

## HUGE SIGN ON BONUS, BEWARE

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With a career beginning in logistics since 2002 and currently a Driver advocate at Clark Freight Lines. Almost 20 years of experience in logistics which includes ocean & air freight, trucking, customer service and recruitment.

\$10,000.00 Sign on bonus - where do I sign? Does that sound like an accurate depiction of what would go through your head? Companies use this tactic to attract drivers. And it's a great tactic- who doesn't love the idea of a bonus? The actual definition itself is an amount of money added to wages on a seasonal basis, especially as a reward for good performance.



That being said, let's think about these bonus amounts. So traditionally a \$1,000 - \$3,000 bonus is a good transitional bonus. A transitional bonus is exactly that- it transitions you from one job to another. Now when you get into these \$5,000.00 - \$20,000.00 and more bonuses, (yes more- I've seen it) you are no longer transitioning a driver. What has happened is companies are taking what should be part of your regular pay, and putting stipulations on it. Plain and simple. Hear this. Know this. Most seasoned drivers know if it's too good to be true- well, you know the rest. Ask the recruiter how many times they've paid this bonus out.

There are two types that will fall victim to these entrapping tactics- young drivers & the misguided. Young people don't know any better. The misguided drivers who have been in trucking for a while & have gone from false promise company to false promise company. The more drivers communicate with one another & are aware of these practices, the better. No one deserves to have their pay held for ransom. I am proud to work for Clark Freight, where we do not have a need to utilize a strategy that threatens anyone's livelihood. We do offer bonuses other than a standard \$1,000.00 sign on- we reward hard work and integrity. At Clark Freight, we have a family atmosphere, and that is the best bonus of all.