




# Class A Jobs 411

Professional CDL Driver Recruiting  
Services

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

 (888) 682-8003

 [mail@classajobs411.com](mailto:mail@classajobs411.com)

 [classajobs411.com](http://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)

## 24 Days

### Avg. Time-to-Hire

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



### Idle Trucks

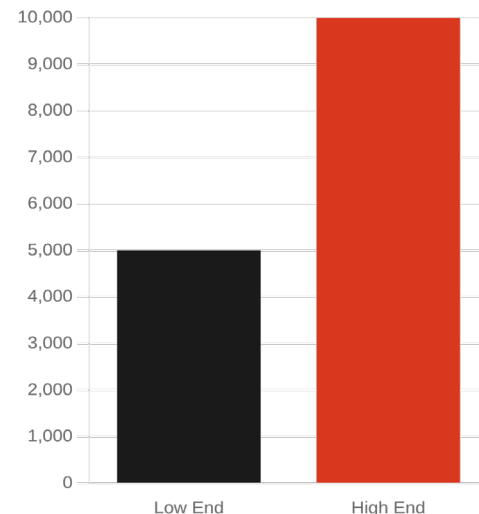
Unqualified applicants and incomplete packets waste recruiter time and keep trucks off the road.

## 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

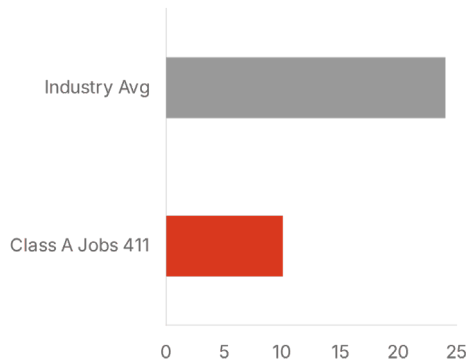
Class A Jobs 411 Response

**65-70%**

Engaged Candidates

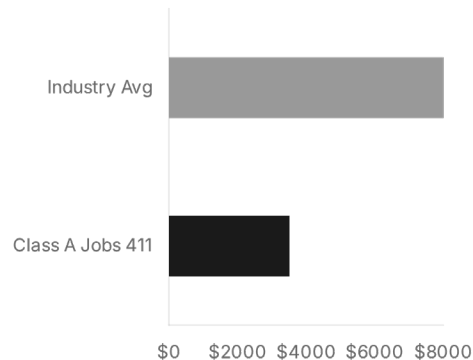
Time-to-Hire (Days)

58% Faster



Cost-Per-Hire (\$)

50% Savings



# Unmatched Coverage & Expertise

The most comprehensive driver recruiting infrastructure in the industry.

**100+**

**Recruiters**

Across all 50 states

**150+**

**Years Exp.**

Combined industry experience

**250K+**

**Applications**

Processed through our systems

**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.**



HEADLINE TEXT

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# Pre-Qualified Drivers Reduce No-Shows & Improve Retention

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

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## 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.

## Application Processing

Complete intake, documentation, and compliance verification.

## Interview Scheduling

Coordination between drivers and your hiring team.

## Candidate Sourcing

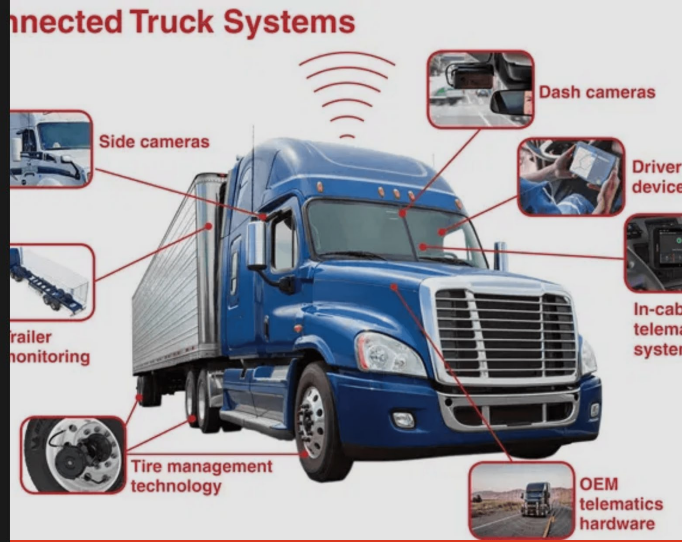
Active outreach to qualified CDL-A and CDL-B drivers nationwide.

## VOE & Background

Verification of employment and comprehensive screening.

## Reporting & Analytics

Regular updates on pipeline status and performance metrics.



## 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



## Local Driving

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

Home Daily



## Regional Routes

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

Home Weekly



## 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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**Certified Business**

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