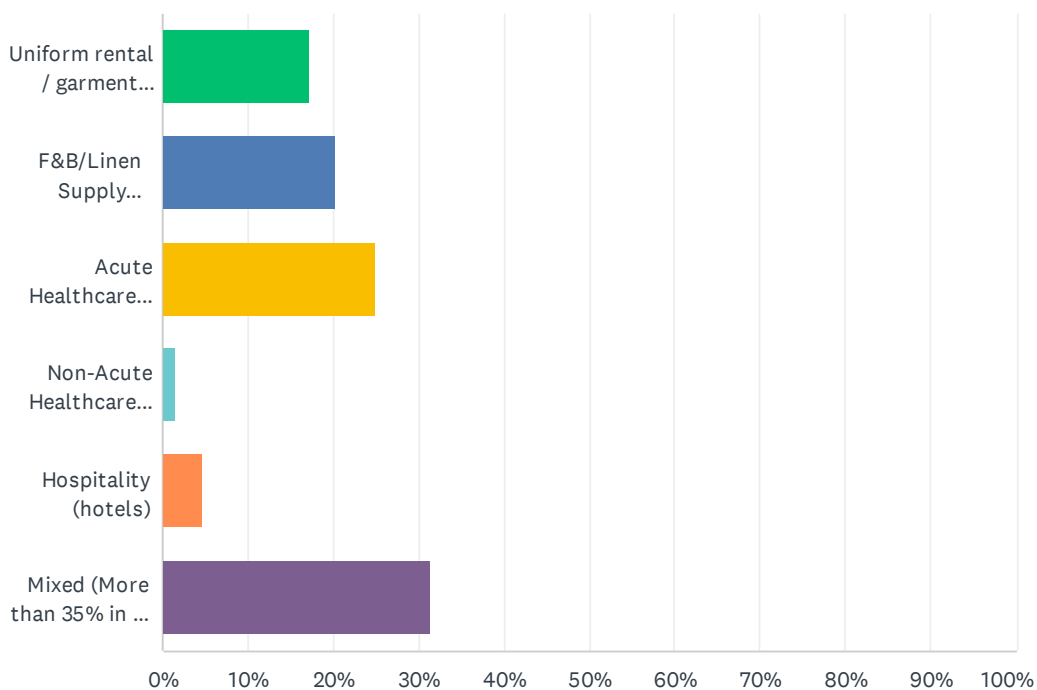


Q1 Please select your primary market sector:

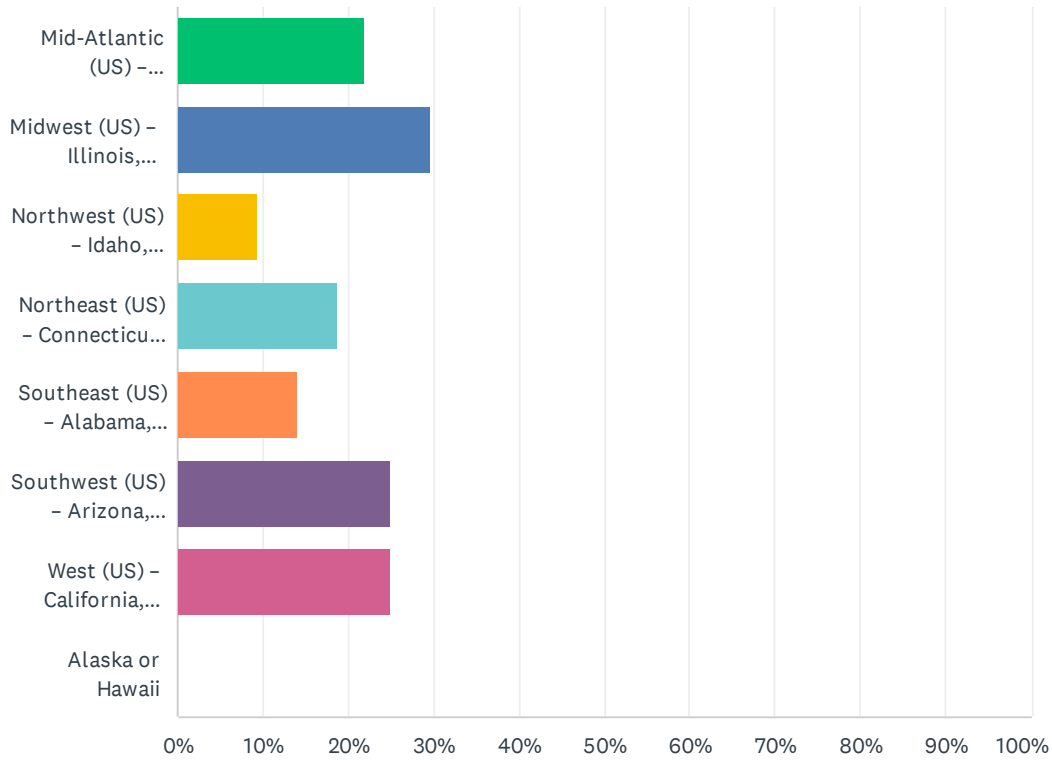
Answered: 64 Skipped: 0



ANSWER CHOICES	RESPONSES	
Uniform rental / garment rental services (i.e., industrial/workwear)	17.19%	11
F&B/Linen Supply (restaurants, foodservice)	20.31%	13
Acute Healthcare (hospitals and long-term care)	25.00%	16
Non-Acute Healthcare (outpatient surgery and medical facilities)	1.56%	1
Hospitality (hotels)	4.69%	3
Mixed (More than 35% in two markets)	31.25%	20
TOTAL		64

Q2 Which Region(s) do you operate? (Check All that Apply)

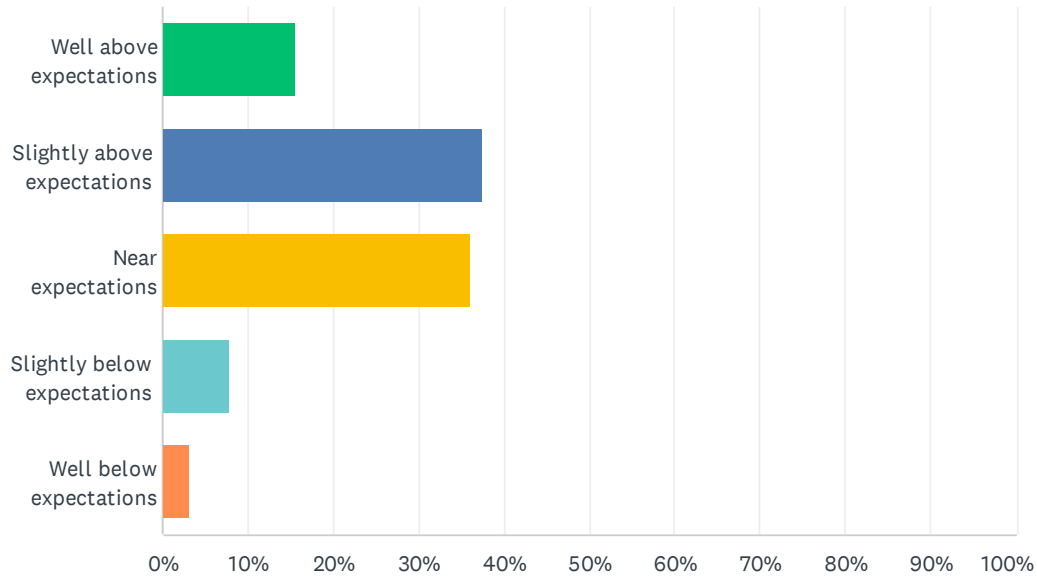
Answered: 64 Skipped: 0



ANSWER CHOICES	RESPONSES	
Mid-Atlantic (US) – Delaware, Maryland, Pennsylvania, Virginia, West Virginia, District of Columbia	21.88%	14
Midwest (US) – Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin	29.69%	19
Northwest (US) – Idaho, Montana, Oregon, Washington, Wyoming	9.38%	6
Northeast (US) – Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont	18.75%	12
Southeast (US) – Alabama, Arkansas, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Florida	14.06%	9
Southwest (US) – Arizona, Colorado, New Mexico, Oklahoma, Texas, Utah	25.00%	16
West (US) – California, Nevada	25.00%	16
Alaska or Hawaii	0.00%	0
Total Respondents: 64		

Q3 Which of the following best describes your revenue trend since July 1, 2022?

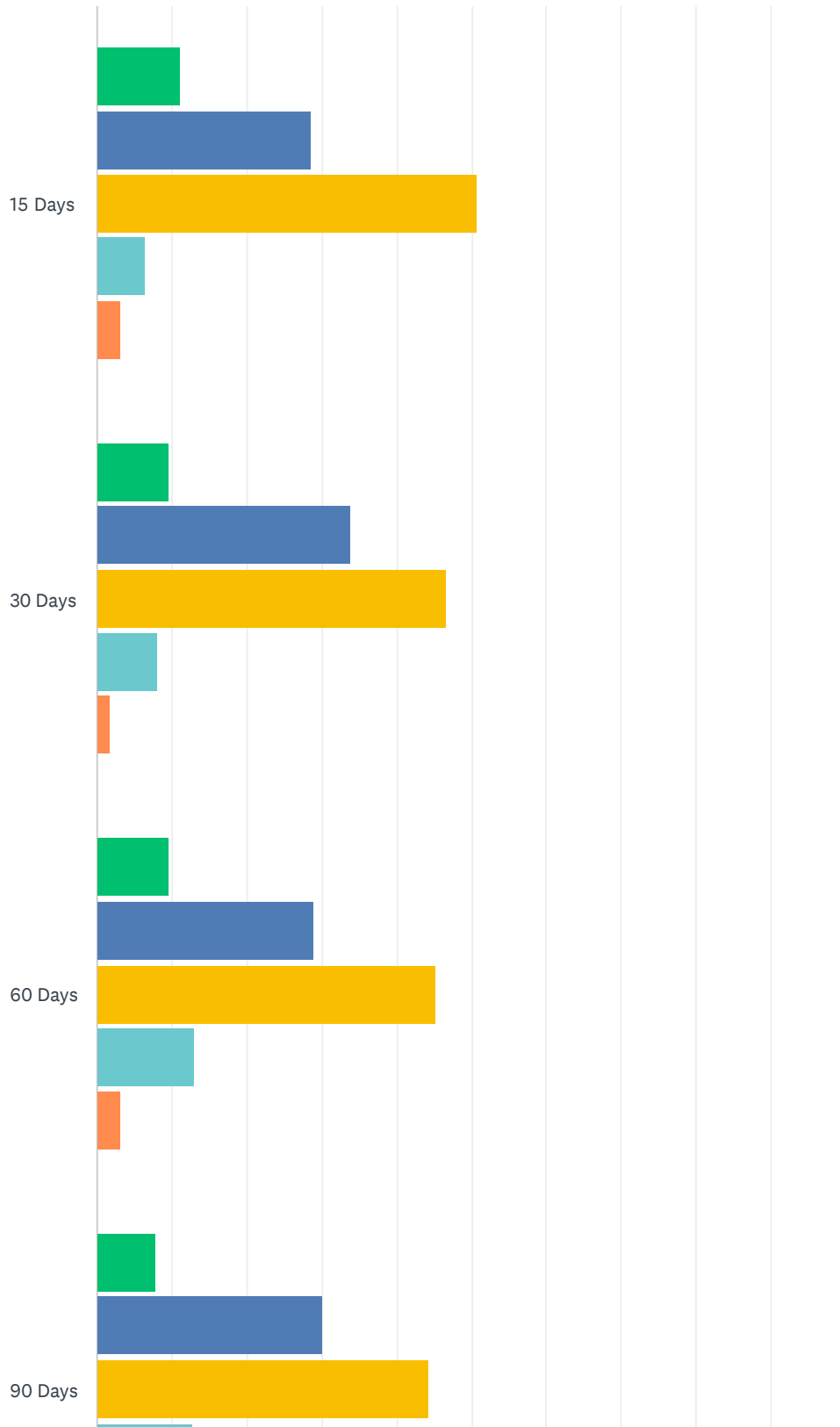
Answered: 64 Skipped: 0



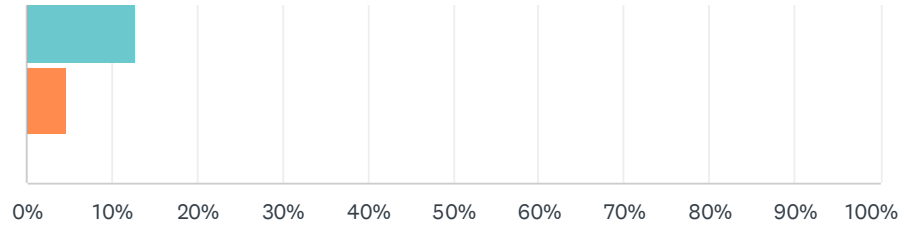
ANSWER CHOICES	RESPONSES	
Well above expectations	15.63%	10
Slightly above expectations	37.50%	24
Near expectations	35.94%	23
Slightly below expectations	7.81%	5
Well below expectations	3.13%	2
TOTAL		64

Q4 Which of the following best describes your revenue expectations for the next:

Answered: 64 Skipped: 0



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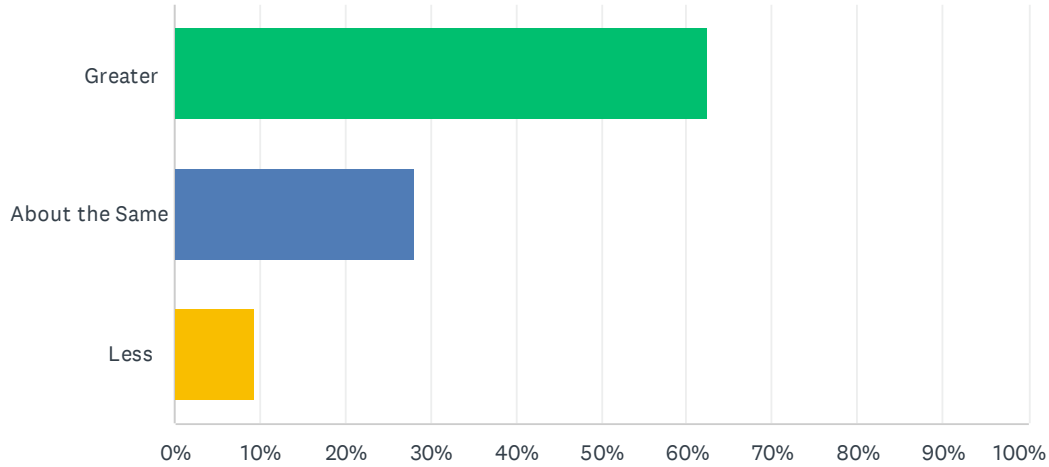


■ Well above ...
 ■ Slightly abo...
 ■ Near expec...
 ■ Slightly bel...
■ Well below ...

	WELL ABOVE EXPECTATIONS	SLIGHTLY ABOVE EXPECTATIONS	NEAR EXPECTATIONS	SLIGHTLY BELOW EXPECTATIONS	WELL BELOW EXPECTATIONS	TOTAL
15 Days	11.11% 7	28.57% 18	50.79% 32	6.35% 4	3.17% 2	63
30 Days	9.68% 6	33.87% 21	46.77% 29	8.06% 5	1.61% 1	62
60 Days	9.68% 6	29.03% 18	45.16% 28	12.90% 8	3.23% 2	62
90 Days	7.94% 5	30.16% 19	44.44% 28	12.70% 8	4.76% 3	63

Q5 Describe your company's valuation/financial position today compared with pre-COVID (March 2020).

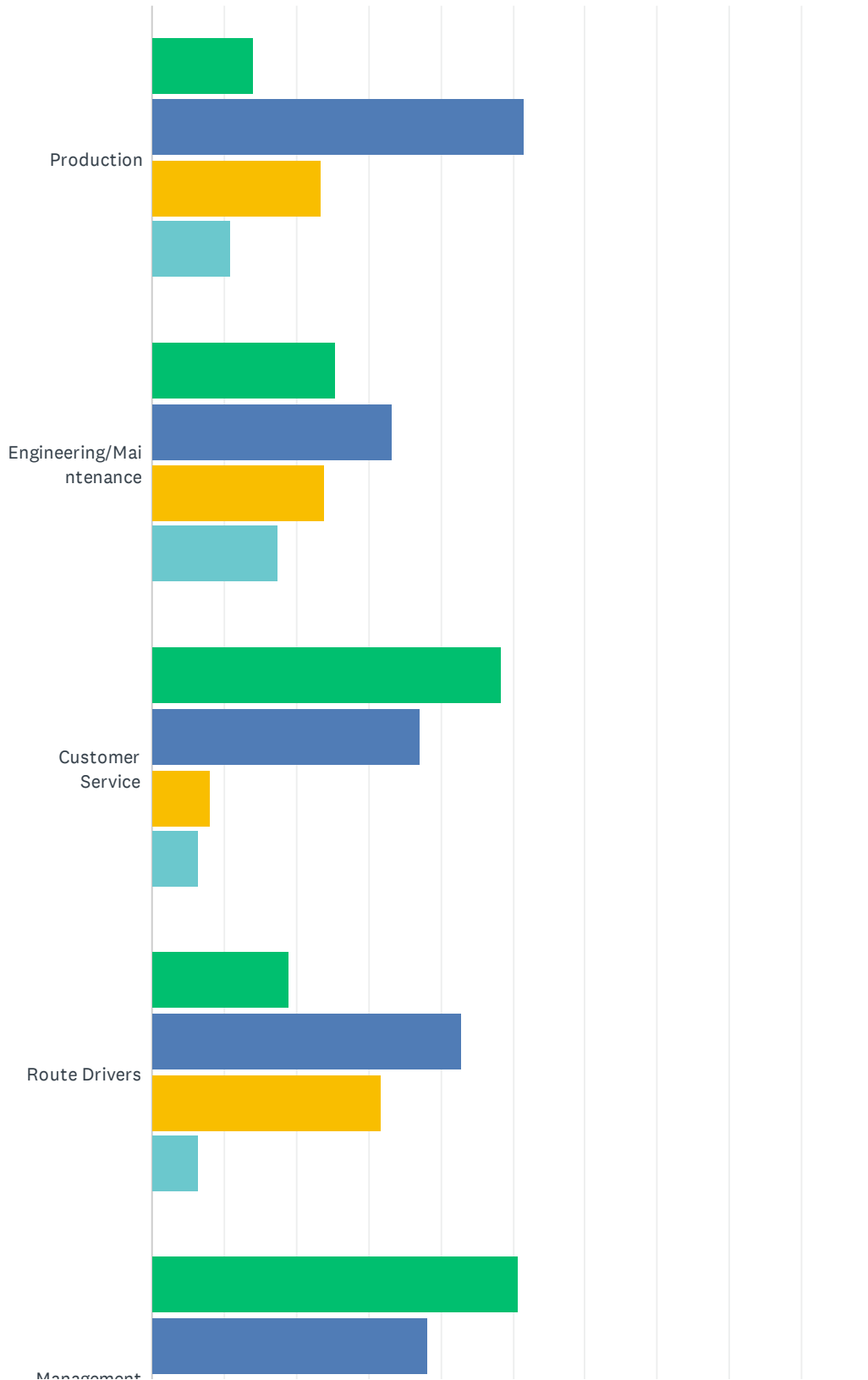
Answered: 64 Skipped: 0



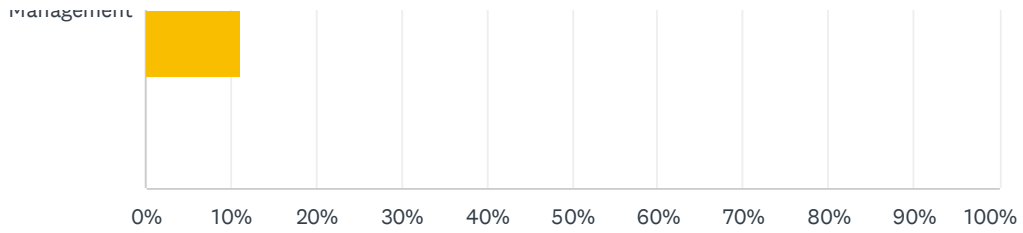
ANSWER CHOICES	RESPONSES	
Greater	62.50%	40
About the Same	28.13%	18
Less	9.38%	6
TOTAL		64

Q6 What percent of the labor force needed for each of the following functions are you able to currently maintain?

Answered: 64 Skipped: 0



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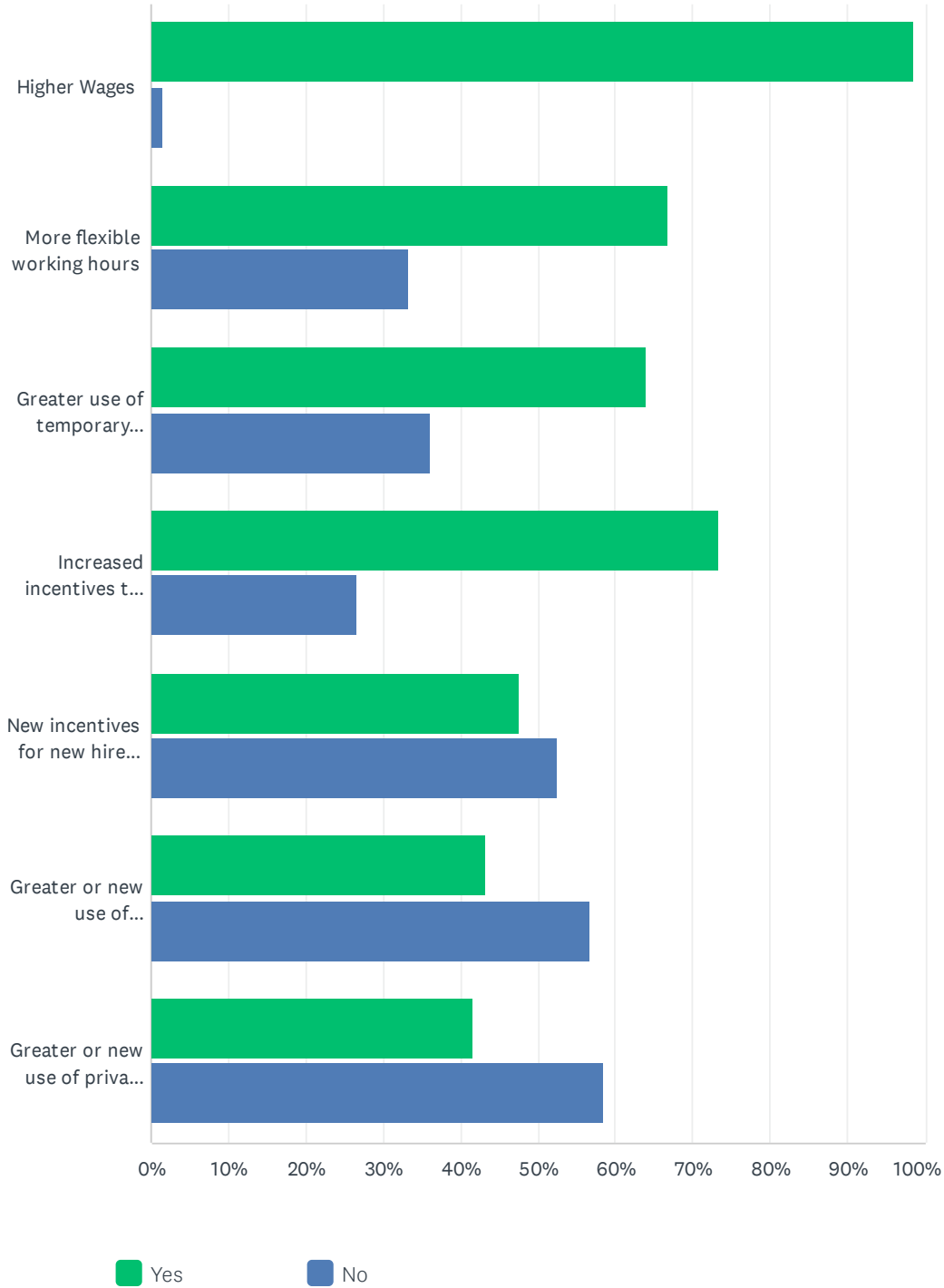


■ 100%
 ■ 90% - 99%
 ■ 80% - 89%
 ■ Less than 8...

	100%	90% - 99%	80% - 89%	LESS THAN 80%	TOTAL
Production	14.06% 9	51.56% 33	23.44% 15	10.94% 7	64
Engineering/Maintenance	25.40% 16	33.33% 21	23.81% 15	17.46% 11	63
Customer Service	48.39% 30	37.10% 23	8.06% 5	6.45% 4	62
Route Drivers	19.05% 12	42.86% 27	31.75% 20	6.35% 4	63
Management	50.79% 32	38.10% 24	11.11% 7	0.00% 0	63

Q7 Please indicate which tactics your company has used to achieve its needed workforce level in light of the labor force challenges resulting from COVID-19:

Answered: 64 Skipped: 0

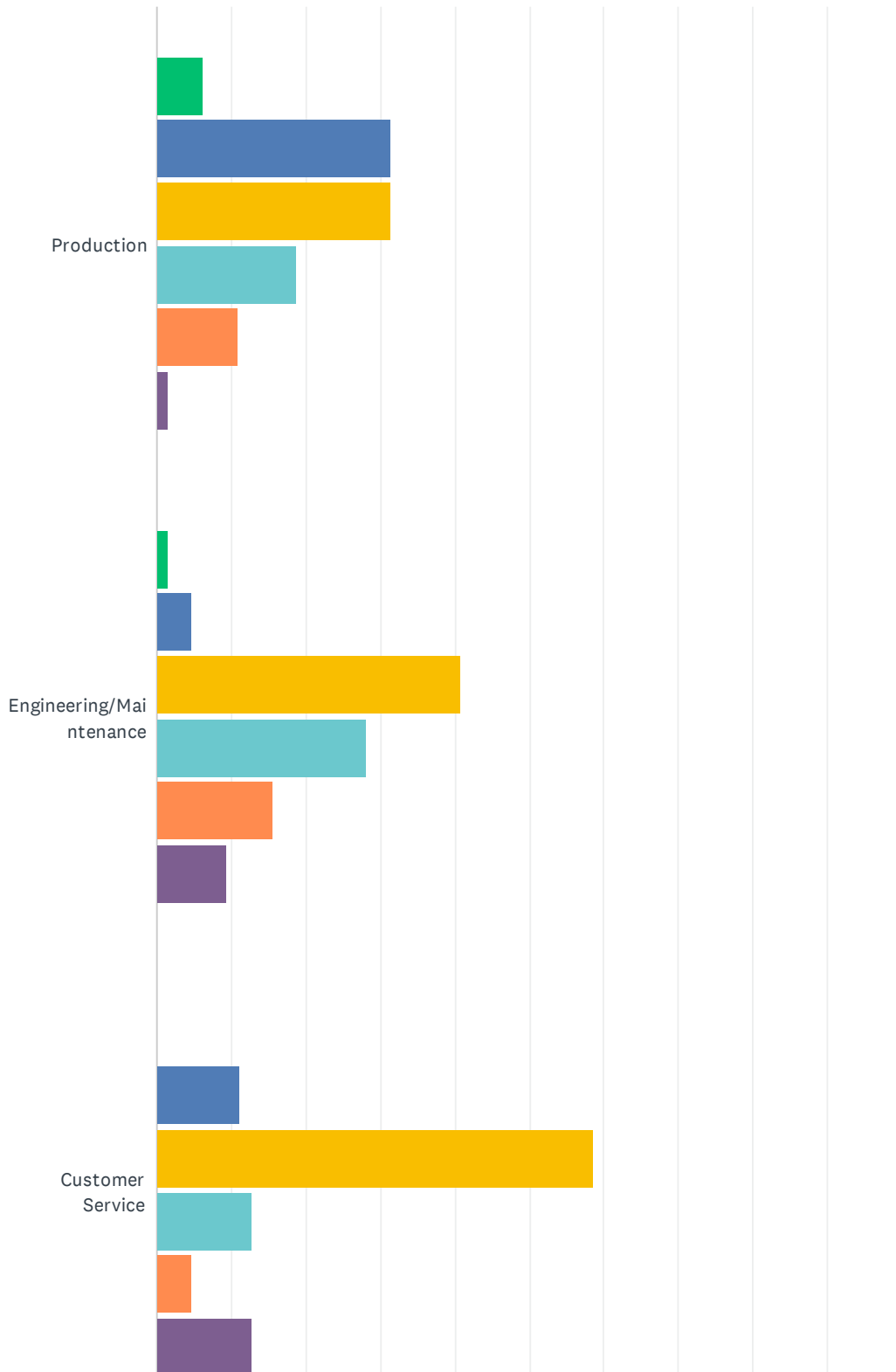


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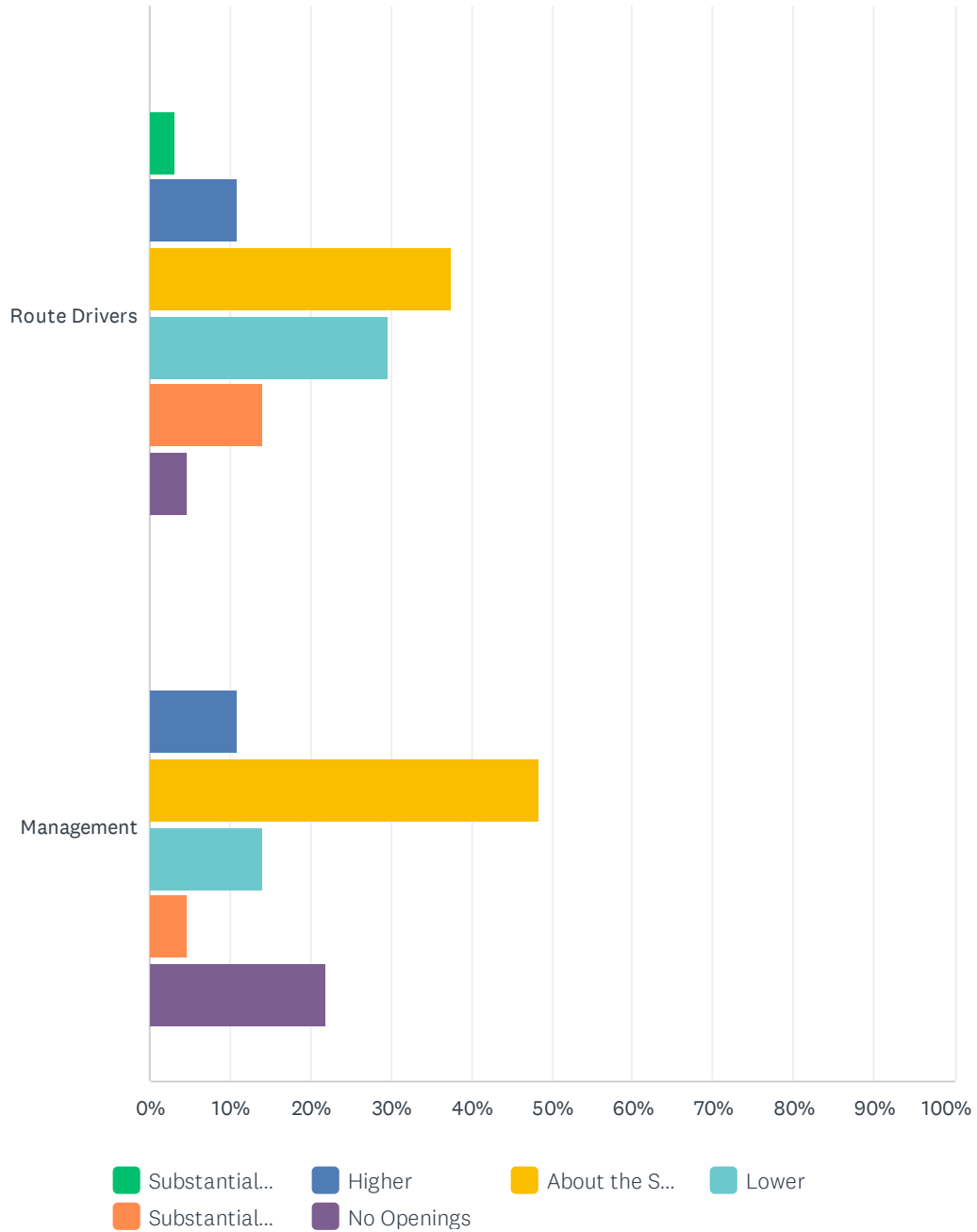
	YES	NO	TOTAL
Higher Wages	98.44% 63	1.56% 1	64
More flexible working hours	66.67% 40	33.33% 20	60
Greater use of temporary workers	63.93% 39	36.07% 22	61
Increased incentives to employees for referrals or hires	73.33% 44	26.67% 16	60
New incentives for new hires to remain	47.54% 29	52.46% 32	61
Greater or new use of government/community groups for recruiting (immigrants, disabled, inmates, etc.)	43.33% 26	56.67% 34	60
Greater or new use of private employment agencies	41.67% 25	58.33% 35	60

Q8 Since April 1, 2022, relative to the number of job openings needed to be filled, how has the size of the desirable applicant pool changed for each of these functions?

Answered: 64 Skipped: 0



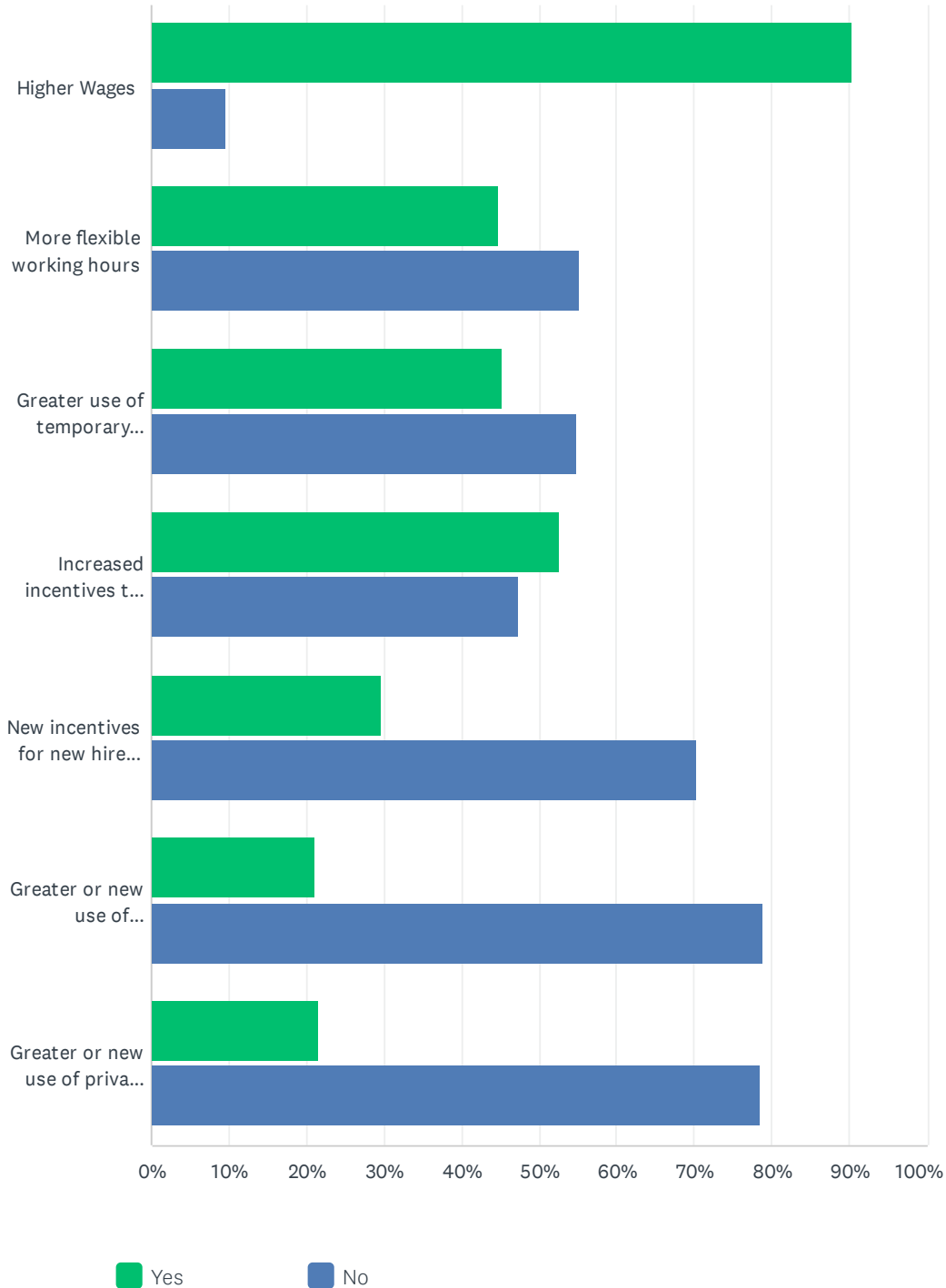
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	SUBSTANTIALLY HIGHER	HIGHER	ABOUT THE SAME	LOWER	SUBSTANTIALLY LOWER	NO OPENINGS	TOTAL
Production	6.25% 4	31.25% 20	31.25% 20	18.75% 12	10.94% 7	1.56% 1	64
Engineering/Maintenance	1.56% 1	4.69% 3	40.63% 26	28.13% 18	15.63% 10	9.38% 6	64
Customer Service	0.00% 0	11.11% 7	58.73% 37	12.70% 8	4.76% 3	12.70% 8	63
Route Drivers	3.13% 2	10.94% 7	37.50% 24	29.69% 19	14.06% 9	4.69% 3	64
Management	0.00% 0	10.94% 7	48.44% 31	14.06% 9	4.69% 3	21.88% 14	64

Q9 If there has been an increase in the size of the desirable applicant pool for any positions since April 1, 2022, which one or two of these factors your operation CAN control has been most important in achieving the increase?

Answered: 55 Skipped: 9

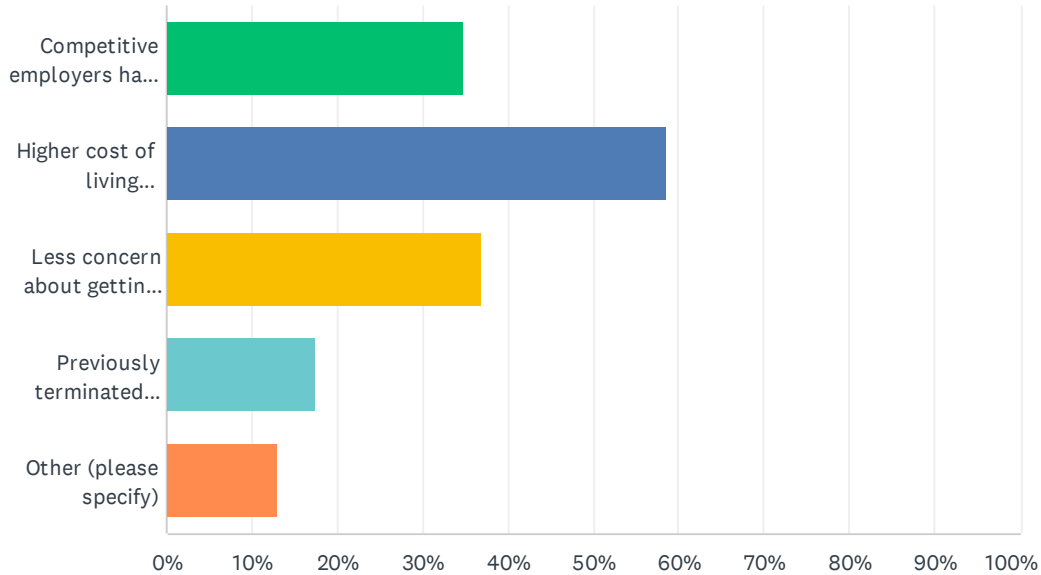


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	YES	NO	TOTAL
Higher Wages	90.38% 47	9.62% 5	52
More flexible working hours	44.74% 17	55.26% 21	38
Greater use of temporary workers	45.24% 19	54.76% 23	42
Increased incentives to employees for referrals or hires	52.63% 20	47.37% 18	38
New incentives for new hires to remain	29.73% 11	70.27% 26	37
Greater or new use of government/community groups for recruiting (immigrants, disabled, inmates, etc.)	21.05% 8	78.95% 30	38
Greater or new use of private employment agencies	21.62% 8	78.38% 29	37

Q10 If there has been an increase in the size of the desirable applicant pool for any positions since April 1, 2022, which of these factors your operation CANNOT control has been most important in achieving the increase? (Choose as many as appropriate)

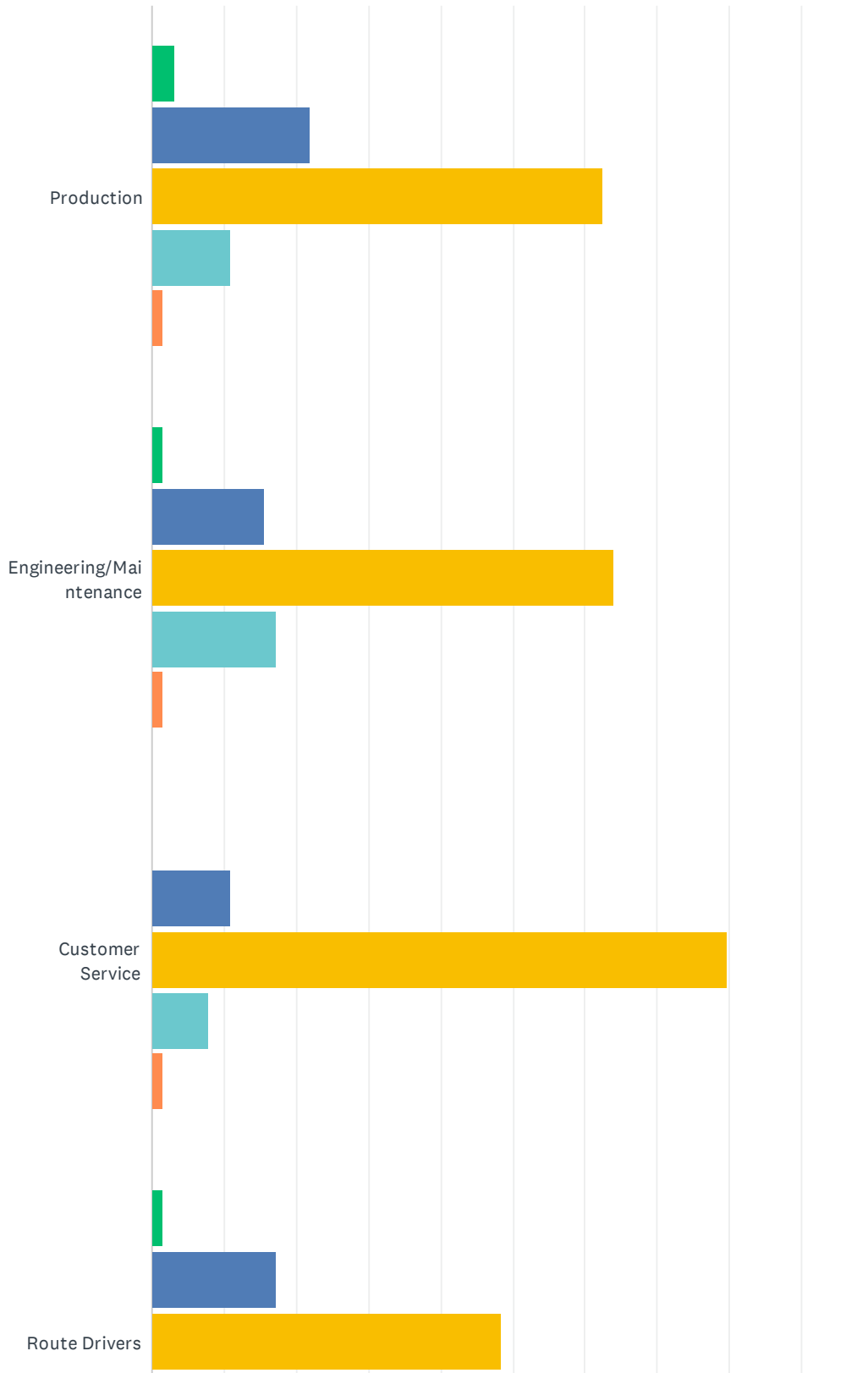
Answered: 46 Skipped: 18



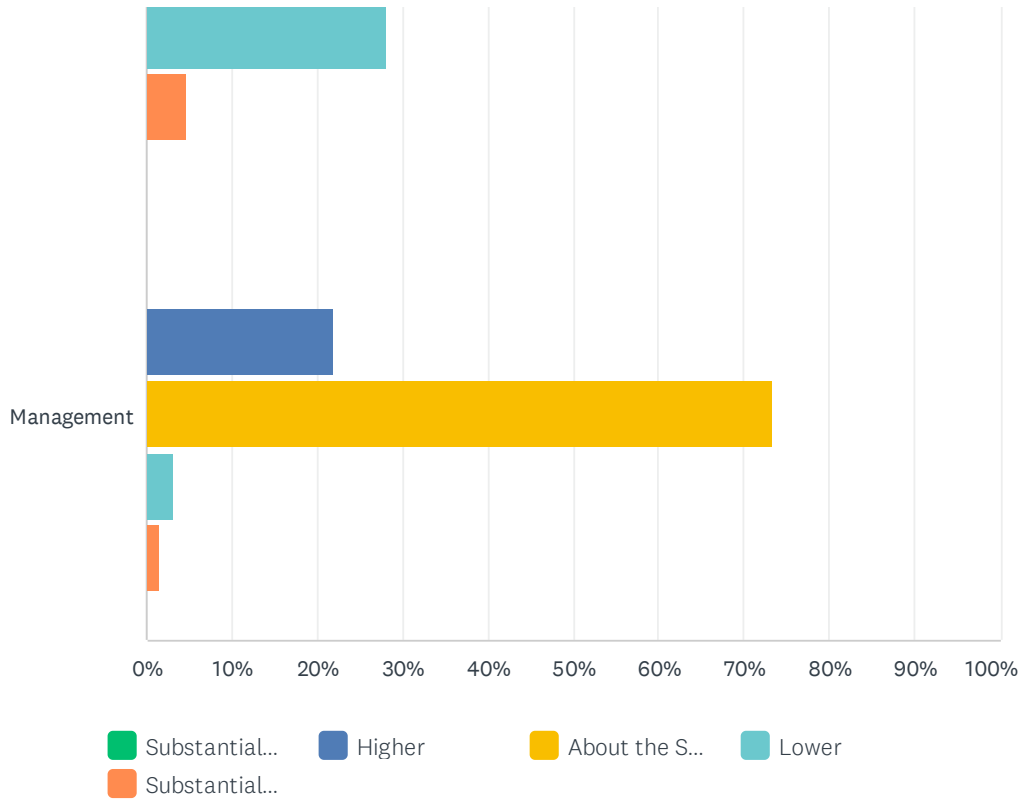
ANSWER CHOICES	RESPONSES	
Competitive employers have fewer openings	34.78%	16
Higher cost of living (inflation)	58.70%	27
Less concern about getting COVID	36.96%	17
Previously terminated employees want to come back	17.39%	8
Other (please specify)	13.04%	6
Total Respondents: 46		

Q11 Since April 1, 2022, how has the employee retention rate changed for each of these functions?

Answered: 64 Skipped: 0



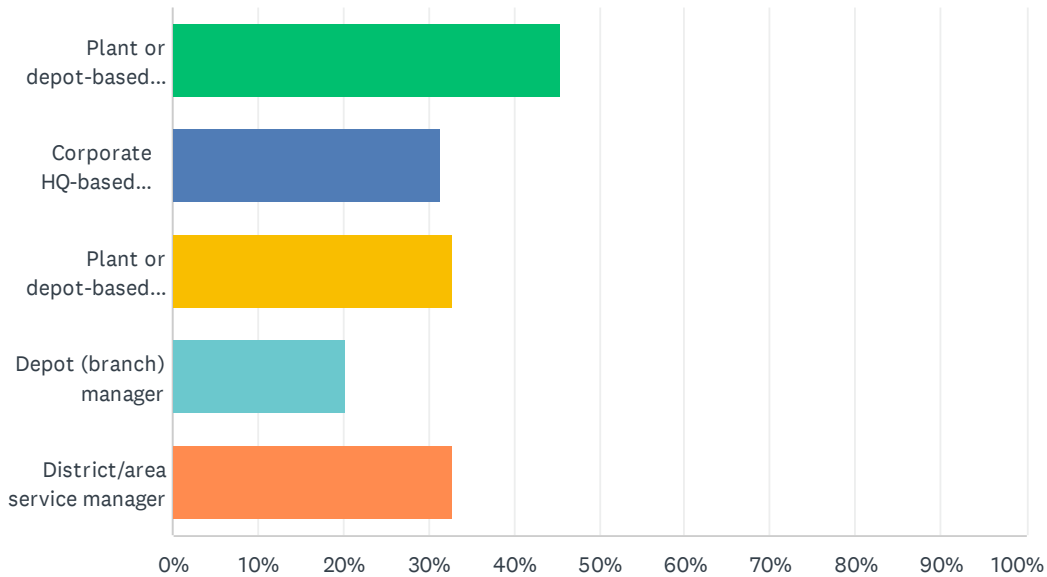
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	SUBSTANTIALLY HIGHER	HIGHER	ABOUT THE SAME	LOWER	SUBSTANTIALLY LOWER	TOTAL
Production	3.13% 2	21.88% 14	62.50% 40	10.94% 7	1.56% 1	64
Engineering/Maintenance	1.56% 1	15.63% 10	64.06% 41	17.19% 11	1.56% 1	64
Customer Service	0.00% 0	10.94% 7	79.69% 51	7.81% 5	1.56% 1	64
Route Drivers	1.56% 1	17.19% 11	48.44% 31	28.13% 18	4.69% 3	64
Management	0.00% 0	21.88% 14	73.44% 47	3.13% 2	1.56% 1	64

Q12 TRSA is seeking relationships with fleet management associations to enhance certification, education and networking offerings to our industry. The individual(s) in your company whose positions are most dedicated to fleet-logistics management responsibility would likely benefit most from such programming. Please select one or more of the job titles in your company that entail a variety of fleet management functions.

Answered: 64 Skipped: 0



ANSWER CHOICES	RESPONSES	
Plant or depot-based fleet/logistics/delivery/transportation/distribution/route manager/supervisor	45.31%	29
Corporate HQ-based fleet/logistics/delivery/transportation/distribution/route executive/director	31.25%	20
Plant or depot-based service/route manager/supervisor	32.81%	21
Depot (branch) manager	20.31%	13
District/area service manager	32.81%	21
Total Respondents: 64		

Q13 Please share anything else you would like with the industry regarding your recovery or otherwise comment.

Answered: 4 Skipped: 60