

Questions to Ask Your Recruiter: A Checklist

Your go-to tool when talking to recruiters

There are **SEVEN** categories of questions you should be asking your recruiter before you commit to a new trucking company:

1. **Hiring and Orientation Process Questions**
2. **Program Questions**
3. **Pay Questions**
4. **Home Time Questions**
5. **Equipment and Maintenance Questions**
6. **Operations Questions**
7. **Company Questions**

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How to use this checklist:

Use this checklist to decide if the trucking company is a good fit for you. Each question should help you determine if the company meets your list of negotiables and non-negotiables.

Use the notes section to list any questions, concerns or important details so that you have them recorded for future use. Use the response section to gauge whether you are satisfied with the recruiter's answers.

Hiring and Orientation Process Questions	Response
<i>These questions will help you determine if you meet the company's hiring guidelines, how you can apply and what orientation looks like.</i>	<i>Are you comfortable with their response?</i>
☐ What are your hiring guidelines?	☐ Yes ☐ No
☐ How do I submit my application?	☐ Yes ☐ No
☐ What kind of information do I need to provide you?	☐ Yes ☐ No
☐ What is the turnaround time after I put in my application?	☐ Yes ☐ No
☐ What is the difference between being pre-approved and approved?	☐ Yes ☐ No
☐ How do I know when I am hired?	☐ Yes ☐ No
☐ Does my relationship with my recruiter continue after I get hired?	☐ Yes ☐ No
☐ Where is orientation located?	☐ Yes ☐ No
☐ What is the orientation schedule?	☐ Yes ☐ No
☐ How many days will I be there?	☐ Yes ☐ No
☐ What costs am I responsible for? (Including meals, travel and accommodations)	☐ Yes ☐ No
☐ Can I bring my spouse or pet?	☐ Yes ☐ No
☐ Do I get my own hotel room?	☐ Yes ☐ No
☐ Should I take notes or will I receive a PDF of information?	☐ Yes ☐ No
Notes: _____	



Program Questions

Response

These questions will help you learn about your driving options and career opportunities.

Are you comfortable with their response?

- | | | |
|---|------------------------------|-----------------------------|
| ☐ How many different programs and divisions do you offer? | ☐ Yes | ☐ No |
| ☐ Can I move between divisions? | ☐ Yes | ☐ No |
| ☐ What kind of trailers can I pull? | ☐ Yes | ☐ No |
| ☐ Do you have opportunities for company drivers, | ☐ Yes | ☐ No |
| ☐ lease drivers and owner-operators? | ☐ Yes | ☐ No |
| ☐ Do I have to lease my truck from you? | ☐ Yes | ☐ No |
| ☐ Can you help me get my CDL? | ☐ Yes | ☐ No |
| ☐ Do you have training programs? | ☐ Yes | ☐ No |
| ☐ Do I have to go out with a trainer? How many days or months? | ☐ Yes | ☐ No |
| ☐ Do you have ongoing safety and training programs? | ☐ Yes | ☐ No |
| ☐ Do you offer securement training for flatbeds? | ☐ Yes | ☐ No |
| ☐ Do I have the opportunity for advancement? | ☐ Yes | ☐ No |

Notes: _____

Home Time Questions

Response

Home time is a top priority for many drivers. Ask these questions to get clarity on the company's home time policy.

Are you comfortable with their response?

- | | | |
|--|------------------------------|-----------------------------|
| ☐ How many days can I go home for every week that I'm out on the road? | ☐ Yes | ☐ No |
| ☐ How many days or weeks am I expected to be out on average? | ☐ Yes | ☐ No |
| ☐ What is the average number of days I'll need to stay out on the road in order to make your average pay? | ☐ Yes | ☐ No |
| ☐ Is there guaranteed home time for holidays? | ☐ Yes | ☐ No |
| ☐ Are fleet managers good at meeting home time requests? | ☐ Yes | ☐ No |

Notes: _____



Pay Questions

Response

These questions will help you learn about your driving options and career opportunities.

Are you comfortable with their response?

- | | | |
|--|------------------------------|-----------------------------|
| ☐ Do you pay cents-per-mile (CPM), percentage or both? | ☐ Yes | ☐ No |
| ☐ What is your CPM pay? | ☐ Yes | ☐ No |
| ☐ How much of the billed fuel surcharge do lease drivers get? | ☐ Yes | ☐ No |
| ☐ How often do I get paid? | ☐ Yes | ☐ No |
| ☐ Do you have direct deposit? | ☐ Yes | ☐ No |
| ☐ Do you offer holiday and vacation pay? | ☐ Yes | ☐ No |
| ☐ Do you take out child support or other personal deductions? | ☐ Yes | ☐ No |
| ☐ What do you pay for layover, detention and stop pay? | ☐ Yes | ☐ No |
| ☐ Do you pay for tarping? | ☐ Yes | ☐ No |
| ☐ Is there a sign-on bonus? | ☐ Yes | ☐ No |
| ☐ Are there any bonuses for advancing? | ☐ Yes | ☐ No |
| ☐ Are there any pay guarantees? | ☐ Yes | ☐ No |
| ☐ What are your pay averages per week as a company driver?
Is that gross or net? | ☐ Yes | ☐ No |
| ☐ What is my gross pay and adjusted gross pay after expenses
as a lease driver? | ☐ Yes | ☐ No |
| ☐ What are my total average expenses for a lease per week (fixed)? | ☐ Yes | ☐ No |
| ☐ How do you pay company drivers and lease drivers ? | ☐ Yes | ☐ No |

Notes: _____



Equipment and Maintenance Questions

Response

No driver likes to be broken down. These questions will help you learn more about the age of the company's fleet and who is responsible for the cost of repairs.

Are you comfortable with their response?

☐ Am I responsible for the cost of repairs as a company driver or lease driver?

☐ Yes ☐ No

☐ Do I have to have repairs done at one of your facilities?

☐ Yes ☐ No

☐ Do you require a maintenance account?

☐ Yes ☐ No

☐ How well-maintained is your fleet?

☐ Yes ☐ No

☐ What truck makes and models do you offer?

☐ Yes ☐ No

☐ How old is your equipment?

☐ Yes ☐ No

☐ Do you have automatics and manuals?

☐ Yes ☐ No

☐ Do your trucks have auxiliary power units (APUs) and inverters? If so, how many watts?

☐ Yes ☐ No

☐ Can I alter a leased truck?

☐ Yes ☐ No

☐ What is your passenger policy? How many people can I have in the truck at a time?

☐ Yes ☐ No

☐ What does a passenger pass cost?

☐ Yes ☐ No

☐ Do you allow pets? Is there a pet fee?

☐ Yes ☐ No

Notes: _____



Company Questions

Response

Use these questions to learn more about the company in general.

Are you comfortable with their response?

- | | | |
|--|------------------------------|-----------------------------|
| ☐ How big is the company? | ☐ Yes | ☐ No |
| ☐ How big is the fleet? | ☐ Yes | ☐ No |
| ☐ How many office employees are there? | ☐ Yes | ☐ No |
| ☐ Are any of your services outsourced? | ☐ Yes | ☐ No |
| ☐ Where are your headquarters? | ☐ Yes | ☐ No |
| ☐ Where are your terminals? | ☐ Yes | ☐ No |
| ☐ What is the turnover rate at the company? | ☐ Yes | ☐ No |
| ☐ What is the average tenure of a driver across the board? | ☐ Yes | ☐ No |
| ☐ What is your safety record? | ☐ Yes | ☐ No |
| ☐ What is the financial and debt status of the company? | ☐ Yes | ☐ No |
| ☐ Do you own your assets? | ☐ Yes | ☐ No |
| ☐ How well did your business do during the height of the COVID pandemic?
How much did it affect you? | ☐ Yes | ☐ No |
| ☐ What perks or benefits do you offer? | ☐ Yes | ☐ No |
| ☐ What kind of insurance do you offer? | ☐ Yes | ☐ No |
| ☐ Do you offer retirement planning? | ☐ Yes | ☐ No |
| ☐ Do you offer paid time off for company drivers? | ☐ Yes | ☐ No |
| ☐ Do you have a referral program? | ☐ Yes | ☐ No |

Notes: _____



Operations Questions

Response

What kind of freight will you be hauling and where will you be driving? Review this list of questions with your recruiter to learn more about what your day-to-day will look like.

Are you comfortable with their response?

- | | | |
|---|------------------------------|-----------------------------|
| ☐ Where is your customer base? | ☐ Yes | ☐ No |
| ☐ How many states do you travel to? | ☐ Yes | ☐ No |
| ☐ Do you go to Mexico and Canada? | ☐ Yes | ☐ No |
| ☐ Do I have to go to NYC? How often? | ☐ Yes | ☐ No |
| ☐ What kind of freight will I be hauling? | ☐ Yes | ☐ No |
| ☐ Do I have to tarp? How often? | ☐ Yes | ☐ No |
| ☐ How many drivers are there per dispatcher? | ☐ Yes | ☐ No |
| ☐ What kind of training do dispatchers get? | ☐ Yes | ☐ No |
| ☐ Do you do forced dispatch? | ☐ Yes | ☐ No |
| ☐ Do I have to run in poor weather conditions? | ☐ Yes | ☐ No |
| ☐ Do you require drivers to chain tires in the winter? | ☐ Yes | ☐ No |

Notes: _____

Keep this list handy so you can use it when you're vetting trucking companies. You may even want to print a fresh copy for each call with a new company.

Compare your yes responses to your no responses. If you're seeing more no responses, the company probably isn't the right one for you. By asking these questions and recording your responses, you'll get a clear understanding of how the company's expectations align with yours.

Total Yes _____ **Total No** _____

