



# Gulf Relay's Success to Their Wellness Journey

# Gulf Relay and Espyr Set the Pace for Driver Health and Wellness

Preventative vehicle maintenance is a given in the trucking industry – but what about preventative healthcare for drivers behind the wheel?

Espyr, a leading-edge provider of employee well-being services, started the [Fit to Pass](#) program to emphasize the importance of keeping drivers in the driver's seat with exercise challenges, health awareness, meal plan training, and driver advocacy. Espyr recently partnered with [Gulf Relay](#), a leading supply chain company with a vast carrier network, to create new inroads into workplace wellness that fit within Gulf Relay's culture and driver mentality.

A professional driver's workplace is unlike any other, with extended time in the cab, days or weeks away from home, and limited time for physical activity. Gulf Relay recognized Espyr's unique expertise with Fit to Pass and partnered with Espyr to prioritize physical and mental health resources for drivers.

Bob Perry, known and respected throughout the industry as the Trucker Trainer™, is an integral part of Fit to Pass and brings a hands-on approach to engaging drivers with online fitness challenges and healthy eating. He understands the health hurdles of being a driver and connects with drivers on an individual level. Andy Vanzant, Gulf Relay's Chief Operating Officer, has known Bob for more than a decade. Bob's involvement and passion for Fit to Pass, as well as the benefits, made the program an easy "yes" for Gulf Relay.



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We do all of this preventative maintenance for the truck but ignore the health of our drivers and that's the worst thing a company can do. One of Bob Perry's analogies is, 'How come you work on the engine of your truck and not work on the engine of your drivers? You have to have both.' Do not ignore your driver's health.



– **Andy Vanzant**  
Chief Operating Officer at Gulf Relay

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## The Challenge: Securing Driver Buy-In

The average commercial truck driver is 48 years old, and many drivers are reluctant to change their approach to health and wellness.

The population of CDL drivers is aging as companies strive to engage with a younger workforce. With a smaller pool of potential drivers, companies must prioritize keeping their team safe and healthy on and off the road. **With 45% to 55% of drivers certified with less than one-year cards, a large number of drivers are at risk of losing their Department of Transportation (DOT) certification without proper support.**

Fit to Pass and Gulf Relay also had to address a critical roadblock: driver hesitation to participate. Experienced drivers can be skeptical of new programs and processes that feel inauthentic. Instead of being perceived as an outsider coming in to point out problems, Fit to Pass demonstrated their simple goal: serve as a health educator and advocate for drivers and Gulf Relay.

**No mandatory participation, no preaching – just a partner who understands the physical and emotional challenges of being a professional driver.**

## The Results: A Cultural Shift Towards Health and Wellness

Positioning Fit to Pass as an added benefit, not a company mandate, was crucial in the initial launch. Gulf Relay leveraged its quarterly in-person safety meetings to introduce the program and continues to fuel momentum with ongoing communication.

Fit to Pass secured and maintains driver enthusiasm for the program with the help of a dedicated on-site health coach who walks the walk and continually engages drivers with ongoing encouragement and a personalized approach.

**Since launching Fit to Pass in 2021, the Gulf Relay team has realized qualitative and quantitative benefits, including:**

- ✓ At least **20 drivers** completing monthly health check-ins
- ✓ Between **30 and 40 individuals** managing their health with the mobile app
- ✓ Improving **DOT physical pass rates** for Gulf Relay drivers
- ✓ Assisted **five drivers** in keeping their medical card
- ✓ Mindset shift towards **health and wellness**
- ✓ Enhanced ability to **retain and recruit** talent

Many of Gulf Relay's drivers now feel that measuring their blood pressure or weight is part of a more comprehensive wellness effort, not just a box to check for a DOT (Department of Transportation) physical. Their Fit to Pass Coach knows the drivers, celebrates their successes, and equips them with the resources to take their wellness journey to the next step.

## What's Ahead: More Wellness Opportunities on the Horizon

Through the collaboration between Gulf Relay and Espyr's Fit to Pass, drivers now have the tools to take control of their physical and mental well-being in a way that best suits each individual.

The companies will continue to work together to highlight the program's possibilities to Gulf Relay drivers and foster deeper engagement with the company's workforce.

Discover the Right Mental Health & Wellness Solution for Your Organization Today

GET STARTED



## Did You Know?

Losing just one driver could cost your company anywhere from **\$8,000** to **\$20,000** and the cost of recruiting and training a new driver, can cost up to **\$15,000**.

**FIT  
TO  
PASS**



Espyr® empowers organizations to go beyond traditional support and offer their people comprehensive well-being solutions to increase engagement, boost productivity, and enhance workplace culture. Our mission is to help organizations and their people reach their potential by providing immediate, customizable behavioral and mental health solutions. We enable our clients to support their members with health coaching, counseling, leadership programs, and more – available in-person or virtually, leading to higher engagement, reduced healthcare costs, and happier employees.

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