

Owner-Operator Independent Drivers Association Foundation
A subsidiary of Owner-Operator Independent Drivers Association Inc.

2023 Professional Employee Driver Member Profile Survey



8/30/23

2023 Professional Employee Driver Member Profile Survey

August 2023



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Introduction

The trucking industry plays a significant role in the United States economy, employing 2.73 million hard working truckers¹ and moving \$12.7 trillion² worth of freight annually, while collecting \$732.3 billion in gross revenue.³ Despite the challenges that truckers face every day, ranging from a difficult lifestyle to an ever increasing number of government regulations, truck driving is the number one occupation in 29 states and one of significant importance, as nearly every item along the supply chain will be touched by a truck at some point.

While truck drivers play a critical role in moving the nation's economy, few government agencies and organizations within trucking understand the perspective of the actual driver when conducting or considering various rulemakings and research. Although some agencies and organizations are making a concerted effort to change this approach, others continue to primarily focus on the opinion of safety managers, large carriers, and vendors.

The Owner-Operator Independent Drivers Association (OOIDA or Association) is the largest not-for-profit international trade association representing the interests of over 150,000 small business owners and professional drivers who operate in all 50 states and Canada. OOIDA fights for the rights of *all* truck drivers including professional employee drivers (PEDs), which OOIDA defines as an employee of a motor carrier who does not own their own truck, generally referred to in the industry as company drivers. In fact, approximately 15,000 of OOIDA's membership is comprised of PEDs.

While a majority of researchers do not have access to truckers with any significant numbers, the OOIDA Foundation (OOFI), the research and educational arm of the Association, has been able to both collect and analyze information from this critical segment of the industry. OOFI conducted the first survey of PEDs in 2007 to accurately communicate the professional opinions of PEDs transporting freight across the country with federal, state, and local agencies. The data provided by the survey has not only helped to define the direction of the Foundation, but it also has created a profile for the community of this large and often overlooked group. This is the ninth edition of the *Professional Employee Driver Member Profile Survey* (PED Survey). OOFI currently conducts the PED Survey every two years on odd numbered years.

¹ <https://data.bts.gov/stories/s/Freight-Transportation-the-Economy/6ix2-c8dn>

² <https://data.bts.gov/stories/s/Moving-Goods-in-the-United-States/bcyt-rqmu>

³ <https://www.statista.com/statistics/922817/trucking-industry-united-states-total-revenue/>

Methodology

The 2023 Professional Employee Driver Member Profile Survey (2023 PED Survey) was first emailed to a random sample of the Association's active membership list who identify themselves as hired drivers. To do so, OOFI first removed those business types that did not fit the criteria for the survey, primarily owner-operators. OOFI then sorted the membership data by state, generated a random number for every member, and selected the top 25 percent in order to eliminate any potential bias and make the survey geographically representative. This left a sample size of 11,428 members who allowed email communication. OOFI emailed the initial PED Survey on June 1, 2023, but due to low participation, OOFI felt it necessary to email a second survey to an additional 4,400 members on July 1, 2023 for a total population of 15,828 members. The combined batches generated 333 total responses for any one question as of July 31, 2023. The survey incurred a 95 percent confidence level with a 5 percent margin of error.

The statistical methods utilized as part of the 2023 PED Survey were the mean, mode, median, rank-order, percentiles, etc. It is important to note that not all survey participants answered all questions. Thus, some questions generated a small number of responses; hence, inferences made from these samplings must be viewed in accordance to the statistical significance of the smaller number of responses. OOFI utilized the following statistical measures to evaluate the 2023 PED Survey:

- The *mean*, or the average, is the most common measure of position and of central tendency. This is perhaps the easiest test measure to understand and is widely used. There are limitations to the mean however as it is affected by extreme values that may distort or misrepresent the analysis. For instance, a bowling score of 120, 130, and 250 will equate to a mean or average of 166.66 $((120 + 130 + 250) \div 3)$, and yet that score was never bowled and two of the three scores were below the mean.
- The *median* indicates the value above which 50 percent of the cases fall; thus it is less likely to lean in the direction of the extreme cases. In the above scenario, the score of 130 is the median because 50 percent of the scores fall above 130 and 50 percent fall below 130. It still is a measure of central tendency.
- The *mode* is the most commonly obtained score or the midpoint of the score interval, which has the highest frequency. If the bowling score was 120, 130, 130, 125, 130, and 250, the mode is 130 as it was the most frequently bowled score.
- The *standard deviation* measures the amount by which a single measurement or data distribution differs from the mean. The closer the standard deviation is to zero the closer the data points are to the mean, whereas the farther the data points are from the mean, the greater the standard deviation or spread. Standard deviation cannot be negative.
- The *interquartile range (IQR)* measures the spread in a data set and allows us to see how much the data varies. The IQR is the amount of spread in the middle 50% of a dataset. In other words, it is the distance between the first quartile (Q1) and the third quartile (Q3), which is helpful when

trying to identify outliers in the data. A commonly used rule says that a data point is a low outlier if it is below $Q1 - 1.5 \times IQR$ and a high outlier if it is above $Q3 + 1.5 \times IQR$.

The percentage of each answer is given based on the total number of respondents marking any one answer; all percentages were rounded to the nearest whole number. Where multiple answers are allowed, the total number of respondents are listed, along with the numbers of responses checked. The percentages however were measured from the total number of respondents for each answer. Thus, they will not equal 100 percent. For rank-order questions, OOFI averaged each response for each category.

Profile of the Professional Employee Driver

The trucking industry refers to the OOIDA PED member as either a hired driver or a company driver. The typical PED member of OOIDA is a Caucasian male, 58 years old, weighing 221 pounds, and standing five feet and ten inches tall, resulting in a body mass index (BMI) of 31.6. According to the National Institute for Occupational Health and Safety (NIOSH), 26 percent of truck drivers are overweight (BMI 25.0-29.9) and 64 percent are obese (BMI >30.0),⁴ which suggests that the 2023 PED Survey results are in harmony with other industry research. However, it is important to note that the BMI does have several limitations, as it does not consider a person's body composition, age, or gender.

Medical studies have long since demonstrated that the sedentary lifestyle of a trucker can lead to many health issues, including weight gain, diabetes, and hypertension. In the 2023 PED Survey, 58 percent of the respondents stated that they took maintenance type prescriptions. Of those drivers who took prescriptions, most indicated that they were for high blood pressure, cholesterol, and diabetes. The subject of driver health, which has affected the trucking industry for several years, continues to remain an area of concern as only 43 percent exercise regularly and 21 percent do not have a health insurance plan.

In regards to work experience, most PED members did not start their working career in the seat of a truck. Rather instead, they entered into the industry after first working in various blue-collar type occupations, such as construction, factory work, farming, law enforcement, or the military. In fact, 35 percent of the respondents stated that they served in the military at some point in their life. The average PED member entered the trucking industry at age 29, and has been driving a truck for approximately 30 years. They have changed carriers seven times in search of more home time, better pay, and better miles. Although 96 percent of the trucking industry is comprised of carriers with 20 or fewer trucks, only 36 percent of PED members drive for such a carrier, while 43 percent drive for carriers with 100 trucks or more.

Most members received some form of training before entering into the industry, whether it was from a family member, friend, or commercial-driving school. The average training period was between three to four weeks with over 90 hours of behind-the-wheel training. The majority of respondents indicated that their driver training attributed to most or some of their safety record. In fact, OOIDA PED members have consistently been among the safest drivers in the nation with over 2.5 million miles in their career and a crash rate of 30.8 crashes per 100 million vehicle miles traveled, which is four times safer than the national average.

Overall, the average PED member drove nearly 92,000 loaded miles and 12,000 deadhead, or empty, miles in 2022. Drivers incurred a majority of these miles in the northcentral and southeast regions of the United States. The typical length of haul was more regional (101 to 500 miles) than in the past, with 40 percent of PED members indicating that they spent 100 nights or less away from home last year. The most

⁴ W. Karl Sieber et al., *The National Survey of Long-Haul Truck Driver Health and Injury*, National Institute for Occupational Safety and Health (2014).

common method of compensation continues to be on a per mile basis, for which the median wage was roughly \$0.60 per mile, resulting in a gross median income of \$55,200 when only counting loaded miles.

Concerning business operations, 49 percent of respondents stated that they had been an owner-operator at some point in their professional trucking career, with few actually planning to become an owner-operator ever again. Only 25 percent of those who had never been an owner-operator before responded that they planned on becoming one in the future. For those few who do plan on becoming an owner-operator, 58 percent indicated that they would lease their truck on to another carrier first rather than obtain their own authority. Approximately 60 percent plan to do this within the next 12-months.

Although OOIDA's members continue to operate safely, the overall trucking industry has experienced an increase in crashes every year since the implementation of the Federal Motor Carrier Safety Administration's (FMCSA's) Compliance, Safety and Accountability (CSA) Program in 2010. This concerning trend has, in part, helped spur developments in automated vehicle technologies and advanced driver assistance systems. Although items such as speed limiters, which are used to govern the top speed of a truck, electronic logging devices, forward warning collision, lane departure warning, road facing cameras, etc., have been around for years, companies are now starting to couple these technologies together. In fact, 77 percent of PED members indicated that their carrier has equipped some form of driver assist technology on their truck.

However, with an increase utilization of technology comes also the possibility of increased micro-management. Not only by the motor carriers, but by the brokers, shippers, and receivers as well. In fact, 55 percent indicated that their carrier track their loads, mostly at the request of the broker, shipper, or receiver. Moreover, some drivers are still experiencing harassment from their carrier, whether it be to drive when they felt the road conditions were unsafe, or to drive when they felt too tired to do so. When asked if any carrier has ever audited and changed their logs, 19 percent said yes. Though the ELD Final Rule technically allows carriers to edit their drivers' log in certain circumstances, they are required to have the driver sign-off on the changes. Of those who had their log changed, 24 percent said their carrier did not ask them to sign-off on it.

The typical PEDs continues to drive a truck with a gross vehicle weight over 33,000 pounds. However, there were some noticeable differences in the truck. For example, the model year of the truck continues to grow younger, perhaps indicating that carriers are switching out their fleets even sooner than in previous years. Moreover, the number of members driving a truck with an automatic or partial transmission has grown to 46 percent, surpassing all other transmission types.

2023 PED Member Profile Survey Results

The 2023 PED Survey represents the ninth in a series of member profile surveys since 2007. These nine surveys, which span a sixteen-year period, have either confirmed static trends, such as the vast majority of the trucking industry is male, or have assisted in shedding light on new and current trends, for an example, the steady and quick increase in the utilization of technology and automatic transmissions. Through this anonymous survey, OOFI has been able to track the dramatic changes in the driver segment of the industry.

Academia, lawmakers, and regulators frequently ask OOFI (1) who OOIDA's members are, (2) what is their professional experience, and (3) what are the greatest challenges that they face today. The purpose of the PED Survey is to gather sufficient information in order to address these questions so that OOIDA can more accurately communicate the professional opinions of drivers with federal, state, and local agencies. Regrettably, most studies focus almost exclusively on the large carrier owners, business managers, dispatchers, and safety directors for information on various economic and regulatory issues. Hence, the PED Survey is critical in gaining a better understanding of the industry from the drivers' perspective.

Again, this survey is unique in that it represents the men and women who truly drive the economy and embody the trucking industry. This survey provides insight to academia, lawmakers, and regulators concerning the day-to-day challenges that drivers face.

Thus, OOFI has continued to conduct these member profile surveys in order for OOIDA to present the collective voice of the driver on issues specific to him or her. For organizational and analytic purposes, OOFI has separated the survey questions into the following six distinct sections:

1. **Personal Information:** This section consists of questions concerning the demographics of the PED members, such as gender, age, ethnic background, education level, marital status, etc. This section also covers past work experience and involvement in the military.
2. **Driving Experience:** The trucking industry today is incredibly diverse; thus, this section was designed to gather information concerning the PED member's work experience, such as information on what drivers look for in a motor carrier, how long they have been in the industry, what type of freight they haul, length of haul, and where they operate. This section also touches on issues regarding driver training and driver compensation.
3. **Medical Issues:** Since 2014, drivers have been required to obtain medical certification from a Certified Medical Examiner (CME) in order to maintain their commercial driver license (CDL). This has raised a number of concerns within the industry and among OOIDA members. This section focuses on a variety of health and medical issues, including exercise and smoking habits.
4. **Business:** This section covers the business operations of the PED member, including whether or not they have ever been an owner-operator or if they desire to become one in the future. OOFI offers a number of educational resources for those drivers seeking to become owner-operators.

This section seeks to understand if members are utilizing those sources and what type of education they would like to see from OOFI.

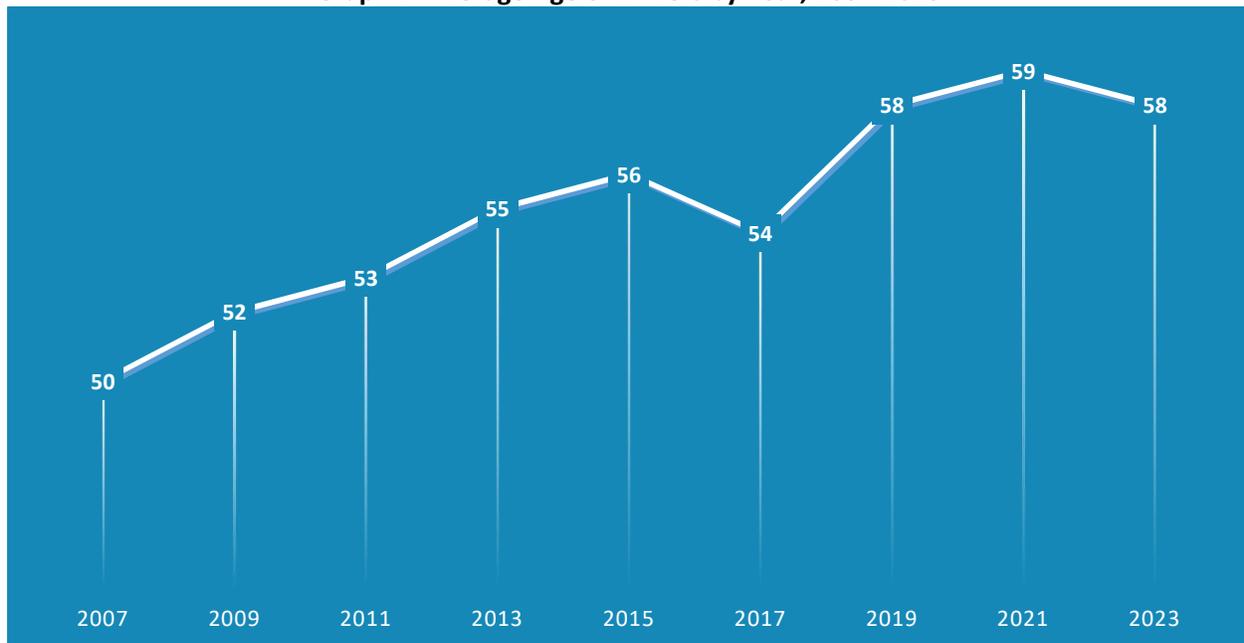
5. **The Truck You Drive:** This section characterizes the type of truck that a typical PED member drives, such as model year and transmission, as well as their carrier's utilization of technology and operational practices, including speed limiters and driver assist systems. This section also seeks to understand the driver's perspective in regards to these technologies.
6. **The Trailer You Pull:** The section briefly touches on the type of trailer the PEDs pull, including if they are currently driving a longer combination vehicle or not.

1. Personal Information

The PED member is overwhelmingly male (92%), which is consistent with driver statistics within the United States and with OOFI's previous surveys, including both the PED Survey and the *Owner-Operator Member Profile Survey* (OOMPS). The majority of drivers are Caucasian (83%), which marks an 13 percent decline since 2013. According to past research by the U.S. Census Bureau, the national average of minorities among the truck driver population is 37 percent with the two highest populations being African-American (15.2%) and Hispanic (13.7%), respectively.⁵ Nonetheless, the 2023 PED Survey demonstrated that only 17 percent of OOIDA's PED members were representative of a minority group. Of the total PED population, 5 percent were African-American and 4 percent were Hispanic.

The typical PED member is 58 years old. While this represents a one-year decrease from the 2021 PED Survey, driver age has been steadily increasing since the first PED survey in 2007 as shown in **Graph 1**. Various agencies and organizations within the trucking industry are concerned over the aging population of drivers and fear that this will exacerbate the supposed driver shortage problem. While OOFI has written extensively debunking the myth of a driver shortage,^{6, 7} the question on how the industry might attract younger people into the driver workforce remains a constant source of debate, whether it be through better pay and benefits, or allowing drivers between the ages of 18 and 21 to operate in interstate commerce as the large carriers are advocating.

Graph 1: Average Age of Drivers by Year, 2007-2023



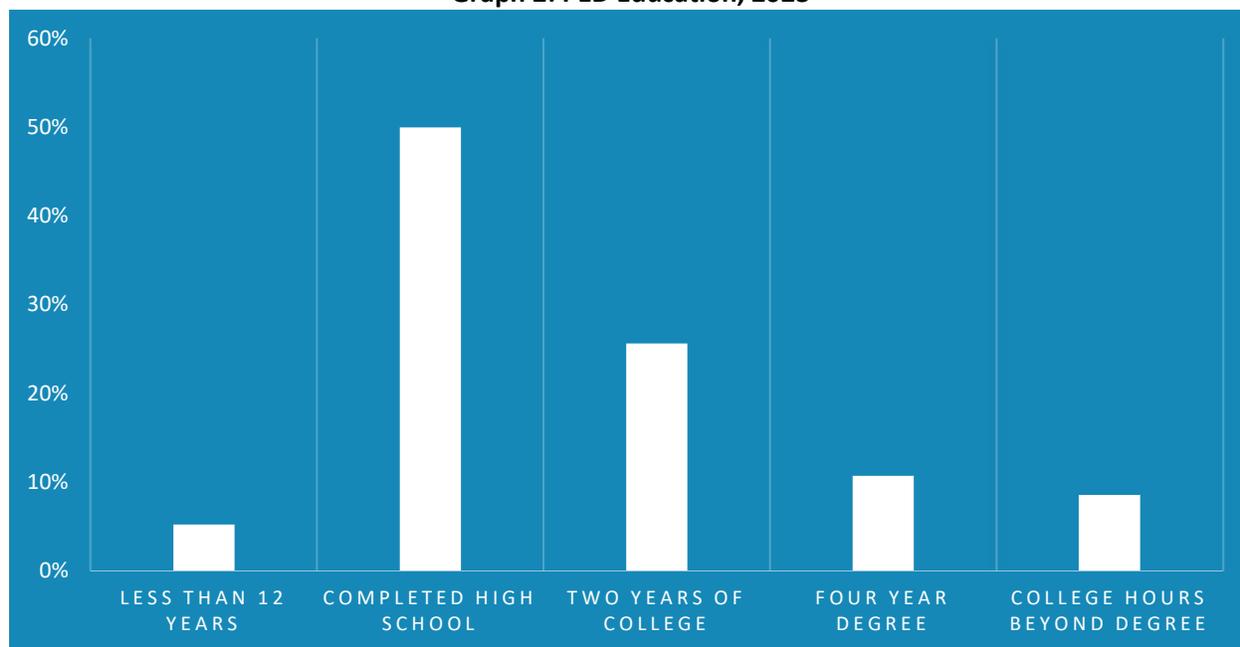
⁵ <https://www.census.gov/data/tables/2017/demo/industry-occupation/truckers-acs17.html>

⁶ *Myths and Statistics: Edition I*, OOIDA Foundation (May 2015), <https://www.oida.com/white-paper-request?result=Myths%20and%20Statistics:%20Edition%20I&file=2236>

⁷ "Truck Driver Shortage," OOIDA Foundation (Feb 2019), <https://www.oida.com/one-pager?result=Truck%20Driver%20Shortage&file=2199>

Previous surveys have demonstrated that a vast majority of drivers have obtained at least a high school diploma. According to the National Education Center for Education Statistics, the national adjusted cohort graduation rate (ACGR)⁸ reached a record high of 87 percent in the 2019-2020 school year.⁹ Whereas 95 percent of all PED members graduated with at least a high school diploma, and 45 percent completed some form of college, an increase of approximately 50 percent since 2007. However, the average driver does have a lower educational attainment as only 11 percent have obtained a bachelor’s degree compared with 35 percent for all workers. Regardless, the assumption or belief that truck drivers are uneducated is simply not true as shown in **Graph 2**.

Graph 2: PED Education, 2023



Current trends continue to highlight that most truckers come from a blue color background. Many PEDs have either entered the industry after previously working in the military (14%), as a construction or factory worker (10% and 8% respectively), or have always been a truck driver (11%). While earlier surveys have shown that between 21 and 32 percent of drivers were raised in a trucking family, 60 percent of respondents stated they would not encourage their children to become a trucker, mostly due to overregulation, unsafe working conditions, poor pay, difficult hours, and the impending potential of autonomous trucks.

⁸ State education agencies calculate the ACGR by identifying the "cohort" of first-time 9th-graders in a particular school year. The cohort is then adjusted by adding any students who transfer into the cohort after 9th grade and subtracting any students who transfer out, emigrate to another country, or die. The ACGR is the percentage of students in this adjusted cohort who graduate within 4 years with a regular high school diploma. The U.S. Department of Education first collected the ACGR in 2010–11.

⁹ "Public High School Graduation Rates," National Center for Education Statistics (May 2021), https://nces.ed.gov/programs/coe/indicator_coi.asp

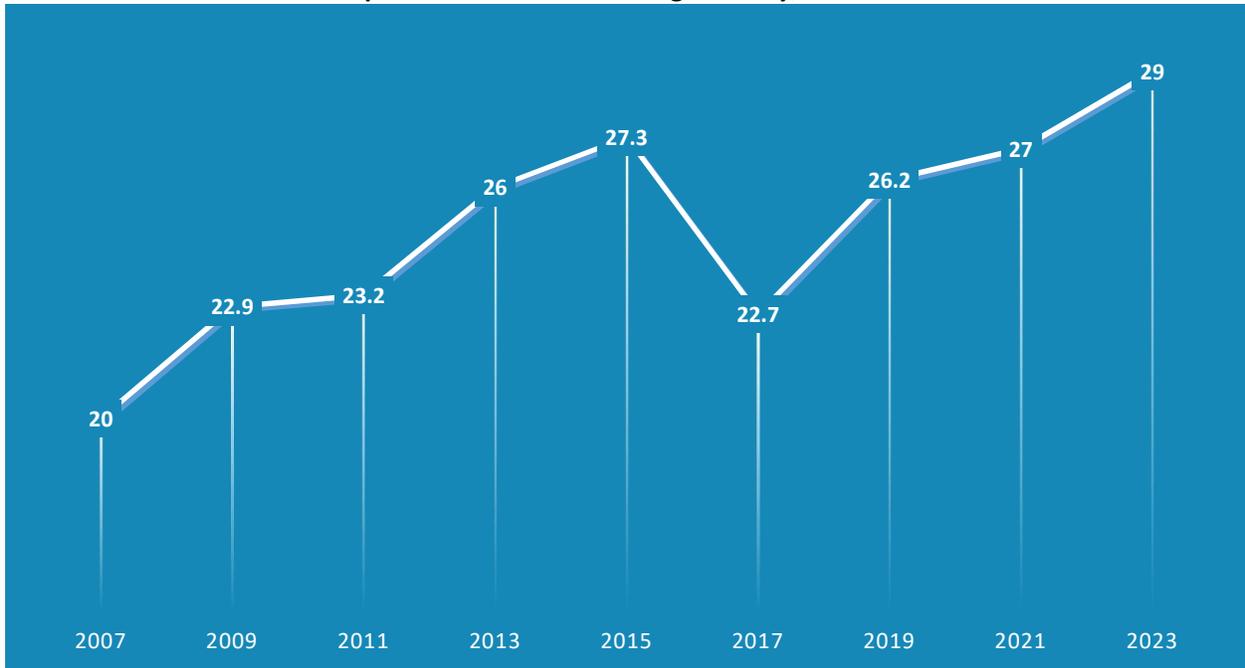
One member wrote, “Quite simply, the government is too busy making unnecessary rules and regulations that prohibit the use of common sense. Why would I encourage my children to become a slave to those who make regulations that are not actually in the trucking industry, and don't have to live by those regulations?” Another commented, “Thankless job and you lose a lot of your life being in a truck. Companies out here treat employees as expendable and the customers you haul for look down on you and may often times deny you use of restrooms. Motoring public is irresponsible on the highways making the job much harder than it was years ago. Technology is used to micromanage drivers.

It's important to note however that percentage of those PED members who would encourage their children to enter the trucking profession has increased considerably from 28 percent in 2019 to 40 percent in 2023. Those who would encourage their children said they would do so because the job offers adventure, travel, and freedom. Moreover, they stated that though the job is hard, it also can be very rewarding and can pay quite well if someone knows what they are doing. One member wrote, “It’s one of the few careers within an industry where you can determine your quality of life through your own work ethic and expectations.” “Regardless of the issues we have in the industry, it is still an honest profession.”

2. Driving Experience

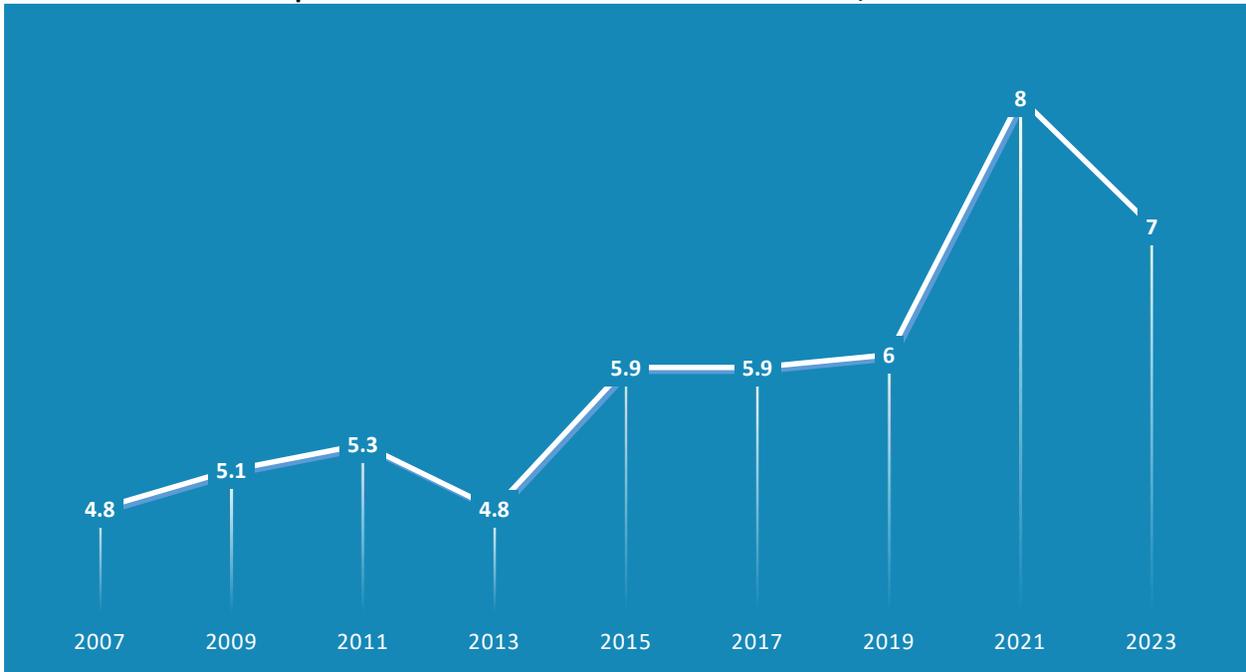
The PED member has accumulated a great deal of driving experience in their career, as the average respondent entered into the trucking industry at 29 years of age and has been a professional truck driver for roughly 29 years, a two-year increase from 2019. Despite this, driver turnover continues to be a major problem in trucking. In fact, the American Trucking Association's (ATA's) own research has shown that the average turnover rate for large truckload carriers continues to hover around 90 percent. However, it is not unusual for turnover rates to exceed 100 percent.

Graph 3: Years in the Trucking Industry, 2007-2023

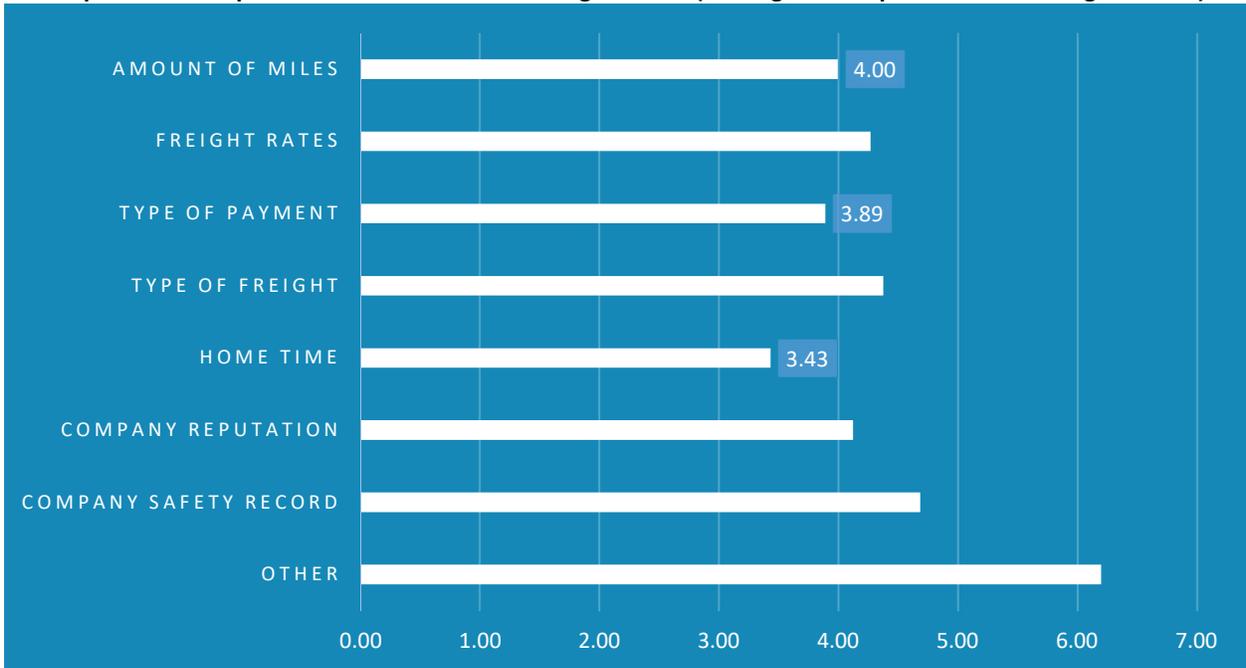


The OOIDA PED member has not escaped this problem as the average survey participant has changed carriers seven times during their career, albeit when outliers are removed the average number of carriers is 5. Nevertheless, PED members choose to leave carriers due to low pay, a lack of respect, and not enough home time as shown in **Graph 5**. Conversely, the most important issues that the average PED member looks for when searching for a new carrier to drive for are home time, compensation, and the number of miles as demonstrated in **Graph 6**. Many respondents indicated that they have either been with their current carrier for one year (25%) or more than 11 years (27%). While 96 percent of the trucking industry is comprised of carriers with 20 or fewer trucks, only 36 percent of PEDs drive for such a carrier. Rather, 67 percent drive for carriers with 21 trucks or more. This trend is consistent with previous surveys.

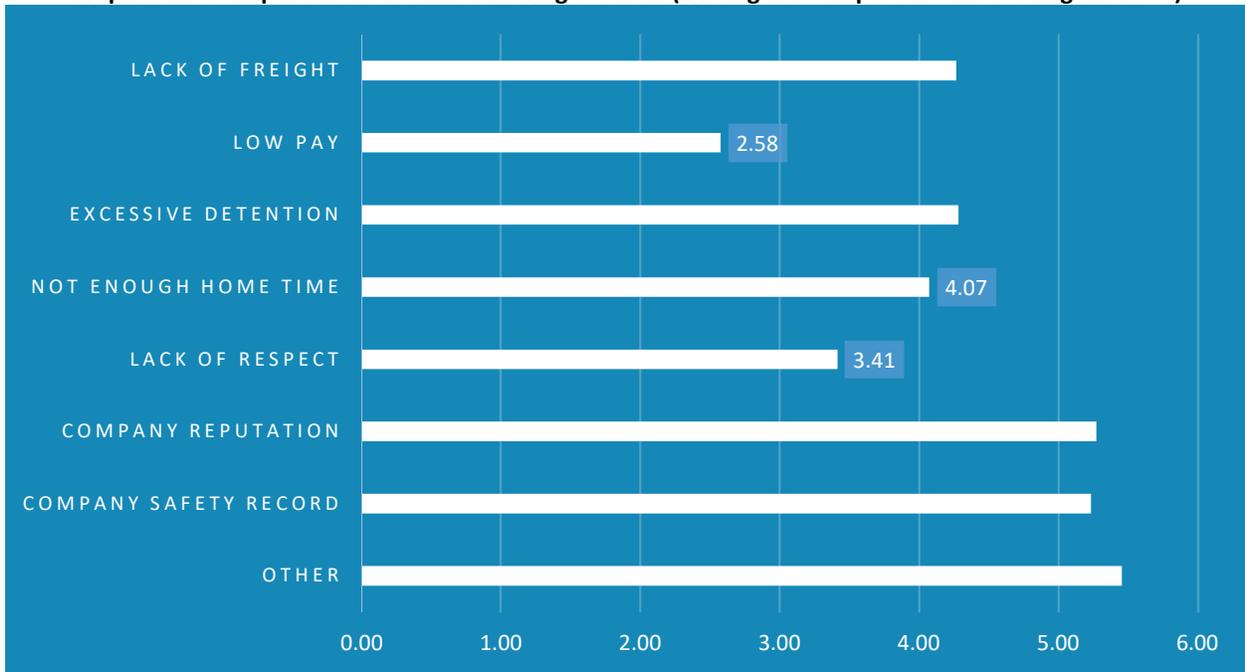
Graph 4: Number of Carriers Worked For in Career, 2007-2021



Graph 5: Most important issues when considering a carrier (1 being most important and 8 being the least)



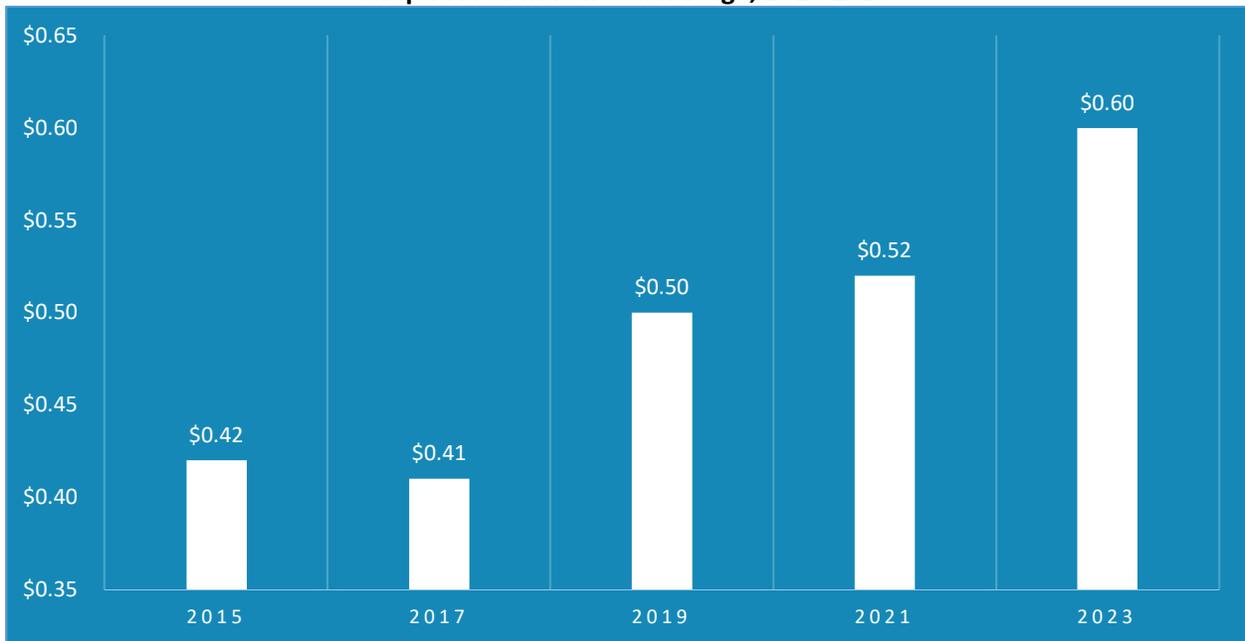
Graph 6: Most important issues when leaving a carrier (1 being most important and 8 being the least)



Most members received some form of training before they entered into the industry, whether it was from a commercial-driving school or vocational technical school (38%), a family member or friend (22%), or on the farm (9%). The average training period was between three to four weeks with 92.5 hours of behind-the-wheel training, which represented a 7.5 percent increase from 2021. A majority of members paid for the training themselves, which now costs between \$3,001 and \$5,000. In fact, the percentage who stated their training cost them between \$1,001 and \$3,000 declined from 31 percent in 2021 to 28 percent in 2023, while the percentage of those who indicated that their training cost between \$3,001 and \$5,000 increased from 26 percent in 2021 to 37 percent in the current survey.

The majority of respondents indicated that their driver training attributed to most (34%) or some (31%) of their safety record. In fact, OOIDA PED members have consistently been among the safest drivers in the nation with over 2.5 million miles in their career and a crash rate of 30.8 crashes per 100 million vehicle miles traveled, which is four times safer than the national average. After figuring for all miles driven in 2022, OOIDA PED members traveled on average over two million miles between accidents.

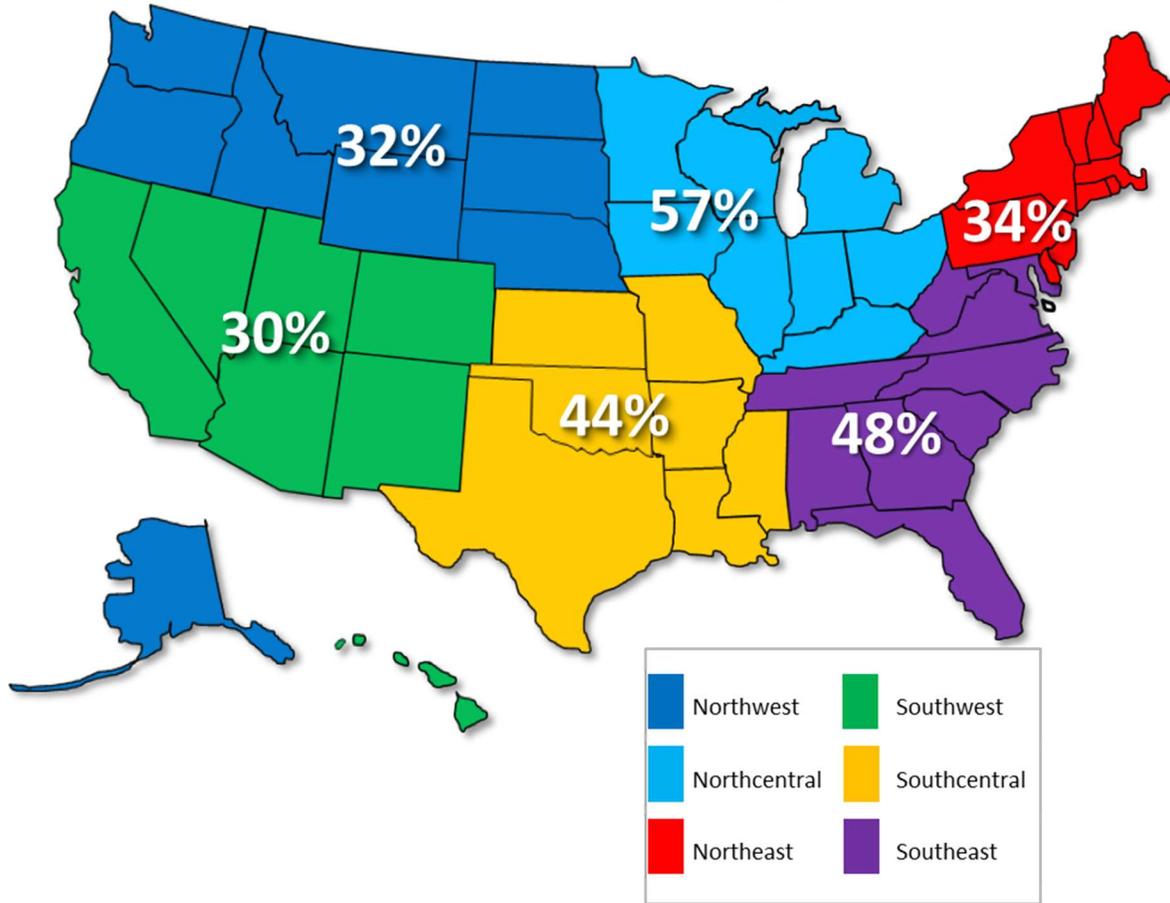
Concerning compensation, the average PED member continues to be paid on a per mile basis. The median wage increased 15 percent, or \$0.08 per mile, to \$0.60 compared to the previous survey, and 20 percent since pre-COVID in 2019. The large increase in pay is primarily due to the three rounds of stimulus checks, increased jobless claims benefits, and federal loans administered during the pandemic, which bolstered consumers' disposable personal income, and in turn inspired significant consumer spending. These dynamics helped boost demand so much so that it outstripped supply, creating upward pressure on rates. In fact, gross income per mile for all loaded miles increased nearly 13 percent from the previous survey to \$55,140.

Graph 7: Per Mile Median Wage, 2015-2023

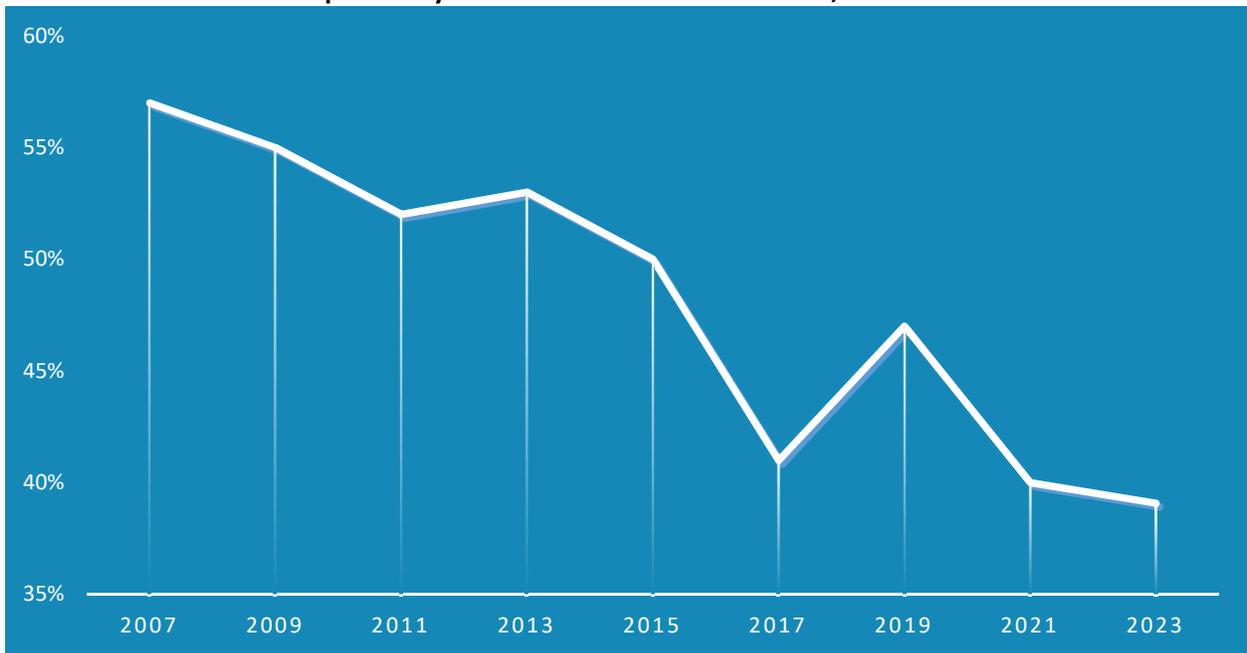
Overall, the average PED member drove 91,900 loaded miles and 11,731 deadhead miles in 2022, representing a 2 percent and 43 percent decrease respectively from 2020. Drivers incurred a majority of these miles in the northcentral and southeast regions of the United States. The typical length of haul was more regional (101 to 500 miles) than it has been in the past, with 40 percent of PED members indicating that they spent 100 nights or less away from home last year. The average PED member has driven 2.5 million miles in their career.

The vast majority of respondents have at least one endorsement on their CDL, with only 11 percent stating that they did not have any endorsement. The three most common endorsements were double/triple trailers (67%), tank vehicle (66%), and hazardous materials (39%). Interestingly, the percentage of drivers that have a hazmat endorsement has continued to decline over the years from 57 percent in 2007 to 39 percent in 2021, which represents a 32 percent decrease. The number one endorsement that PED members plan on renewing is tank vehicle. However, less than half said that their carrier requires them to do so.

Figure 1: Primary Operation by Region



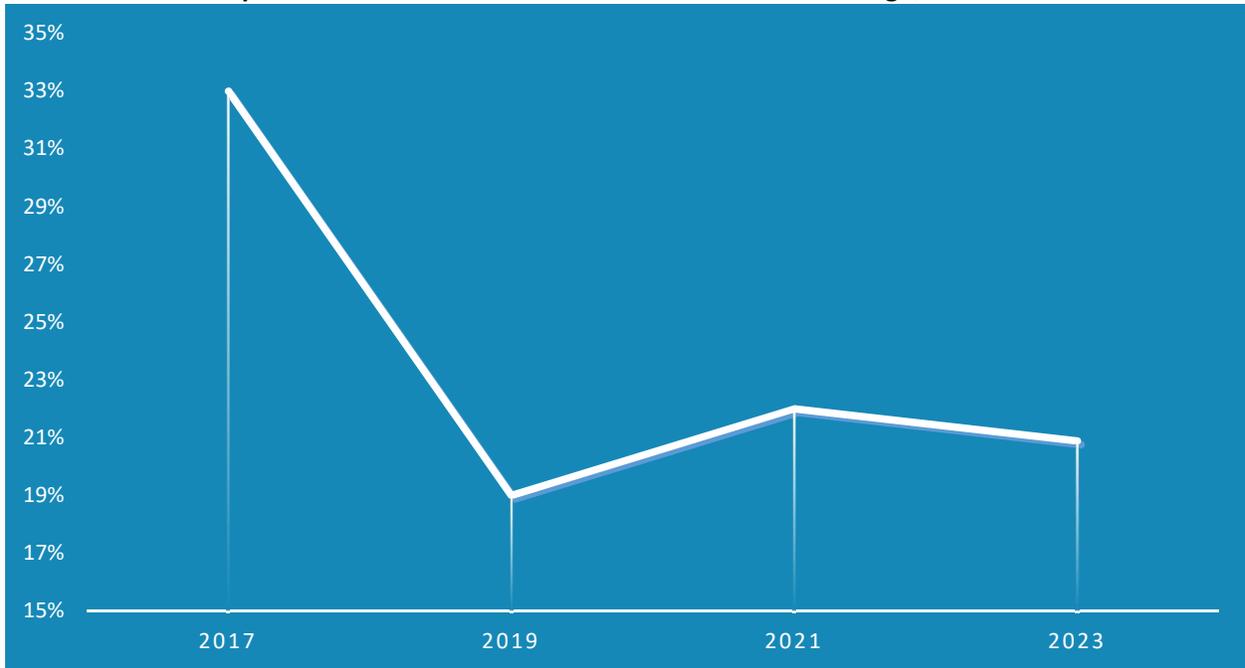
Graph 8: Do you have a Hazmat Endorsement, 2007-2023



3. Medical Issues

Medical insurance coverage for truck drivers has been low historically, but this trend has changed in more recent years, perhaps due the promulgation of the Affordable Care Act (ACA) in 2014. In fact, the percentage of PED members without health insurance decreased 36 percent, from 33 percent in 2017 to 21 percent in 2023. This radical change might be due to the difference in how OOFI administered the last few surveys compared to previous ones, but it also possible that carriers are offering more benefits such as health insurance as a means to recruit and retain drivers.

Graph 9: PED Members without Health Insurance Coverage, 2017-2023



Regardless of the increase of those who have insurance, the overall health of drivers remains a significant concern for OOFI as 58 percent of PED members indicated they take at least one maintenance type prescription, which was a 7 percent increase from the 2021 PED Survey. These prescriptions were primarily for high blood pressure, high cholesterol, and diabetes, which aligns with findings from other research, including the National Institute for Occupational Safety and Health’s (NIOSH) *The National Survey of U.S. Long-Haul Truck Driver Health and Injury*. It is important to note however that despite the common perception that a majority of truck drivers smoke, only 16 percent of PEDs responded that they do so, representing a 51 percent decrease since 2007. While the amount of time drivers spend exercising per week continues to remain around 4 days, the percentage of drivers who exercise regularly jumped from 34 percent to 43 percent since the previous survey.

Graph 10: Prevalence of Smoking among Drivers, 2007-2023



FMCSA and safety advocate groups continue to focus on the issue of obstructive sleep apnea (OSA) due in part to recommendations by the Medical Review Board and the National Transportation Safety Board, as well as through the promulgation of the National Registry of Certified Medical Examiners (NRCME) which has helped to bring OSA further into the spotlight. The NRCME established training and testing requirements for medical professionals who conduct examinations of truck drivers while also requiring truckers to go to said certified medical examiners (CME) in order to receive a valid medical certificate. Among other things, CMEs are trained to look at the height to weight ratio of each individual driver in order to determine a driver's body mass index (BMI), which is a measurement frequently used to gauge a driver's overall health. CMEs also use BMI as a descriptive attribute of OSA even though it fails to take into consideration a person's body composition, age, or gender.¹⁰

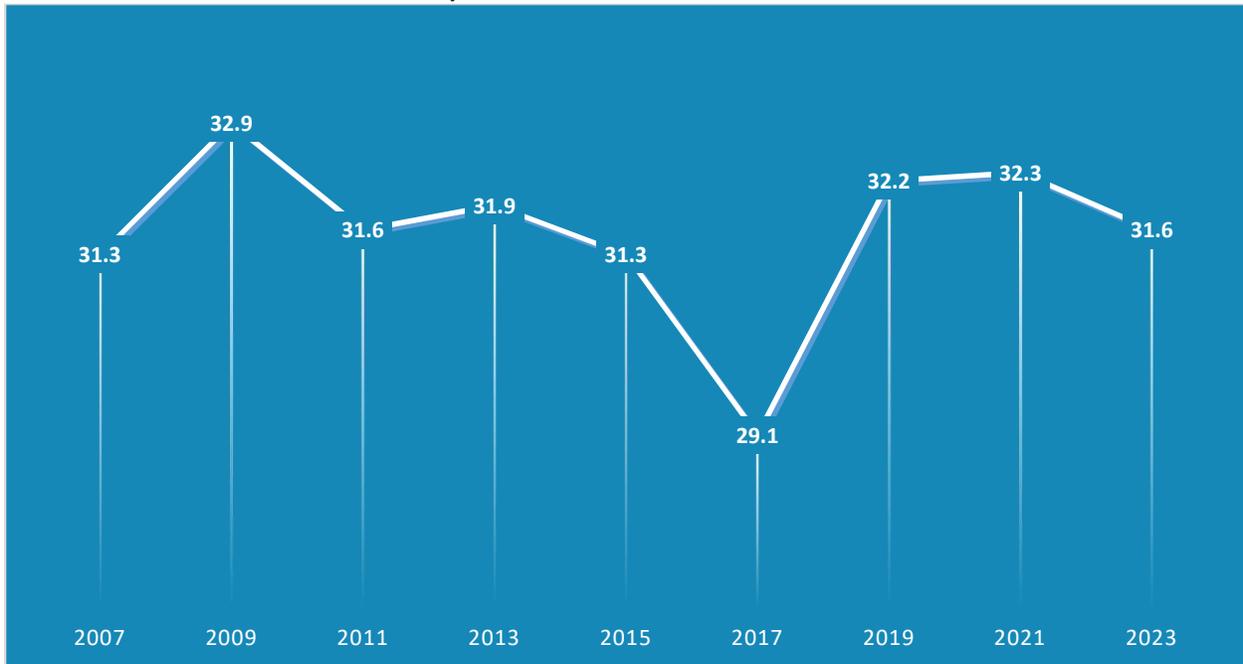
The average PED member stands at 70 inches tall (5'10") and weighs 221 pounds, resulting in a BMI of 31.6, which the Center for Disease Control (CDC) classifies as obese. The CDC estimates that 71.6 percent of all adults aged 20 and over are overweight or obese,¹¹ thus while it appears that drivers are unique to the overweight and obese standards, they are in fact within the normal levels of prevalence. According to the CDC, an individual with a BMI between 18.5 and 25 is considered to be healthy. Nevertheless, a study released by UCLA in 2016 concluded that BMI mislabels approximately 54 million Americans as overweight or obese. The lead author for the study stated, "This should be a final nail in the coffin for BMI. The public is used to hearing 'obesity,' and they mistakenly see it as a death sentence, but obesity is just a number based on BMI, and we think BMI is just a really crude and terrible indicator of someone's

¹⁰ For more information on OSA, read OOFI's white paper entitled *The Truth about Obstructive Sleep Apnea*

¹¹ <https://www.cdc.gov/nchs/fastats/obesity-overweight.htm>

health.¹² The study also found that more than 30 percent of those with a BMI in the “normal” range (18.5-24.9), about 20.7 million people, were actually unhealthy based on their other health data, and more than 2 million people who are considered “very obese” by virtue of having a BMI of 35 or greater were actually healthy.¹³

Graph 11: BMI of Drivers, 2007-2023



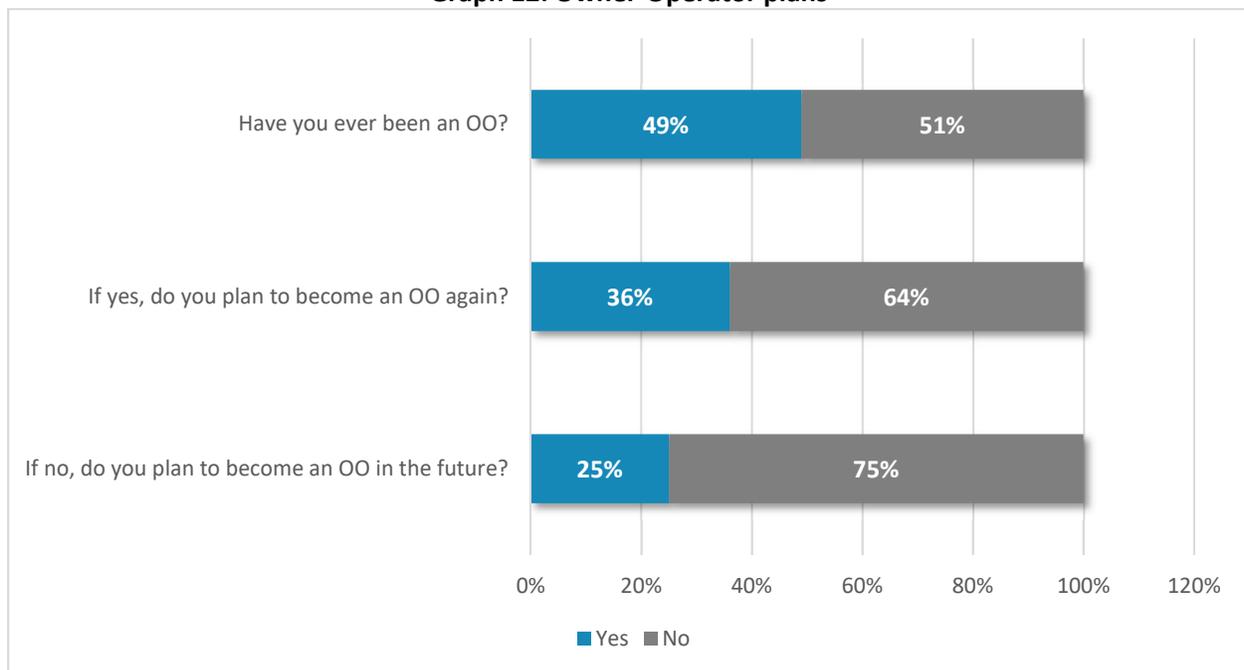
¹² Amina Khan, “BMI mislabels 54 million Americans as ‘overweight’ or ‘obese,’ study says,” *Los Angeles Times* (Feb 4, 2016), <http://www.latimes.com/science/sciencenow/la-sci-sn-bmi-does-not-measure-health-20160204-story.html>

¹³ Stuart Wolpert, “Don’t use BMI to determine whether people are healthy, UCLA-led study says,” *UCLA Newsroom* (Feb 4, 2016), <http://newsroom.ucla.edu/releases/dont-use-body-mass-index-to-determine-whether-people-are-healthy-ucla-led-study-says>

4. Business

Approximately half of all PED members have been an owner-operator at one time during their career with 36 percent planning to become an owner-operator again in the future, representing a 22 percent decrease from 2017. Of those members who indicated that they have never been an owner-operator, 25 percent plan to do so at some point in their career. While this marks a 24 percent decrease from 2017, it seems to be more consistent with other years. For those few who do plan on becoming an owner-operator, 58 percent indicated that they would lease their truck on to another carrier rather than obtain their own authority. Approximately 60 percent plan to do this within the next 12-months. Most of those who do not plan on making that next step cited that this was because they were satisfied with their career path (48%).

Graph 12: Owner-Operator plans

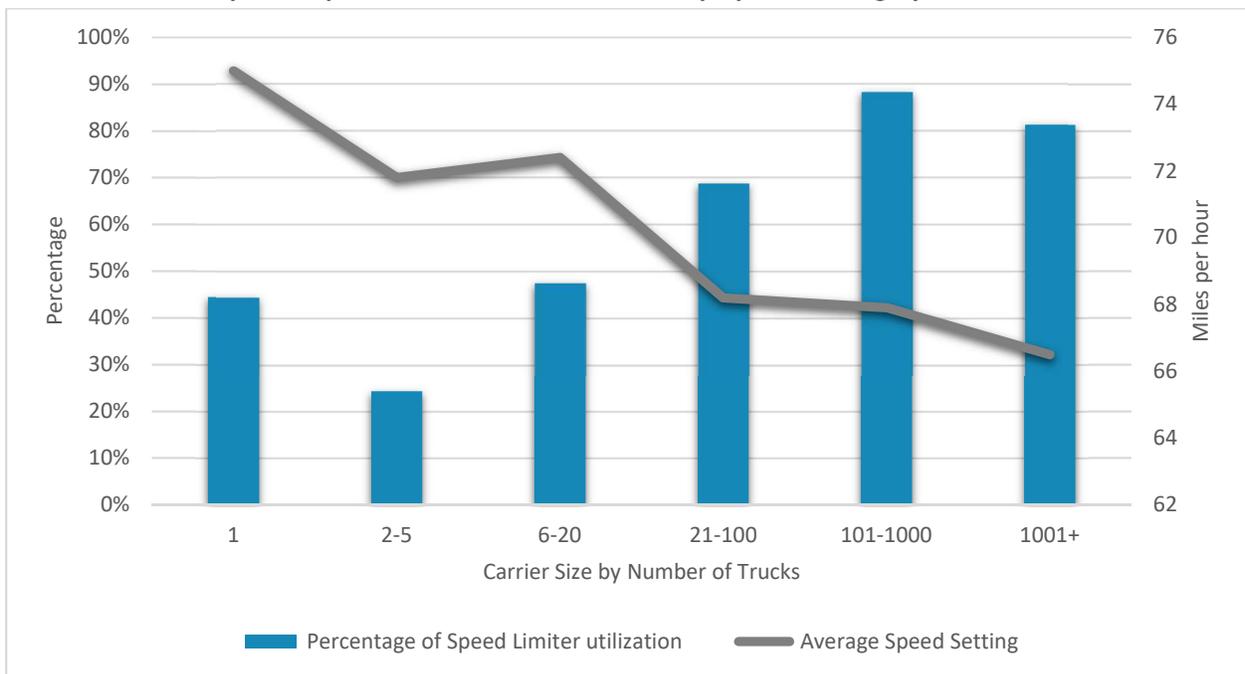


OOFI has offered business education courses to OOIDA members since 2006 in order to help PEDs become owner-operators, as well as to help owner-operators succeed in operating a small business. OOFI has gradually transitioned from webinars, to an online education series, to a YouTube channel over the last several years in order to reach more drivers. OOFI has also created a 3-day in depth training curriculum called Truck to Success that offers step-by-step guidance for PEDs to shift from a company driver, to a leased-on owner-operator, to an owner-operator under their own authority. While a majority of PEDs stated that they had heard of Truck to Success (66%), most were not interested. In comparison, while most participants did not know that OOFI had its own YouTube channel, 94 percent those who did found the videos either very or somewhat helpful.

5. The Truck you Drive

Although OOIDA PED members continue to operate safely, the overall trucking industry has experienced an increase in crashes every year since the implementation of FMCSA's Compliance, Safety and Accountability (CSA) Program in 2010. This concerning trend has, in part, pushed carriers to utilize various technologies, including speed limiters. When asked if the carrier they drive for governs the top speed of their truck by utilizing a speed limiter device, 63 percent of PEDs stated yes. Of those who drive a speed-limited truck, 78 percent drove for motor carriers with 21 trucks or more. While the average top speed setting has consistently been around 69 miles per hour overall, the largest carriers set their speed closer to 65 mph. A majority of drivers specified that speed limiters either reduce safety or have no effect on safety at all.

Graph 13: Speed Limiter Utilization and Top Speed Setting by Carrier Size

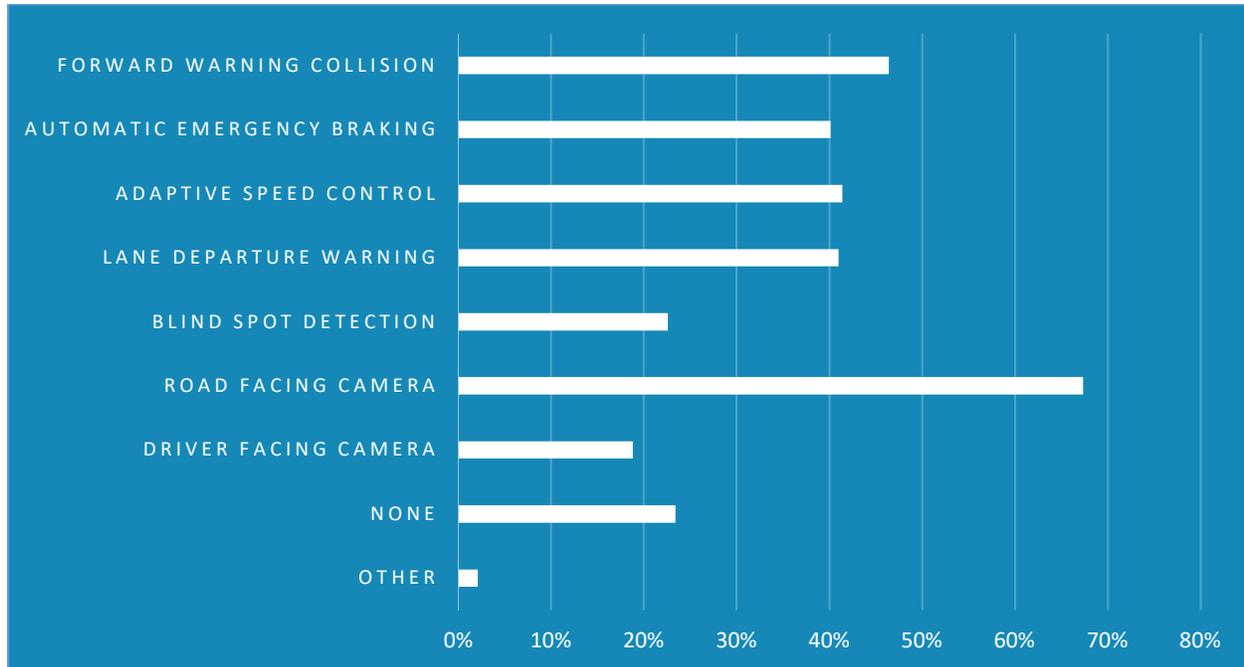


The negative trend in crash statistics has also helped to push developments in automated vehicle technologies and advanced driver assistance systems (ADAS). Although items such as electronic logging devices, forward warning collision, lane departure warning, etc., have been around for years, companies are now starting to couple the technologies together. When asked if their truck was equipped with various ADAS, 67 percent overall stated yes compared to 40 percent in 2019. This was particularly true for those members driving for carriers with more than 20 trucks as 87 percent indicated that they had some form of ADAS compared with 61 percent for those driving for smaller carriers. However, it is important to note that the list of technologies has increased, which could impact the overall results.

Road facing cameras were the most prevalent technology, while driver facing cameras were the least adopted. While very few members believe there are any safety benefits related to speed limiters, 44 percent stated that some of these other technologies do improve safety. In terms of usefulness,

automatic emergency braking and blind spot detection were considered the least helpful, while road facing cameras were considered the most helpful by far.

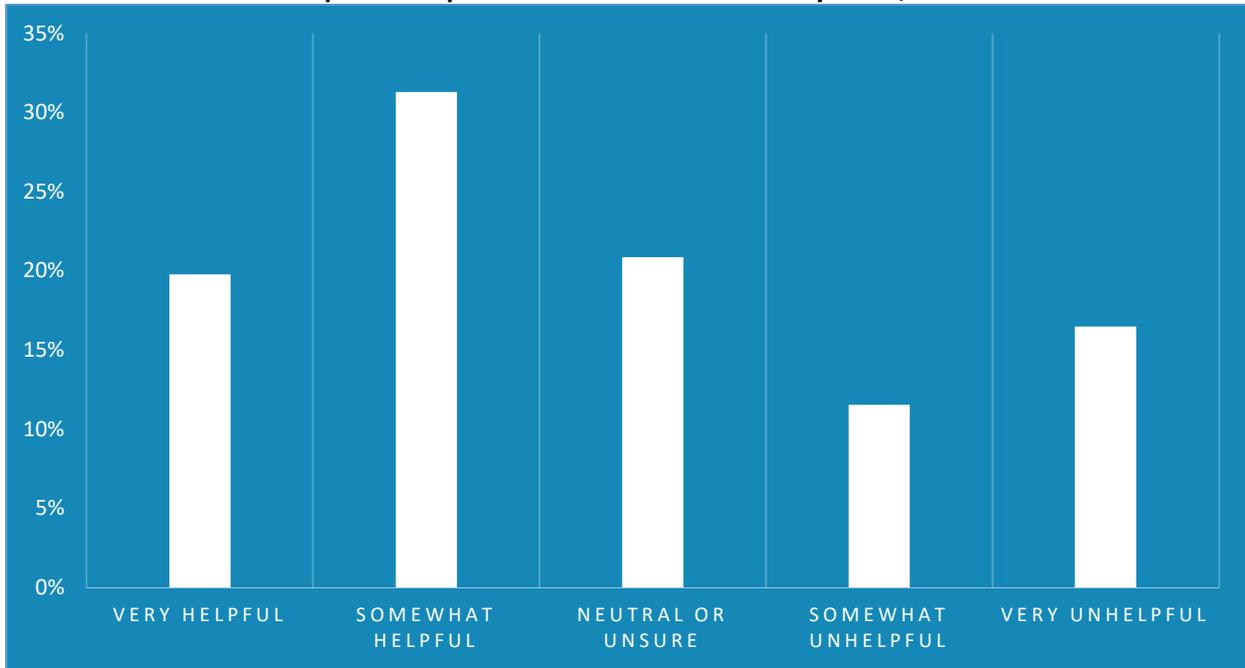
Graph 14: Prevalence of Driver Assistance Systems, 2023



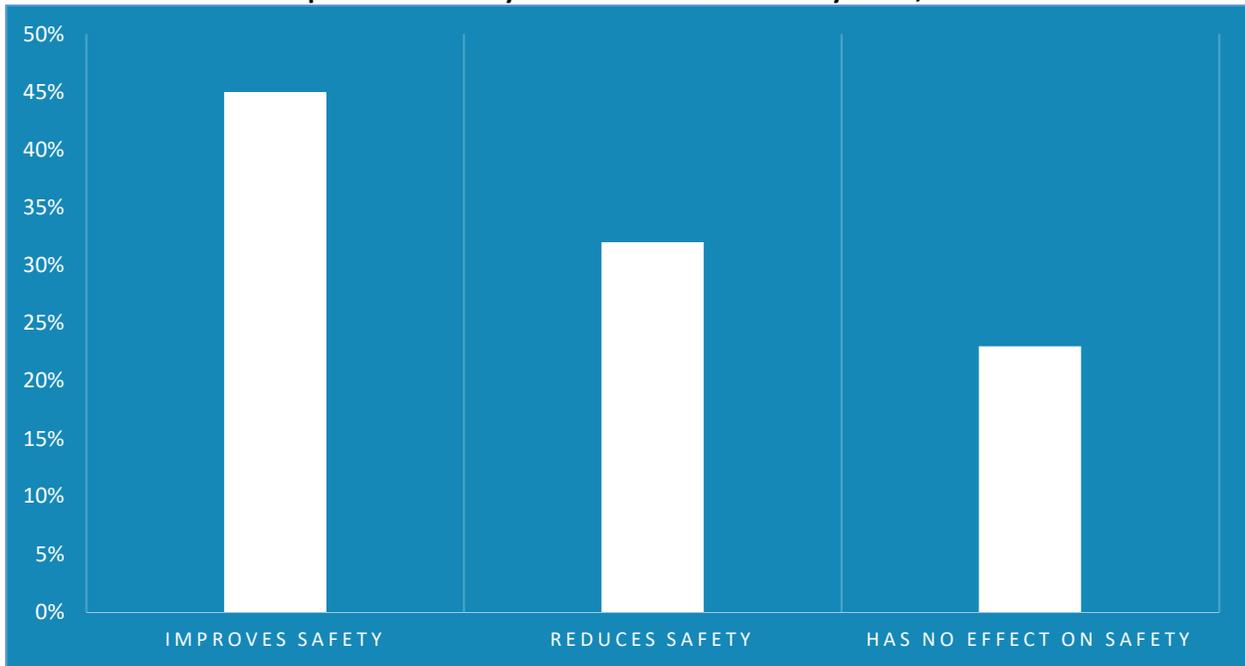
The increase in technology utilization has allowed shippers, receivers, carrier management, and brokers to demand real-time information on freight. In fact, the percentage of PED members who indicated that their carrier requires the tracking of their load increased from 45 percent in 2021 to 55 percent in 2023. The reason for the tracking is mostly because the broker, shipper, or receiver requests them to do so (76%). Moreover, some drivers are still experiencing harassment from their carrier, whether it be to drive when they felt the road conditions were unsafe, or to drive when they felt too tired to do so. When asked if any carrier has ever audited and changed their logs, 19 percent said yes. Though the ELD Final Rule technically allows carriers to edit their drivers' log in certain circumstances, they are required to have the driver sign-off on the changes. However, of those who had their log changed, 24 percent said their carrier did not ask them to sign-off on it while another 9 percent were unsure if their carrier even asked them or not.

The typical PEDs continues to drive a truck with a gross vehicle weight over 33,000 pounds. However, there were some noticeable points concerning the average truck. For example, the truck continues to remain newer, around 6-years old, despite the semiconductor chip shortages that prevented original engine manufacturers from being able to fill new orders. Another notable trend has been the rapid increase in automatic transmissions, which jumped 475% since onset of the PEDMP Survey in 2007, and now surpasses all other transmission types. This too is more prevalent among larger carriers. Of those with automatic transmissions, 82 percent drove for carriers with 21 trucks or more.

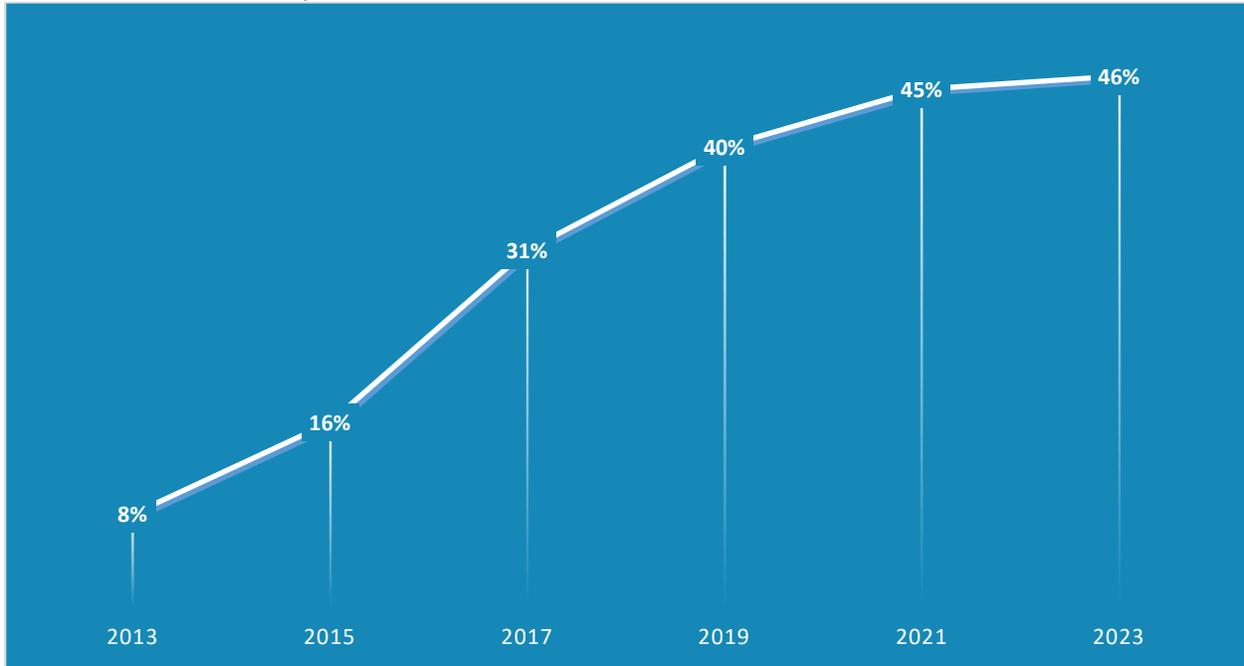
Graph 15: Helpfulness of Driver Assistance Systems, 2023



Graph 16: The Safety of the Driver Assistance Systems, 2023



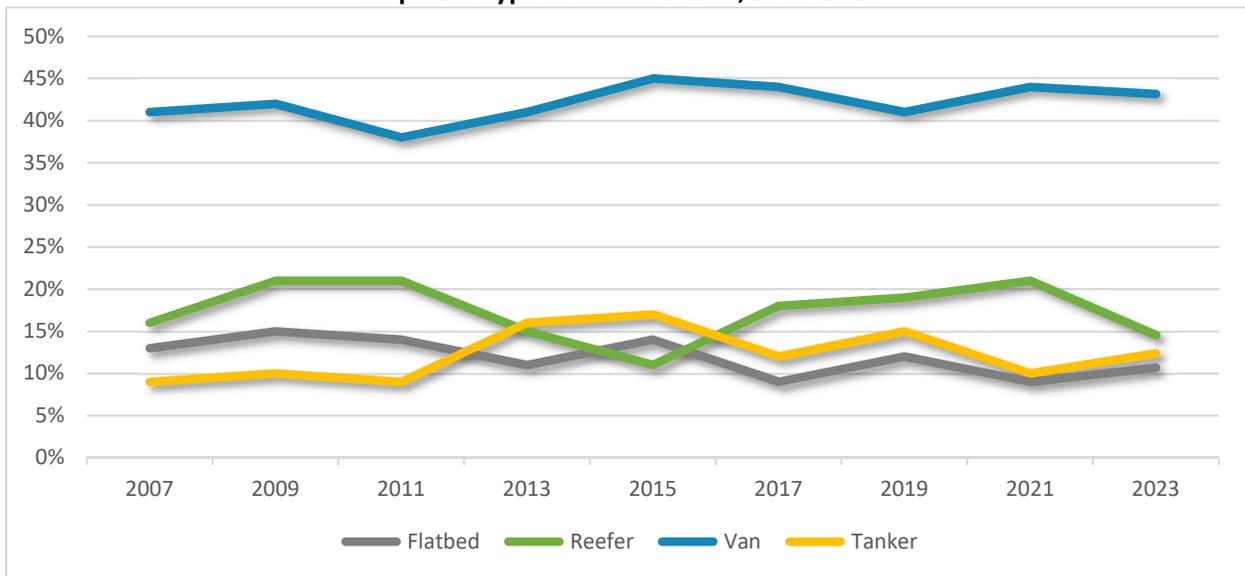
Graph 17: Utilization of Automatic Transmissions, 2013-2023



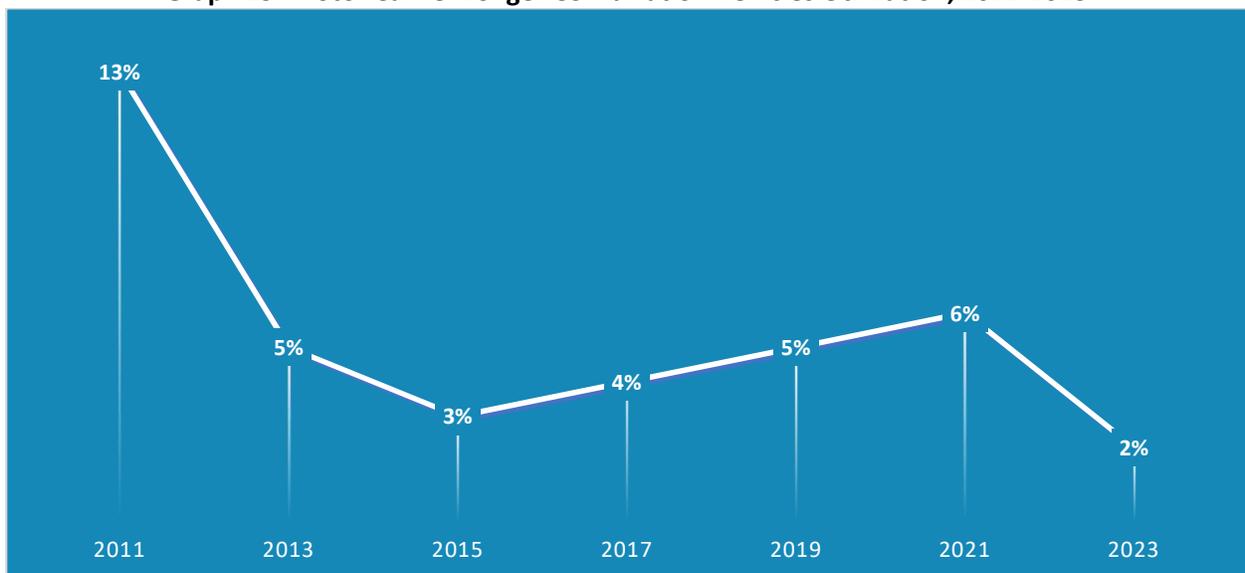
6. The Trailer You Pull

Unlike owner-operators who tend to pull a variety of flatbed configurations, PED members predominately pull dry van, refrigerated, or tanker trailers. Overall, dry van trailers continue to be the primary trailer type, while reefers and tankers often rotate between the number two and three spot. In terms of compensation however, PED members who pull lowboy and flatbed earned the most per mile at \$0.91 per mile and \$0.68, per mile respectively. Remarkably, despite the sustained push from large carriers to increase the truck size and weight limits, very few drivers are actually operating longer combination vehicles.

Graph 18: Type of Trailer Pulled, 2007-2023¹⁴



Graph 19: Motor Carrier Longer Combination Vehicles Utilization, 2011-2023



¹⁴ The graph only contains the top four listed trailers pulled

Survey Results

There are 333 total respondents currently for any one question as of July 31, 2023. The OOIDA Foundation emailed an online survey to 11,428 members who allow for email communication on June 1, 2023 and another 4,400 members on July 1, 2023 for a total of 15,828 members. The Survey had a started/viewed rate of 51.9 percent and a **95 percent** confidence level with a **5 percent** margin of error. The Survey therefore received enough response to be considered statically valid.

The number of respondents per question is in (). Percentage of each answer is given based on the number of respondents marking any one answer; all percentages have been rounded to the nearest whole number.

Personal Information:

1. What is your Gender? (325)
 - a. **Male – 92%**
 - b. Female – 8%

2. What is your ethnic background? (326)
 - a. **Caucasian – 83%**
 - b. African-American – 5%
 - c. Hispanic – 5%
 - d. Asian-American – 0%
 - e. American Indian – 2%
 - f. Mid-Eastern – 0%
 - g. Eastern-European – 2%
 - h. Other – 4%

3. Years of education? (328)
 - a. Less than 12 years – 5%
 - b. **Completed high school – 50%**
 - c. Two years of college – 26%
 - d. Four year degree – 11%
 - e. College hours beyond degree – 9%

4. Are you married? (317)
 - a. **Yes – 63%**
 - b. No – 33%
 - c. Partner – 4%

5. Is your spouse or partner employed outside the home? (210)
 - a. Yes – 46%
 - b. **No – 54%**

6. Would you encourage your children to become a truck driver? (323)
- Yes – 40%
 - No – 60%**

Why? (107)

- The money can be good if you know what you're doing
- Adventure, travel, and freedom
- It's an honest living, hard work, great way of life
- The job will always be needed

Why not? (168)

- The industry is going downhill, too many regulations and politics
- Poor pay, hard life
- No respect, thankless job
- Difficult hours and work schedule, not enough family time
- Unsafe working environment

7. What did you do for a living ***just prior*** to becoming a professional truck driver? (325) (Check only one)
- Construction Worker – 10%
 - Farmer – 6%
 - Military – 14%
 - Mechanic – 7%
 - Factory Worker – 8%
 - Sales – 4%
 - Student – 1%
 - Warehouse – 7%
 - Oil field – 2%
 - None (always been a truck driver) – 11%
 - Other – 30%**
8. At what age do you plan to retire? (303)
- Mean – 69
 - Median – 68
 - Mode – 70
9. What steps have you taken to secure a retirement income? (323 respondents checked 870 answers) (select all that apply)
- Social Security – 79%**
 - IRA (Individual Retirement Account) – 42%

- c. SEP (Simplified Employee Pension) – 4%
- d. 401k Plan – 47%
- e. Mutual Funds – 18%
- f. Savings Account – 48%
- g. None – 9%
- h. Other – 15%

10. Have you served in the military? (329)

- a. **Yes – 35%**
- b. No – 65%

Driving Experience:

11. At what age did you begin professional truck driving? (282)

- a. Mean – 29
- b. Median – 26
- c. Mode – 18

12. How long have you been in the trucking business? (284)

- a. Mean – 29
- b. Median – 30
- c. Mode – 40

13. When selecting a carrier to work for, what are the most important issues you consider? (269)
(1 being the most important and 8 being the least)

- a. Amount of miles – 4.00
- b. Freight rates – 4.27
- c. Type of payment – 3.89
- d. Type of freight – 4.38
- e. Home time – 3.43
- f. Company reputation – 4.12
- g. Company safety record – 4.69
- h. Other – 6.20

14. How long have you been with your present carrier? (269)

- | | |
|--------------------|---------------------------|
| a. 0-1 years – 25% | d. 6-7 years – 8% |
| b. 2-3 years – 20% | e. 8-10 years – 9% |
| c. 4-5 years – 12% | f. 11+ years – 27% |

15. The carrier I work for has: (263)

- | | |
|---------------------|------------------------|
| a. 1 truck – 4% | c. 6-20 trucks – 17% |
| b. 2-5 trucks – 15% | d. 21-100 trucks – 22% |

- a. **Self/Family member – 62%**
 - b. Carrier/Company paid or provided – 19%
 - c. Military/Government – 13%
 - d. Other – 7%
22. Approximately how much did the training program cost you or your employer? (118)
- a. Less than \$1,000 – 11%
 - b. \$1,001-\$3,000 – 28%
 - c. **\$3,001-\$5,000 – 37%**
 - d. More than \$5,001 – 16%
 - e. I don't know – 8%
23. How many DOT reportable accidents have you had in your career? (279) (A DOT reportable accident is one where there was either a fatality, bodily injury in which that person receives immediate medical attention away from the scene of the accident, or at least one of the vehicles involved in the accident had to be towed from the scene.)
- a. Mean – 0.8
 - b. Median – 0.0
 - c. Mode – 0.0
24. How many DOT reportable accidents did you have last year? (281)
- a. Mean – 0.04
 - b. Median – 0.0
 - c. Mode – 0.0
25. How much do you attribute your safety record to driver training? (285)
- a. **Most of it – 34%**
 - b. Some of it – 31%
 - c. A little of it – 16%
 - d. None of it – 19%
26. How are you **primarily** paid for your services? (264) (**Select only one**)
- a. **Per Trip, What is your average trip pay? (21) – 10%**
 - i. Mean – \$913.57
 - ii. Median – \$400
 - iii. Mode – \$3,000
 - b. **Per Mile, What is your per mile pay? (99) – 40%**
 - i. Mean – \$0.65
 - ii. Median – \$0.60
 - iii. Mode – \$0.60
 - c. **Hourly, What is your hourly rate of pay? (48) – 19%**

- i. Mean – \$27.66
 - ii. Median – \$28.90
 - iii. Mode – \$30.00
 - d. **Percentage**, What is the percentage of the load? (47) – 19%
 - i. Mean – 44.7%
 - ii. Median – 30%
 - iii. Mode – 30%
 - e. By **volume or weight**, What is your average pay? – 0%
 - f. **Salary**, What is your annual salary? (21) – 8%
 - i. Mean – \$81,190
 - ii. Median – \$85,000
 - iii. Mode – \$85,000
 - g. Other – 4%
27. What is the **primary** freight that you haul? (258) (Check only one)
- a. General freight – 34%**
 - b. Refrigerated – 12%
 - c. Agriculture non-refrigerated – 5%
 - d. Building materials – 4%
 - e. Aggregate (concrete, gravel, sand, etc.) – 3%
 - f. Steel – 2%
 - g. Livestock – 1%
 - h. Automotive – 7%
 - i. Hopper – 0%
 - j. Intermodal containers – 1%
 - k. Hazmat/liquid/chemicals/fuel – 14%
 - l. Oversize/overweight – 2%
 - m. Other – 14%
28. What best describes your carrier’s business model: (250 respondents selected 305 answers)(select all that apply)
- a. Less than truck load (LTL) – 24%
 - b. Truck load (TL) – 74%**
 - c. Power only – 5%
 - d. Intermodal – 4%
 - e. Other – 8%
29. What percentage of your carrier’s operations are drop and hook? (252)
- a. Mean – 31%**
 - b. Median – 10%
 - c. Mode – 0%

30. Do you run: (257)
- a. **Solo – 93%**
 - b. Team – 7%
31. How many ***loaded miles*** did ***you*** drive last year? (218)
- a. Mean – 91,900
 - b. Median – 80,000
 - c. Mode – 100,000
32. How many ***deadhead miles*** did ***you*** run last year? (180)
- a. Mean – 11,731
 - b. Median – 6,460
 - c. Mode – NA
33. How many miles have you driven in your career? (222)
- a. Mean – 2,517,730
 - b. Median – 2,400,000
 - c. Mode – 2,000,000
34. What's the average length of haul on a load? (253)
- a. Less than 100 miles – 10%
 - b. **101-500 miles – 37%**
 - c. 501-1,000 miles – 30%
 - d. 1,001+ miles – 23%
35. How many nights were you away from home last year? (238)
- a. **Not away at night – 22%**
 - b. Less than 50 – 13%
 - c. 51 to 100 – 5%
 - d. 101 to 150 – 11%
 - e. 151 to 200 – 11%
 - f. 201 to 250 – 16%
 - g. 251 to 300 – 14%
 - h. 301+ – 8%
36. Do you ***primarily*** haul in: (256 respondents checked 624 answers) (***select all that apply***)
- a. Northwest (AK, ID, MT, NE, ND, OR, SD, WA, WY) – 32%
 - b. Southwest (AZ, CA, CO, HI, NM, NV, UT) – 30%
 - c. **North central (IL, IN, IA, KY, MI, MN, OH, WI) – 57%**
 - d. South central (AR, KS, LA, MS, MO, OK, TX) – 44%

- e. Northeast (CT, DE, ME, MA, NH, NJ, NY, PA, RI, VT) – 34%
 - f. Southeast (AL, FL, GA, MD, NC, SC, TN, VA, WV) – 48%
37. Do you have one or more of the following endorsements? (261 respondents checked 665 answers) (Select all that apply)
- a. Double/Triple Trailers – 67%**
 - b. Passenger – 21%
 - c. Tank vehicle – 66%
 - d. Hazardous Materials – 39%
 - e. Combination of tank vehicle and hazardous material – 43%
 - f. School bus – 6%
 - g. None – 11%
38. If yes, which endorsement(s) will you choose to renew when your present endorsement(s) expires? (230 respondents checked 522 answers) (Select all that apply)
- a. Double/Triple Trailers – 61%
 - b. Passenger – 15%
 - c. Tank vehicle – 62%**
 - d. Hazardous Materials – 37%
 - e. Combination of tank vehicle and hazardous material – 38%
 - f. School bus – 3%
 - g. None – 11%
39. Is the endorsement required by your carrier? (231)
- a. Yes – 48%
 - b. No – 52%**

Medical Issues:

40. Do you have health insurance? (249)
- a. Yes – 79%**
 - b. No – 21%
41. If yes, how much is your monthly premium for your health insurance plan? (174)
- a. Mean – \$261.16
 - b. Median – \$194.00
 - c. Mode – NA

42. Do you take any maintenance type prescriptions? (248)
- a. **Yes – 58%**
 - b. No – 42%
43. If yes, do you take prescriptions for: (136 respondents checked 299 answers) (check all that apply)
- a. **High blood pressure – 71%**
 - b. Heart – 15%
 - c. Diabetes – 31%
 - d. Pain – 6%
 - e. Cholesterol – 57%
 - f. Thyroid – 10%
 - g. Anxiety – 8%
 - h. Depression – 7%
 - i. Other – 10%
44. Do you smoke? (250)
- a. Yes – 16%
 - b. **No – 84%**
45. Do you work out, or exercise regularly? (250)
- a. Yes – 43%
 - b. **No – 57%**
46. If yes, how many days per week do you exercise? (105)
- a. Mean – 4
 - b. Median – 4
 - c. Mode – 5
47. What is your height? (234)
- a. Mean – 70
 - b. Median – 71
 - c. Mode – 72
48. What is your weight? (233)
- a. Mean – 221
 - b. Median – 215
 - c. Mode – 240

BMI – 31.6

Business:

49. Have you ever been an owner-operator? (245)
- a. Yes – 49%
 - b. No – 51%**
50. Do you plan on becoming an owner-operator again? (118)
- a. Yes – 36%
 - b. No – 64%**
- Do you plan on becoming an owner-operator? (122)
- a. Yes – 25%
 - b. No – 75%**
51. If you plan on becoming an owner-operator, do you plan to do so within the next: (67)
- a. Three months – 27%
 - b. Six months – 9%
 - c. Year – 27%
 - d. More than a year – 22%
 - e. Not sure – 15%
52. If you plan on becoming an owner-operator, do you plan to obtain your own authority or to lease-on to another carrier? (71)
- a. Own authority – 28%
 - b. Leased-on – 58%**
 - c. Not sure – 14%
53. If you do not plan on becoming an owner-operator, is it because: (162)
- a. I am satisfied with my career path – 48%**
 - b. Not sure how to move forward to become an owner-operator – 1%
 - c. It is too risky to make the switch – 25%
 - d. Other – 25%
54. Have you heard of the OOIDA Foundation’s Truck to Success Seminar, which is designed to guide you from a company driver to a leased-on owner-operator, and/or to an owner-operator under their own authority? (244)
- a. Yes – 66%**
 - b. No – 34%
55. If yes, did you hear about the Seminar through: (158 respondents checked 212 answers)
- a. Land Line Now – 42%
 - b. Land Line Magazine – 66%**
 - c. YouTube – 4%

- d. A friend – 4%
- e. OOIDA representative – 11%
- f. Other – 4%
56. If yes, how interested are you in enrolling in the Seminar? (158)
- Very interested – 8%
 - Somewhat interested – 11%
 - Neutral – 31%
 - Somewhat uninterested – 9%
 - Very uninterested – 41%**
57. If no, would you be interested in learning more about the Seminar? (84)
- Yes – 37%
 - No – 63%**
58. If you were to attend the Seminar, would you prefer it to be: (213)
- Live in person – 41%
 - Live online – 11%
 - Recorded so you could watch it later – 48%**
59. Do you visit our OOIDA Business Education YouTube Channel? (247)
- Yes – 6%
 - No – 47%**
 - Didn't know there was one – 46%
60. If yes, how helpful did you find the videos? (16)
- Very helpful – 44%
 - Somewhat helpful – 50%**
 - Neutral – 6%
 - Somewhat unhelpful – 0%
 - Very unhelpful – 0%
61. What educational classes or videos would you like to see the OOIDA Foundation make? (79)
- Inspection/pre-trip procedure and what to look for. Things like the proper way to test the ABS system and detect a problem. What to listen and look for on your rig. Specing trucks for fuel economy.
 - Defensive driving, the dangers of car drivers, fuel economy.
 - How to work directly with shippers without using brokers
 - Personal conveyance
 - Every newbie on the road needs to know about trucker road language, common courtesy of the road for truck drivers.

- Cooking on the road, dietary, mental health, etc.
- Safety technology

The Truck You Drive:

62. Does your carrier govern the top speed of the trucks by using a speed limiter control? (245)
- Yes – 63%**
 - No – 37%
63. If your carrier does use a speed limiter control, what is the top speed setting? (152)
- Mean – 69
 - Median – 68
 - Mode – 65
64. If your carrier does use a speed limiter control, do you feel that it: (153)
- Improves safety – 19%
 - Reduces safety – 37%
 - Has no effect on safety – 44%**
65. Is your truck equipped with: (239 respondents checked 728 answers) (select all that apply)
- Forward warning collision – 46%
 - Automatic emergency braking – 40%
 - Adaptive speed control – 41%
 - Lane departure warning – 41%
 - Blind spot detection – 23%
 - Road facing camera – 67%**
 - Driver facing camera – 19%
 - None – 23%
 - Other – 2%
66. In your professional opinion, how helpful is this equipment to you as the driver? (182)
- Very helpful – 20%
 - Somewhat helpful – 31%**
 - Neutral or unsure – 21%
 - Somewhat unhelpful – 12%
 - Very unhelpful – 16%
67. Do you feel that these technologies: (176)
- Improve safety – 44%**
 - Reduce safety – 23%
 - Have no effect on safety – 33%

68. Does the carrier you driver for require the loads that you haul to be tracked? (243)
- a. **Yes – 55%**
 - b. No – 33%
 - c. Not sure – 12%
69. If yes, is this at the request of the broker, shipper, or receiver? (131)
- a. **Yes – 76%**
 - b. No – 24%
70. Has any carrier you've driven for, ever audited and changed your logs (i.e. mark loading/unloading times as off-duty)? (243)
- a. Yes – 19%
 - b. **No – 81%**
71. If yes, did your carrier ask you to sign off on it? (46)
- a. **Yes – 67%**
 - b. No – 24%
 - c. I do not know – 9%
72. Has your carrier ever contacted you to find out why your truck wasn't moving? (243)
- a. Yes – 30%
 - b. **No – 70%**
73. Has your carrier ever asked you to drive when you felt that the road conditions were not safe, or when you felt too tired to drive? (243)
- a. Yes – 17%
 - b. **No – 83%**
74. Has your carrier ever interrupted your off-duty time with a message at an inappropriate time? (243)
- a. Yes – 29%
 - b. **No – 71%**
75. The GVW of my truck is: (232)
- a. Less than 19,500 lbs. – 0%
 - b. 19,501 to 26,000 lbs. – 1%
 - c. 26,001 to 33,000 lbs. – 4%
 - d. **33,001 and greater – 94%**
76. What is the model year of the truck you drive? (218)
- a. Mean – 2017

- b. Median – 2019
 - c. Mode – 2019
77. How many miles has the truck been driven since it was manufactured? (211)
- a. Mean – 480,023
 - b. Median – 370,000
 - c. Mode – 400,000
78. What is the transmission in the truck you drive? (234)
- a. 6 speed – 0%
 - b. 9 speed – 1%
 - c. 10 speed – 16%
 - d. 13 Speed – 21%
 - e. 15 speed – 1%
 - f. 18 speed – 12%
 - g. Automatic or Partial – 46%**
 - h. Other – 3%

The Trailer You Pull:

79. What **primary** type of trailer do you pull? (234) (check only one)
- a. Flatbed (all configurations including lowboy and RGN) – 11%
 - b. Reefer – 15%
 - c. Van – 43%**
 - d. Grain – 2%
 - e. Dump – 2%
 - f. Tanker (including pneumatic trailer) – 12%
 - g. Livestock – 0%
 - h. Lowboy – 3%
 - i. Auto hauler – 3%
 - j. Containers – 3%
 - k. Other – 6%
80. Are you currently driving a longer combination vehicle? (i.e. Rocky Mountain Double, Turnpike Double) (240)
- a. Yes – 2%
 - b. No – 98%**