

Class A Jobs 411

Professional CDL Driver Recruiting
Services

Connecting Carriers with Pre-Qualified, Safety-Oriented Class A Drivers

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🌐 classajobs411.com



The Driver Shortage Crisis Is Costing You Revenue

Industry challenges impacting carrier profitability

94%

Annual Turnover

Industry average turnover rate creates a constant hiring cycle. (ATA Data)



Idle Trucks

Unqualified applicants and incomplete packets waste recruiter time and keep trucks off the road.

24 Days

Avg. Time-to-Hire

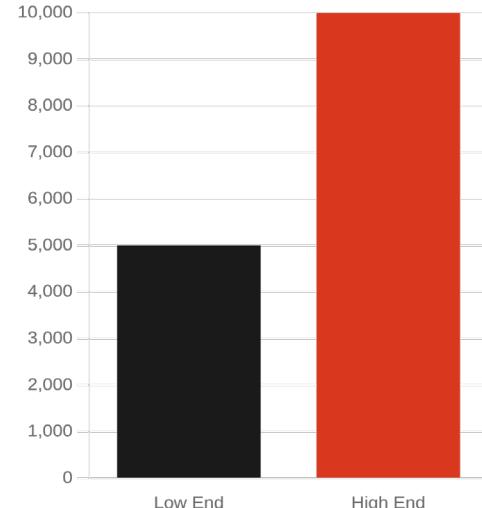
Every day a seat sits empty is lost revenue for your fleet.

ROI

Rising Ad Costs

Advertising spend continues to climb while lead quality and conversion rates decline.

Hiring Cost Per Seat



Carriers spend up to \$10,000+ per seat on advertising, recruiting, and onboarding.

Proven Results That Transform Hiring

Industry Avg. Completion

22%

Standard Application Rate

Class A Jobs 411 Completion

80%+

Pre-Screened Candidates

Industry Avg. Response

<30%

Driver Callback Rate

Class A Jobs 411 Response

65-70%

Engaged Candidates

Time-to-Hire (Days)

58% Faster

Industry Avg



Cost-Per-Hire (\$)

50% Savings

Industry Avg



Unmatched Coverage & Expertise

The most comprehensive driver recruiting infrastructure in the industry.

100+

Recruiters

Across all 50 states

250K+

Applications

Processed through our systems

150+

Years Exp.

Combined industry experience

2,000+

Annual Hires

Consistent, scalable results

 **100% U.S. Based**
No Outsourcing

 **Certified Business**
Woman-Owned & Veteran-Owned



\$0

Upfront
Investment

You Only Pay When Drivers Dispatch

- Full Marketing Campaigns
- DOT Compliance Vetting
- Dedicated Recruiter Support
- Nationwide Sourcing
- Completed Applications
- Interview Scheduling

The Guarantee

Eliminate wasted ad spend. Every dollar you pay is tied directly to a dispatched driver.



Pre-Qualified Drivers Reduce No-Shows & Improve Retention

Our Three-Step Quality Process ensures candidates are ready to drive.

01

Rigorous Pre-Screening

DOT compliance verification

Experience level & endorsements validation

Location & home time preference matching

Driving record & eligibility review

02

Position Pre-Selling

Detailed education on pay structure, lanes, & schedule

Alignment of driver expectations with job requirements

Transparent communication about benefits

03

Complete Application Delivery

Fully completed applications with documentation

Motivated candidates ready for orientation

Significantly reduced ghosting & no-show rates



Perfect Lane Matching

Drives Long-Term Driver Satisfaction



Home Time Needs

Matching OTR, Regional (weekly/bi-weekly), or Local (daily) preferences.



Freight Type

Aligning experience with Dry Van, Refrigerated, Flatbed, or Tanker.



Route Preferences

Coast-to-coast long haul vs. dedicated consistent accounts.



Compensation Structure

Clear alignment on Mileage, Hourly, or Percentage pay models.

Proper matching from day one reduces the misalignment that causes early turnover.

Full-Cycle Support

Extends Your Team or Replaces Your Department

Advertising & Marketing

Multi-channel campaigns optimized for maximum driver engagement.

Candidate Sourcing

Active outreach to qualified CDL-A and CDL-B drivers nationwide.

Application Processing

Complete intake, documentation, and compliance verification.

VOE & Background

Verification of employment and comprehensive screening.

Interview Scheduling

Coordination between drivers and your hiring team.

Reporting & Analytics

Regular updates on pipeline status and performance metrics.

Connected Truck Systems



Tenstreet Integration

Our DOT-compliant processes integrate seamlessly with your existing systems for efficient onboarding and data management.

We Fill All Class A Driver Positions

Comprehensive coverage across your entire fleet operations



OTR Drivers

Long-haul positions with competitive mileage pay, full benefits, and per diem. Coast-to-coast freight opportunities.

High Mileage



Regional Routes

Home weekly or bi-weekly with consistent routes and predictable schedules that build driver loyalty.

Home Weekly



Local Driving

Home daily with day cab routes and local freight. Perfect for drivers prioritizing work-life balance.

Home Daily



Dedicated Accounts

Consistent customers and routes with stable income. Drivers build relationships while earning predictable pay.

Stable Income



Real Results Case Study

Core-Mark

Denver, CO

Strategic driver placement delivering measurable cost reduction over 47 months.

! The Challenge

- ✗ Prolonged vacancy times affecting delivery schedules
- ✗ High advertising and staffing costs eroding margins
- ✗ Heavy reliance on expensive temp drivers and overtime pay

⚙️ The Solution

- ✓ SEO-optimized job board visibility targeting Denver-area drivers
- ✓ Dedicated recruiter support with local market expertise
- ✓ Pre-screened candidate intake aligned with requirements
- ✓ Streamlined applicant processing reducing time-to-hire

↗ The Results

57

Drivers Hired (First 12 Mo)

200+

Drivers Placed (Total)

✓ Temporary driver usage completely eliminated

✓ Time-to-fill and overhead costs significantly reduced



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Class A Jobs 411 consistently delivered high-quality driver candidates that matched our unique route demands and hiring needs. Their team was professional, responsive, and instrumental in helping us build a reliable, long-term driver workforce.

Kim Ardo Eisenbeis

Regional HR Director

Core-Mark Denver

Why Leading Carriers Choose Us

Competitive Advantages & Value Proposition

Faster Time-to-Hire

7-10 Days

 vs. 18-24 Days Industry Avg

Lower Cost-Per-Hire

\$2k - \$5k

 vs. \$5k - \$8k+ Industry Avg

Higher Quality

80%+ Complete

 vs. 22% Completion Rate

Better Response

65-70% Rate

 vs. <30% Industry Avg

Reduced Turnover

Better Match

 Position matching reduces attrition

Zero Financial Risk

No Upfront Cost

 Pay only when drivers dispatch

We are not a lead generation service — we are a **full-service recruiting partner** committed to your success.

Get Started Today

Fill Your Empty Seats This Month

1

Schedule a consultation to discuss your specific driver needs.

2

Define your hiring profile: routes, home time, pay, and qualifications.

3

Receive pre-qualified candidates within 7-10 days.

4

Pay only when drivers dispatch and generate revenue.

Contact Us Directly



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mail@classajobs411.com



classajobs411.com

Certified Business

Woman-Owned, Service-Disabled Veteran-Owned Small
Business (SBA & SAM.gov Registered)