

SHIELD

a quarterly publication from Protective Insurance

**Delivering motivation & advice for
female drivers**

**Critical issues in the trucking
industry - 2021**

**Women In Trucking Association
names 2021 top companies
for women to work for in
transportation**

**WINTER
WEATHER
SAFETY**



WINTER 2022





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NEWS & NOTES

New partners join the Protective Marketplace

The Protective Marketplace, your source for safety-related technology and services, continues to grow. New categories of services - and new partners within those categories - have recently joined the platform.

COLD CHAIN



Didcom Temperature Monitoring: Cold chain temperature monitoring solution to ensure your fleet stays in compliance with FSMA regulations and best practices.

MVR MONITORING



Embark Safety MVR Monitoring: Instant access to Motor Vehicle Records (MVR) across all states, using a system that decodes all DMV violation codes, and standardizes MVR formatting.

HR & PAYROLL



Paychex: Award-winning HR & payroll services with integrated technology to help in your efforts to stay compliant and in control of your HR infrastructure.

Protective insureds have exclusive access to the Marketplace along with preferred pricing.

Visit the Protective Marketplace at marketplace.protectiveinsurance.com.

A message from Mike Miller, Business Leader, Protective Insurance

In the summer of 2021, the purchase of Protective Insurance by Progressive was finalized. Protective, now a wholly owned subsidiary of Progressive, is delighted to welcome Mike Miller to the team. Mike joins us after 30 years at Progressive, most recently as Commercial Lines Business Leader.

At the first of the year, I moved to a new role and a new city with Protective Insurance. After working for 30 years in the commercial auto and transportation space, I am looking forward to learning about a whole new segment of this complex marketplace from the experts. Being able to help take Protective to new levels by leveraging elements of Progressive’s data and technology and applying them to an exceptional roadmap already in place, is both a challenge and a privilege.

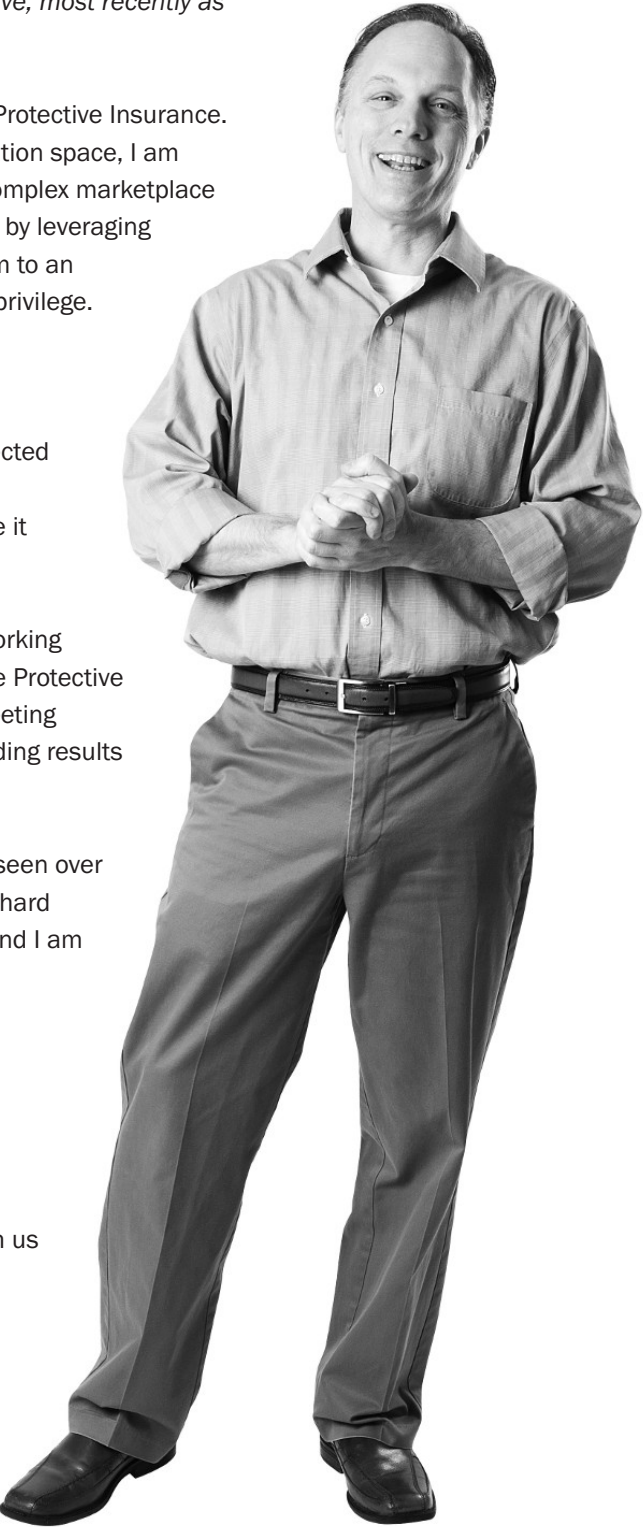
During the last quarter of 2021, I was able to meet a number of Protective employees, customers and brokers, and had the opportunity to attend the annual Claims & Safety Seminar. I expected people, expertise and strong relationships to be strengths of Protective, and my interactions during this transition period made it immediately clear my expectations would be exceeded.

I know that relationships are also a key part of why people like working with Protective, and I am thankful to be surrounded by the people Protective customers have been working with for years. I look forward to meeting everyone as we enter 2022 and work together to deliver outstanding results and service.

It is a time to celebrate the incredible turnaround Protective has seen over the past few years, and recognize the people who have done the hard work and who have created an excellent plan for future growth; and I am excited about contributing to that plan.

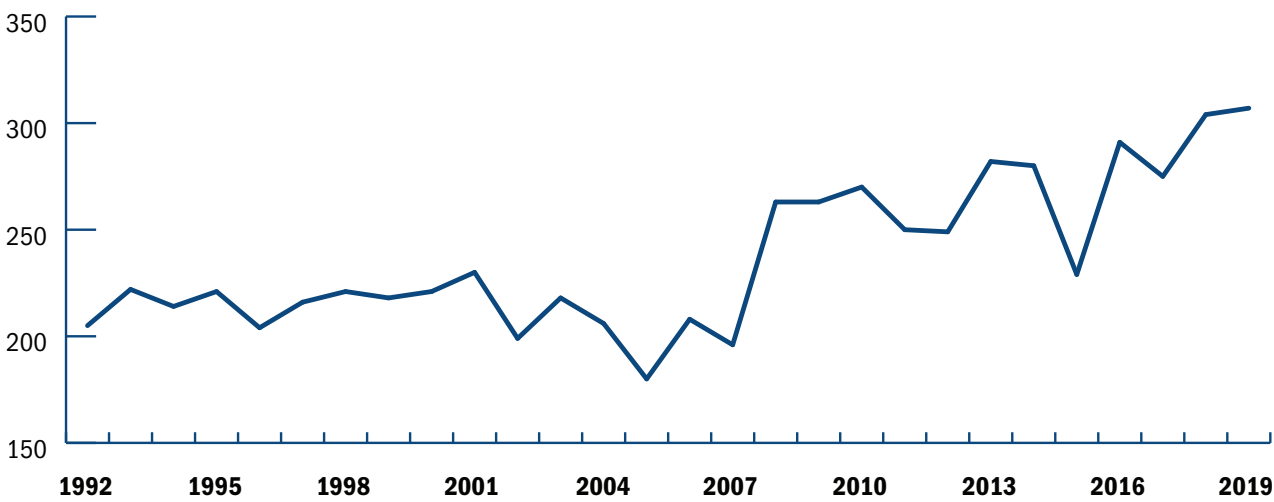
No conversation these days would be complete without gratitude towards the people who have kept our industry, our company, and our country going these past couple of years. We have all seen enormous change, and as we transition to Protective as a Progressive company, one thing that won’t change is the level of service and commitment we offer you. Thank you for sticking with us through it all.

We all have our favorite quote about change, but I think this from Ken Hakuta offers a great perspective. *“People will try to tell you that all the great opportunities have been snapped up. In reality, the world changes every second, blowing new opportunities in all directions, including yours.”*



OSHA OVERVIEW

Workplace suicides continued to rise in 2019



Source: U.S. Bureau of Labor Statistics

Every fall, mental health organizations and people across the United States raise awareness for suicide prevention. According to the U.S. Bureau of Labor Statistics Census of Fatal Occupational Injuries, there were 307 workplace fatalities by suicide in 2019. This is the highest level on record. Workplace suicides increased by one percent from 2018 and by 34.1 percent from the 10-year low in 2015.

The top 13 detailed occupations in which worker suicides were most prevalent accounted for 39.4 percent (121 cases) of all workplace suicides in 2019.

Occupation	Workplace Suicides
Heavy & tractor-trailer drivers	24
First-line supervisors of retail sales workers	20
Military-specific occupations	17
Farmers, ranchers and other agricultural managers	13
First-line supervisors of mechanics, installers and repairs	9
Construction laborers	7
Maintenance & repair workers, general	6
Food service managers	5
First-line supervisors of food preparation and serving workers	4
Electricians	4
First-line supervisors of non-retail sales workers	4
Chief executives	4
Police and sheriff's patrol officers	4

Mental health can be hard to quantify. Truck drivers are often reluctant to discuss their mental health for several reasons including fear of losing their jobs, or medical certifications. There can also be a social stigma around asking for help. According to a recent study, this especially effects men, who make up about 80% of truck drivers in America.

Some drivers may not realize they are experiencing a mental health issue. The most common types of mental health issues that go unnoticed are:

- Depression
- Anxiety disorders
- Sleep deprivation
- Bipolar disorder

Each disorder has the opportunity to create additional stress and pressure on a driver who already experiences extensive demands from his or her career. Long-haul truckers spend a substantial amount of time on the road, making it difficult to schedule appointments and pursue medical advice.

Drivers also experience post-traumatic stress disorder (PTSD) after witnessing horrific accidents and collisions on the road. These incidents, mixed with the inevitable loneliness of truck driving, can certainly create distress in a driver's day-to-day life.

Employers should encourage drivers to express their difficulties, seek medical advice and communicate any issues. Employers with established support programs for their drivers will be more successful at retaining associates and improving morale.

Source: psychologytoday.com

Weaver strives to show trucking's true colors

Nikki Weaver takes the road by storm to spread the positive word about the trucking industry and the importance of safety.

By Catharine Conway | Digital Editor | FleetOwner

Nikki Weaver, a professional driver for FedEx Freight, has made headlines in 2021 as she became the Women in Trucking Association's 2021 Driver of the Year. But her start in trucking began while she was in college.

"In college, I was feeling antsy, like I wasn't sure where I was supposed to be," Weaver explained. "I was paying for school myself, and the thought of getting more into student debt made me feel like I wasn't going in the direction I was supposed to be. So when a friend had suggested to me that I should consider getting into driving a truck, I realized I had never thought of that before. I always loved driving, but I didn't know at the time that driving a big rig is something that women did."

Throughout her time in the industry, Weaver's been on a mission to show trucking's true colors: a positive community that possesses a wealth of opportunities.

"I felt inclined to have a more visible role as a driver because I felt like drivers aren't necessarily well understood," Weaver said. "I felt inspired to try to explain to people a little bit about what we do, who we are, and what our lives are like in and out of the cab. To put a human behind the wheel."

In 2019, Weaver was named an America's Road Team Captain. Through that position, she's done a variety of advocacy work on behalf of the industry.

"Over the years, I've done events for organizations such as Share the Road and Truckers Against Trafficking," Weaver said. "I've spoken to college students, commercial driver's license (CDL) graduates, and also worked with the Pennsylvania State Police talking to their new cadets. That's a really fun experience. I've been in the Harrisburg holiday parade with the FedEx Cares team and traveled to different trucking shows, just to continue promoting the industry."

The reaction to all of these speaking engagements? "It's always overwhelmingly positive," Weaver explained. "It's rewarding for me because speaking to these young people, you can see a kind of sparkle in their eyes; they're warm, curious, and excited about a topic they might not feel very familiar with yet. It's fun to get them familiarized with the industry, and the cadets always seem very impressed with the level of professionalism that we bring to our job."

With more than two million accident-free miles and zero moving violations, Weaver's dedication to safety is prevalent in all aspects of her life.

"While safety is absolutely the most important aspect of my job, it's not just when I'm on the road itself," Weaver explained. "It starts before I end up at work. It's having a healthy lifestyle, getting enough

sleep, eating the right foods, keeping my body and my mind in a place where I can perform the job adequately. Things happen very quickly on the road, and when mistakes are made, it's important to know exactly what to do."

According to Weaver, one of the most important aspects of safety is pre- and post-tripping equipment.

"Pre- and post-tripping is a prime example of how safety isn't just driving safe in trucking," Weaver stated. "As professional drivers, we are not just looking out for ourselves, we're looking out for everyone around us on the road."

With all of the attention Weaver has received over the last three years, her 11-year-old son is starting to see her as a celebrity in the trucking industry.

"When my son was younger, I don't think he had much awareness about my job," Weaver noted. "But now, he thinks that what I do is awesome. I keep having to remind him that I'm not a celebrity, I'm a truck driver."

When Weaver is on the road, speaking to industry hopefuls, her biggest advice is to do tons and tons of research.

"Do the research and figure out where they would like their career to take them," Weaver said. "Learn the basics of the job, acquire your CDL, find out what skills you need to do the job you want to do. There are an overwhelming amount of opportunities in the industry, so it's important to gain those skills and start building your resume."

"There are opportunities for everyone," Weaver concluded. "You can live on the road and take the ultimate adventure, not knowing what city you're going to be in. Or you can do something dedicated, or something regional, or something local and be home with your family every night. Or if you have the entrepreneurial drive and want to become an owner-operator, you can be your own boss. Do the research and pick your path."





Winter Weather Safety

Winter Weather Driving

When driving in winter weather conditions, use these safety tips.

BE PREPARED BEFORE WINTER STORMS STRIKE:

- Review weather reports for the latest storm watches, warnings and advisories.
- Get proper rest before and during every trip.
- Dress appropriately for the weather.
- Winterize your vehicle before the winter season.
- Perform a thorough pre-trip inspection, including the heater and defroster, before starting your trip and make all necessary repairs.

DRIVE WISELY AND CAUTIOUSLY:

- Stay alert. Slightly open a window to provide fresh air.
- Slow down and never drive faster than your vehicle has the ability to stop and maneuver in a controlled manner.
- Turn off the cruise control so you are in control of your vehicle.
- Keep at least an eight-second following distance to allow more time to stop and maneuver.
- Never overestimate your vehicle's ability to perform beyond its safety limitations or traction capability, or your driving ability. Also consider how your load affects safe handling.
- Drive defensively and look further down the road to anticipate emergencies.
- Avoid sudden turns, stops or accelerations.
- Be prepared for other motorists' erratic and uncontrolled driving.
- Give snowplows and other road equipment plenty of room.
- Watch for ice and black ice, especially on bridges, overpasses and parking lots.
- Do not pass on or near a bridge or overpass.
- Use extra caution on hills and be prepared to stop. Traffic may be backed up on the other side and the road may be slick.
- Do not take any unnecessary chances. If conditions are too dangerous to drive, pull off the road at the first safe location.

PLAN FOR SURVIVAL:

- Make sure your load is distributed evenly to maintain vehicle stability.
- Plan a primary and alternate travel route and advise dispatch.
- Carry a winter storm survival kit.
- If you become stranded, stay with your vehicle, turn on your hazard lights, display a brightly colored cloth on the antenna, conserve fuel as much as possible, keep the exhaust pipe clear and leave the dome light on when your vehicle's engine is running so you can be seen.
- Perform minor exercises to maintain warmth and blood circulation, but avoid overexertion.
- Use extra clothing and blankets for added insulation to stay warm.
- Keep one window, away from the blowing wind, slightly open to let in fresh air.
- Inspect, repair and clean windows, windshield wipers, mirrors, lights, reflective tape and any hazmat placards. Road salt residue greatly reduces headlight brightness.
- Clean headlights, vehicle lights, windows and mirrors regularly.
- Keep the fuel tank as full as possible, using the proper fuel or additives to prevent gelling.
- Protect air brake air supply from freezing. Bleed air brakes often. Check automatic bleeders frequently to verify they have not frozen.
- Pack a snow scraper, sturdy shovel, extra fuel filter, winter windshield washer fluid and abrasive material (like sand).
- Clean all hand and foot holds of ice and snow.

Prevent truck jackknifes on slick roads

The National Safety Council offers the following driver safety tips to help prevent truck jackknifes.

GOOD:

- Make sure your vehicle load is distributed evenly to maintain vehicle stability and balance.
- Brake before a turn, not after you go into one.
- Decelerate slowly and brake smoothly.
- If the unit starts to slide, press in the clutch to get all wheels rotating equally.
- Check the mirrors when you stop on ice, snow or in rain. If the trailer begins to move out of line, release the brakes and straighten the rig before you brake again.
- Start your correction quickly. Your chance of recovery lessens as you approach an angle of 15 degrees.
- Jackknifes result from uncontrolled braking and driving too fast for conditions. Slow down to give yourself additional time to react.
- If either the tractor or trailer does not have ABS and the other does, the unit without ABS will have a higher degree of causing a jackknife because its wheels will lock up during hard braking, while the ABS equipped unit's wheels keep rotating.

BAD:

- Do not use the trailer hand valves to slow down or stop. This can cause the trailer wheels to lock up and slide sideways.
- Do not become complacent or overconfident with your equipment or yourself.



Walk like a penguin

For most of the country, winter is upon us. This means that ice, snow and slick conditions are a problem and can cause a dramatic increase in slips and falls. Parking lots, sidewalks, walkways, stairs and ramps can be quite dangerous when temperatures fall below freezing. However, even in warmer climates, concrete and tiled floors are just as slick as ice even when damp.

HERE ARE A FEW TIPS TO HELP WHEN ON YOUR FEET DURING YOUR WORKDAY:

- Look where you step, step where you look. Areas that are not well-lit by sunlight may become slippery and icy.
- Wear proper footwear rated as slip-resistant. Avoid shoes with little or no tread and be sure they have proper ankle support.
- Use three points of contact entering and exiting your vehicle or going up and down stairs. Do not let go of the handrail until both feet are firmly planted on the walking area.
- Make adjustments based on the conditions. Walk around, not through, visibly icy and slippery areas.
- Do not run—walk at a slower controlled pace. Running increases your chances of slipping and falling.
- The first steps out of the vehicle are important; do not jump out.

WE WOULD ALSO SUGGEST A LITTLE ANTARCTIC IMITATION—WALK LIKE A PENGUIN!

- Keep your center of gravity above your front leg.
- Take short steps or shuffle for stability.
- Point your toes slightly outward.
- Be sure you are not carrying so much that it keeps you from seeing the ground ahead or affects your balance.
- You will not look strange—all the cool birds are doing it!





Delivering motivation & advice for female drivers

Clarissa Rankin is more than a truck driver. She is a woman, a wife, a mother and a friend. She is also a social media influencer and a one-woman evangelist for female drivers.

When people come to her platforms, they are going to be uplifted. “What brings me joy is helping others,” Rankin said. “Teaching, giving back, offering my knowledge and helping others grow.”

Getting to this point hasn’t been easy.

Rankin grew up in a household she describes as toxic. She was considered the black sheep – always in trouble. She was often told she would never be successful. Through it all, she maintained her inner drive.

“I kept reversing what I was told,” Rankin said. “I refused to become what they expected me to become. I was never going to let the shadow of darkness determine my life.”

The light, bright, fun personality survived. Rankin has always been an entertainer using her imagination. As a child, she would play “drive thru” at her grandmother’s window. Today, that entertainer comes through in her social media presence and viral videos.

Breaking into the industry was a challenge. After finishing her CDL training, Rankin had six interviews in six months and received only one job offer. “That offer was to be the owner’s assistant,” Rankin said. “No, thank you. I don’t want to shuffle your papers. I want to drive your trucks.”

During those six months, Rankin continued her education and obtained additional endorsements. The hazmat endorsement made the difference. The seventh interview resulted in a job offer – from a woman – not because she was a woman, but because she had the endorsement and could do the job. It also got her a bigger paycheck.

Eight years later, Rankin still loves the job.

“I can be myself and use my big personality to show other women the job, share who is hiring and demonstrate that you can be a woman AND a driver.”

She recommends the job to women because they can be themselves.

“You’re FREE,” Rankin said. “It’s an equal opportunity job. As long as the freight gets there, you can be you. No one cares who delivers the diapers as long as they get there. It doesn’t matter what you wear as long as you do your job. You can be a trucker, AND be a woman AND be happy. The bonus is, you can make good money and take care of your family.”

With the driver shortage, transportation companies need to make their businesses more welcoming to women.

“Take control of your terminals,” Rankin advises. “Don’t allow the sexism and locker room talk. Show a little respect.”

Another big issue for Rankin is the training.

“Watch the training,” Rankin said. “Make it less aggressive. There is no need for yelling. Some trainers make sexual references and are aggressive. That makes women feel uncomfortable. Women make better drivers because they listen and take their time.”

Research agrees. Omnitrac, a fleet management solutions company, found that female truck drivers get into fewer preventable accidents than men and generally drive more cautiously. Data also found that women are less likely than men to get warnings while driving such as “excessive overspeed,” “forward collision warning,” “hard braking,” and other signals that can lead to an accident.

Rankin offers another bit of advice for trucking companies – keep your word.

“If you say you’re going to pay a bonus, pay the bonus. On time. Like you promised,” Rankin said. “If you say drivers will be home so many days a week, then make it happen. Have a plan. Take care of your people and they will take care of you, your customers, the loads and the trucks.”

“If you keep your word, your drivers will become your spokespeople without even knowing it,” Rankin said. “They will talk you up.”

Rankin bolsters her upbeat persona by listening to motivational speakers and greeting each day with a positive attitude.

“I have turned the tables on the people who said I would never succeed,” Rankin said.

Through it all, she has maintained her confidence in herself.

“It’s trucker’s life, baby!”

Clarissa Rankin is an independent truck driver and a social media influencer with nearly a million followers. As a woman of color, Rankin is breaking the mold and inviting others to join her through messages of positivity and safety. You can find her social media here:

 Instagram: [Iamclarissarankin](#)

 TikTok: [Clarissarankin](#)

 Facebook: [ClarissaRankin](#)

 YouTube: [TheRankinsWorld](#)

Sources include Business Insider and futureofbusinessandtech.com

Critical Issues in the Trucking Industry – 2021

Given all that the industry has experienced over the past 18 months, it is imperative that industry stakeholders understand the interplay of the various issues confronting the trucking industry. For the past 17 years, the trucking industry has relied on the American Transportation Research Institute’s (ATRI) top industry issues analysis to prioritize the trucking industry’s most critical issues as well as to identify preferred strategies for addressing each issue. Organizations such as the American Trucking Associations (ATA) and its Federation partners in the State Trucking Associations (STA) have leveraged ATRI’s Top Industry Issues report to develop proactive, industry-centric strategies and programs.

TOP TEN TRUCKING INDUSTRY ISSUES

1. DRIVER SHORTAGE

For the fifth consecutive year, the driver shortage is the trucking industry’s top concern on the overall list, with more than four times as many first-place votes as the next issue on the 2021 Top Industry Issues list. According to the ATA, the industry’s current shortage of over 60,000 drivers could grow to over 160,000 by 2028.

Proposed Strategies (in rank order):

- a) Advocate for expedited launch of the DRIVE Safe Act pilot program to expand interstate CDL eligibility for 18 – 20 year olds.
- b) Develop new outreach initiatives targeted toward high school students and young adults.
- c) Advocate for expansion of the U.S. EB-3 Permanent Work Authorization permit to recruit qualified candidates from other countries.

2. DRIVER RETENTION

With the driver shortage ranked as the top industry issue for the fifth year in a row, keeping those drivers currently in the industry – driver retention – rose four positions to become the second most critical issue overall this year.

Proposed Strategies (in rank order):

- a) Research and prioritize retention strategies, based on driver feedback and driver tenure data.
- b) Evaluate the impact of truck driver benefits, including health insurance and retirement benefits, on driver retention.

- c) Quantify the relationship between safety technology deployment (e.g. cameras, speed limiters, active braking systems), and driver satisfaction and retention.

3. DRIVER COMPENSATION

For the third year in a row, driver compensation is a top 10 issue. Many drivers believe that the driver shortage and driver compensation are one in the same issue, and that the solution to the shortage is simply to increase driver pay. However, as fleets continue to raise driver pay to recruit and retain drivers in response to the shortage, motor carriers are also concerned about driver compensation and the sustainability of continually raising driver pay.

Proposed Strategies (in rank order):

- a) Analyze truck driver compensation in relation to other competing employment sectors (e.g. construction). Understanding how driver pay stands up against competing industries is the preferred strategy of 42.3 percent of respondents.
- b) Research and assess the effectiveness of carrier retention programs that financially incentivize drivers for performance in the areas of safety, fuel economy, and trip productivity.
- c) Quantify the relationship between driver compensation models, and driver satisfaction and productivity. Compensation matters to drivers and as such, the industry continues to explore new and expanded pay models to increase driver satisfaction including salaried, hourly, per-load and percentage-of-load.

4. LAWSUIT ABUSE REFORM

Lawsuit Abuse Reform (previously referred to as Tort Reform in prior years’ surveys) rose three spots this year to become the fourth highest issue of concern. Significant attention has been brought to the issues surrounding truck crash litigation over the past two years including the rise in nuclear verdicts.

Proposed Strategies (in rank order):

- a) Advocate for elimination of “phantom” damages.
- b) Encourage Congress to expand federal court jurisdiction to allow motor carrier defendants to take their highway accident cases into federal court as appropriate.
- c) Educate motor carriers and law enforcement on how to identify staged accidents, and advocate for legislation that makes it a criminal offense to stage an accident with a commercial motor vehicle.

5. TRUCK PARKING

This is the 10th year that the lack of available truck parking has made the top 10 list of industry concerns, and among commercial drivers it has consistently ranked in their top three.

Proposed Strategies (in rank order):

- a) Create a new dedicated federal funding program designed to increase truck parking capacity at freight-critical locations.
- b) Encourage local and regional governments to reduce the regulatory burdens limiting the construction and expansion of truck parking facilities near major metropolitan areas.
- c) Advocate for states to expand the availability of accurate, real-time truck parking availability information on roadside changeable/dynamic message signs.

6. COMPLIANCE, SAFETY, ACCOUNTABILITY (CSA)

In 2012 CSA was the number one industry concern and as recently as 2019, it was near the bottom of the list at number eight. This year, CSA ranks number six overall. CSA ranks fourth among motor carrier respondents and 10th among driver respondents.

Proposed Strategies (in rank order):

- a) Work with FMCSA to update its carrier prioritization methodology, improve its accuracy, and enhance transparency in CSA.
- b) Advocate for FMCSA to regularly review and evaluate the list of crash types available for reclassification as non-preventable.
- c) Encourage FMCSA to improve internal processes for reviewing Request for Data Reviews (RDRs) to improve turnaround time for RDRs related to the Crash Preventability Determination Program.

7. DETENTION/DELAY AT CUSTOMER FACILITIES

The increase in delays creates cascading impacts for drivers as their available hours-of-service are wasted. They are often denied access to restroom facilities while waiting, and are in many cases not allowed to remain at a customer facility if they run out of available driving hours.

Proposed Strategies (in rank order):

- a) Identify best practices, technologies, and strategies that reduce or eliminate driver detention at shipper/receiver facilities.
- b) Quantify impacts on detention times that may be associated with the ELD mandate.
- c) Examine the potential for creation of a “Shipper of Choice” database to reduce detention times for carriers and drivers.

8. TRANSPORTATION INFRASTRUCTURE/CONGESTION/ FUNDING

The trucking industry hauls 72.5 percent of the nation’s freight tonnage and 80.4 percent of freight revenues, on the nation’s roadway infrastructure. However, years of inattention by federal leaders has resulted in poorly maintained roads and traffic congestion that creates wear and tear on vehicles, wastes fuel and increases emissions, creates additional stress for drivers, and negatively impacts industry productivity.

Proposed Strategies (in rank order):

- a) Prevent imposition of truck-only taxes.
- b) Continue to advocate for long-term highway funding through an increase in the fuel tax or other direct user fees, and prevent additional diversion of revenue to non-highway projects.
- c) Create a new funding program to focus federal resources on truck bottlenecks along major freight corridors.

9. INSURANCE COST/AVAILABILITY

Insurance cost and availability ranked as a top 10 issue overall in the inaugural survey (2005) and then did not make the overall top 10 until last year as the number five issue. This year, Insurance Cost and Availability is down four spots to number nine overall.

Proposed Strategies (in rank order):

- a) Quantify the impact of rising insurance costs on industry operations, safety investments, and driver training.
- b) Examine the feasibility of an industry-wide insurance surcharge passed on to shippers.
- c) Conduct cost-benefit analyses on raising minimum insurance levels.

10. DIESEL TECHNICIAN SHORTAGE

This is the first year that the Diesel Technician Shortage has been ranked as a top-10 issue. However, five years ago it was first identified as an Emerging Issue for the industry.

Proposed Strategies (in rank order):

- a) Encourage collaboration between motor carriers and local community colleges/tech schools to promote technician training and placement.
- b) Conduct research to quantify the scope and cause of current technician shortages and develop best practices for technician recruitment and retention.
- c) Work with the U.S. Department of Labor Veteran’s Employment and Training Service to encourage interest among veterans in technician training.



Women In Trucking Association names 2021 top companies for women to work for in transportation

Redefining the Road magazine, the official magazine of the Women In Trucking Association (WIT), announced in October the recipients of the 2021 “Top Companies for Women to Work For in Transportation.” According to Ellen Voie, president and CEO of WIT, the magazine created the award in 2018 to support an element of WIT’s mission: to promote the accomplishments of companies that are focused on the employment of women in the trucking industry.

“As women rise through the ranks in the transportation industry, we are excited to feature the companies that make the extra effort to attract and retain a more gender-diverse workforce,” said Voie. “We applaud their efforts and this distinction is our way of giving them the recognition they deserve.”

There are a number of characteristics that distinguish companies recognized on this list, according to Brian Everett, publisher of Redefining the Road. These characteristics include corporate cultures that foster gender diversity; competitive compensation and benefits; flexible hours and work requirements; professional development opportunities; and career advancement opportunities.

“Identifying the companies on this list involves a two-step process,” said Everett. “First, nominations of the companies are received and carefully reviewed to ensure they qualify by meeting a minimum threshold of qualifications. Then the final ballot of companies is voted on by individuals in the industry. This is the fourth year of this prestigious recognition program and it garnered more than 14,000 votes to identify the final companies named to the list.”

The list is comprised of a diverse range of business sectors in the commercial freight transportation marketplace, including motor carriers, third-party logistics companies, and original equipment manufacturers. These companies were recognized at the WIT Accelerate! Conference & Expo Nov. 7 – 9 in Dallas. Penske Transportation Solutions was the sponsor of this year’s program.

Companies named to the 2021 “Top Companies for Women to Work For in Transportation” are listed on the following page.

Protective Insurance is proud to be a sponsor of Women in Trucking.

A

- ADM Trucking
- AFS Logistics
- AGT Global Logistics
- Amazon
- American Central Transport
- Aria Logistics
- Artur Express
- Averitt Express

B

- Bay & Bay Transportation
- BCB Transport
- Beacon Building Products
- Bennett Family of Companies
- BlueGrace Logistics
- Boyle Transportation
- BR Williams Trucking
- Brenny Transportation

C

- Cal-Ark International
- Cardinal Logistics Management
- Carter Express
- Centerline Drivers
- Certified Express
- CFI
- Clean Harbors
- Convoy
- Covenant
- Crowley

D

- Daimler Trucks North America
- Dart Transit Company
- Day & Ross
- Detroit Diesel Remanufacturing

- DHL Supply Chain
- Dot Transportation
- Dupré Logistics
- Dynacraft, a PACCAR Company

E

- Echo Global Logistics
- Estes Express Lines

F

- FedEx Freight
- Fifth Wheel Freight
- Forward Air
- Frito Lay

G

- Garner Trucking
- Grammer Logistics
- Guttman Energy

H

- Highway Transport Logistics

I

- J.B. Hunt Transport Services
- Jack Cooper Transport
- Jetco Delivery
- John Christner Trucking
- JR Kays Trucking
- JX Enterprises

K

- Karl's Transport
- Kenco
- Kenworth of Louisiana
- Kenworth Truck Company

L

- Landstar Transportation Logistics

M

- Matheson Trucking
- McLeod Software
- Michelin North America

N

- Navajo Express
- New West Truck Centres
- NFI Industries

O

- Odyssey Logistics & Technology
- Old Dominion Freight Line
- Omnitrac

P

- PACCAR
- PACCAR Parts
- PACCAR Australia
- PACCAR Engine
- Paper Transport
- Penske Transportation Solutions
- Peterbilt Motors Company
- PGT Trucking
- Prime Inc.

R

- Ralph Moyle
- ReedTMS Logistics
- Rihm Family Companies
- Riverside Transport
- Roehl Transport
- Ryder

S

- Schneider
- Smith Transport
- Southeastern Freight Lines
- Star Fleet Trucking
- Stericycle

T

- Tri-National
- Trimac Transportation
- Trimble
- Trinity Logistics
- Tru-Pak Moving Systems
- Truckstop.com
- TruNorth Global

U

- U.S. Xpress Enterprises
- UPS

V

- Veriha Trucking
- Volvo Group North America

W

- Walmart
- Werner Enterprises

X

- XPO Logistics

Y

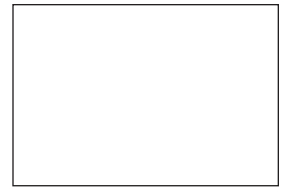
- Yellow

Z

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