxes			
DRIVERBENEFITS (Including health& welfare, retirement& savings, other insurance, uniforms, etc.			
LICENSES, PERMITS, AND REGISTRATION COSTS			
CLAIMS/ INSURANCE (liability, cargo, and worker's comp)			
MANAGEMENT & ADMINISTRATIVE OVERHEAD (All staff salaries, utilities, office equipment, corporate allocations, e.g. HR, IT, Legal, Finance, etc.)			
ALL OTHER EXPENSES			
	Annual Total Cost	Cost Per Mile	Cost Per Hour



1. What is your 2019 DOT reportable crash rate?

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

What Percent of those were your fault?

What percent of those accidents did you challenge through DataQ?

What percent of these DataQ challenges were successful?

)	
•	
•	

2. What is your 2019 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 2019 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)

- S ______
- 4. What is your lost time injury rate for 2019? (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

6. Which of the following safety devices does your company utilize? (check all that apply)?										
	Adaptive cruise control		Collision warning devices		Electronic stability control/anti-rollover					
	Lane departure warning		Automatic/automated transmission		Disk brakes					
	Speed Monitoring		Backup camera		Tire inflation systems					
	In-cab camera (please specify front-facing, driver-facing, side- view, etc.)									
	Other (please specify)									
GRAPHICS PROGRAM 1. Does your fleet have a graphics program? Yes No Don't Know										
	es your fleet have a g	rapł	nics program?] Da	on't Know					
1. Doe	es your fleet have a g	rapł]	nics program? No 🛛] Da	on't Know					
1. Doe 2. Who	es your fleet have a g Yes [rapi] flee	nics program? No] Da	on't Know					
 Doe Who Who Who Hov 	es your fleet have a g Yes [at percentage of your	rapl] flee <u>he i</u> effe	nics program? No et is marked? <u>nvestment?</u> ectiveness of your fle	-						

ENVIRONMENTAL

 Does your company have any green/environmental sustainability initiatives? 										
	Yes		No No			Don't K	now			
2. Is y □	your fleet a m Yes	emk	er of Smart	wayî		Don't K	now			
3. Please check any and all green/environmental sustainability initiatives your fleet has enacted:										
	Trailer skirts		Biodiesel		CNG		Anti-idling devices			
	Hybrid vehicles		Wheel caps		Louvered mud flaps		Increased load density			
	Tail kites		Nitrogen Refrig.		Wide-bias tires		Electric			
	LNG		MPH governing (please specify MPH:)							
	Other (please spe									

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

ADDITIONAL INFORMATION

- 1. Are there any questions you would like to see included in future benchmarking surveys?
- 2. Additional comments:

<u>ABOUT THE NATIONAL PRIVATE</u> <u>TRUCK COUNCIL</u>

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 at <u>www.nptc.org.</u>

<u>ABOUT TRIMBLE</u> TRANSPORTATION

Trimble Transportation provides solutions to create a fully integrated supply chain. With an intelligent ecosystem of products and services, Trimble Transportation enables customers to embrace the rapid technological evolution of the industry and connect all aspects of transportation and logistics—trucks, drivers, back office, freight and assets. Through the combined legacy of PeopleNet, TMW Systems and 10-4 Systems, Trimble Transportation delivers an open, scalable platform to help customers make more informed decisions and maximize performance, visibility and safety. For more information, visit https://transportation.trimble.com/.