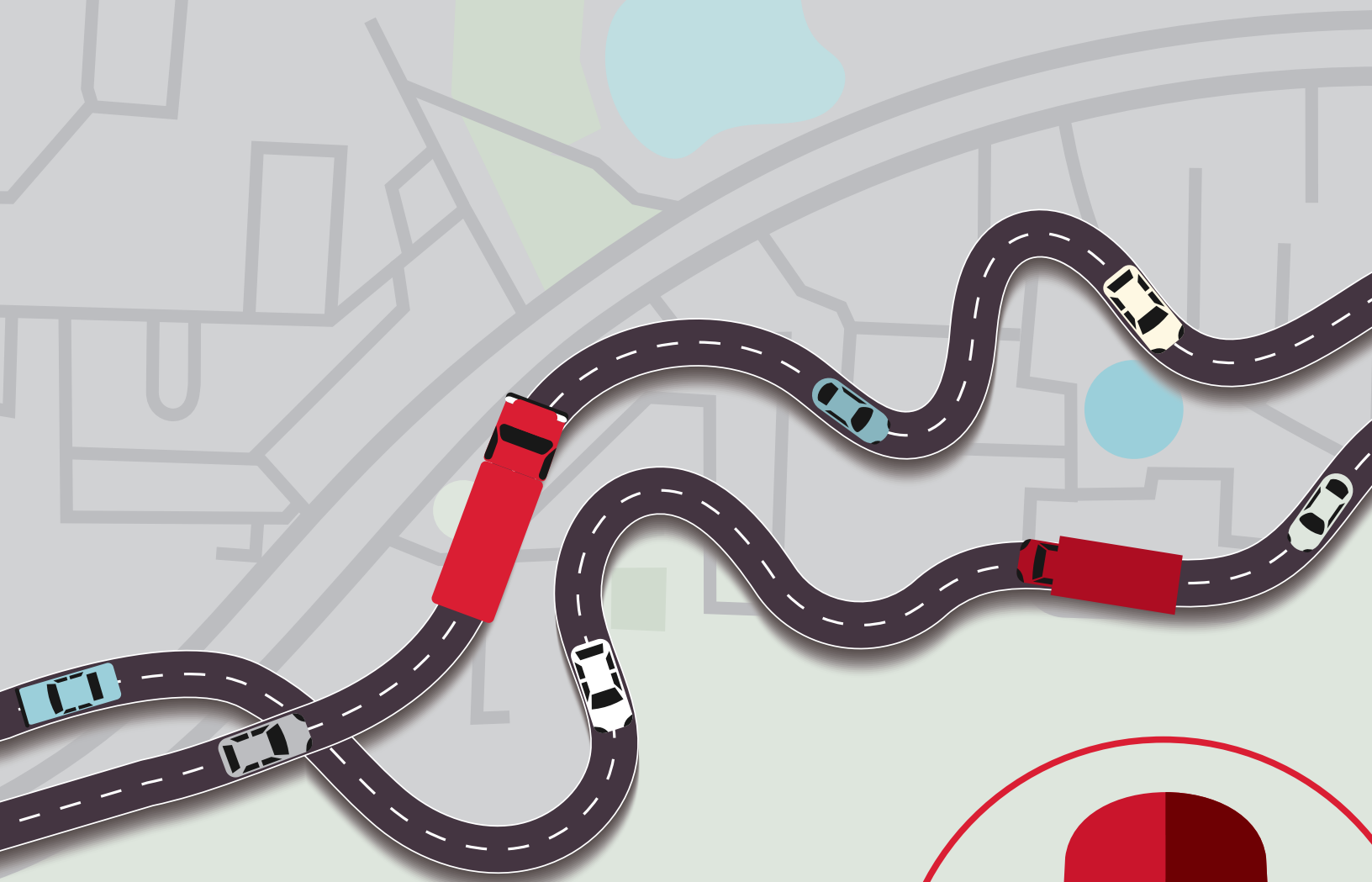


NAVIGATING THROUGH THE DRIVER SHORTAGE



Where are the drivers?

78,000

PROFESSIONAL TRUCK DRIVERS NEEDED TODAY

170,000

ESTIMATE OF DRIVERS NEEDED BY 2030



What's affecting the shortage?

AVERAGE DRIVER AGE

52
YEARS

56%

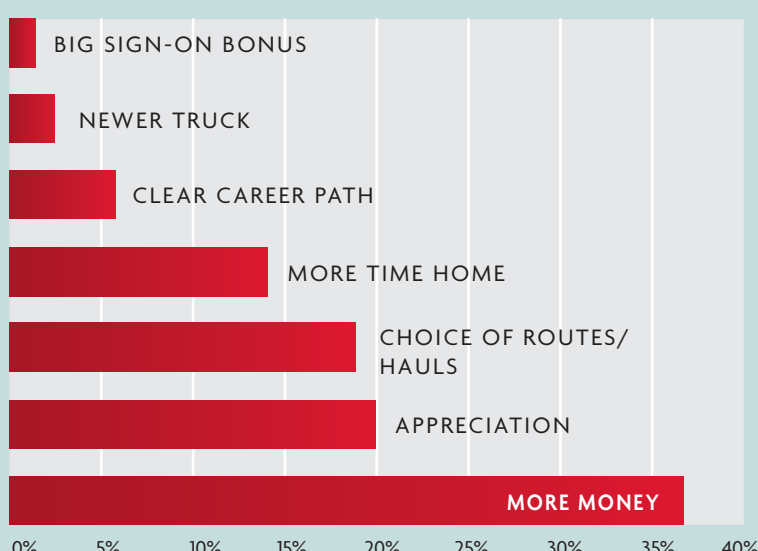
OF DRIVERS OVER AGE OF 45

11,000

DRIVERS TRAINED ANNUALLY

Source: ATA

What drivers want from employers?



Source: HireRight

7 Best practices fleet managers should consider:

- 1 Establish a driver council
- 2 Speak to all drivers regularly
- 3 Perform management ride-alongs
- 4 Create a consistent driver onboarding experience
- 5 Plan a career path
- 6 Ensure accountability at all levels for employee engagement
- 7 Implement driver recognition programs

Why Ryder?



We eliminate your burden of recruiting, training, and employing drivers. We have over 10,800 drivers ready for you. With expert training, competitive pay, career opportunities, daily home time, and respect, we are an employer of choice for professional truck drivers. Discover how Ryder can make you *Ever better™* at ryder.com.