



Attempts to Hire More Veterans and Women are Mixed

TULSA, OK – July 26, 2018 -- Driver iQ, provider of comprehensive and reliable background screening and driver monitoring services to the trucking industry, today announced that carriers taking part in its Q2 2018 Recruitment & Retention Survey are experiencing mixed results in hiring returning veterans and women.

“Over the last five years, recruiters and consultants have long recognized that the industry needs to find a larger pool for recruiting drivers. Among the groups that have been identified have been returning veterans and women,” said Lana Batts, co-president of Driver iQ. “Our most recent survey attempted to measure to how successful the industry has been and what programs have worked the best. Unfortunately, the results have been somewhat mixed.”

According to the Driver iQ’s Q2 Trends in Truckload Recruiting and Retention survey, 30% of the fleets responding indicated that veterans made up 11-25% of their driver population. Yet, an equal number of recruiters indicated that they were unsure of the percentage. Forty-five percent (45%) of the carriers indicated that women made up less than 5% of the workforce, with 22% of the respondents unsure what percent of their workforce are women.

Among the details in the survey are the following:

Veterans

- Twenty-five percent (25%) of the respondents indicated that that the number of veterans was about the same as it was five years ago.
- Thirty-eight percent of those surveyed indicated that they had no programs aimed at recruiting veterans.
- For those that had programs, 20% indicated the programs had somewhat successful with another 20% indicating they were unsure.

Women

- Forty-five percent (45%) of the respondents indicated that the number of female drivers had increased over the last five years.
- Thirty-five percent (35%) of those surveyed indicated that they had no programs aimed at recruiting female drivers.
- For those that did have programs, the most common program was to offer female trainers for women.

“We were surprised by the large number of respondents who were unsure about if their recruiting programs aimed at veterans and women were successful or not. This may indicate that carriers are implementing so many new recruiting programs at the same time that cannot quantify the effectiveness of just one program,” said Lana Batts.

The Q2 Trends in Truckload Recruitment and Retention Survey from Driver iQ is the fourth in a planned series of quarterly surveys designed to better understand and

measure recruiting and retention experiences and expectations in the truckload sector. The results of the survey are coupled with observations of Driver iQ personnel engaged in the background screening industry. The survey represents the views of recruitment managers who operate over 75,000 trucks and the majority of the responses came from dry van carriers with over \$100 million in gross operating revenues.

About Driver iQ

Driver iQ is the transportation division of Cisive, a worldwide leader in HR technology and background screening. Based in Tulsa, Oklahoma, the company provides comprehensive, reliable background screening and driver monitoring services designed specifically for the trucking industry. Driver iQ's extensive service offering grants carrier customers access to employment verification, criminal record searches, ongoing driving record monitoring and storage. With a fully FCRA (Fair Credit Reporting Act) accredited team of investigative management experts, Driver iQ delivers the most accurate, up to date and actionable information available. For more information, visit www.DriveriQ.com.

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