

PROFESSIONAL DRIVER RECRUITING BACK OFFICE SYSTEM

Comprehensive Recruiting Partnership
with Proven Results

Ron Baker & Melissa Baker | 14 Years of Recruiting Excellence



OUR FOUNDATION

14 Years of Proven Recruiting Excellence with Industry-Leading Expertise

■ Leadership Team

Ron Baker (Owner, IT Degree, 25+ years trucking experience) and Melissa Baker (MA in Leadership & Management, US Army Veteran)

■ Current Scale

27

Carrier partnerships with approximately 10,000 daily open requisitions (OTR, Regional, Local, Dedicated)

■ Recruiting Network

50

Full-time contract recruiters strategically located across the United States

■ Track Record

Decade-long commitment to quality driver placement and carrier satisfaction

■ System Maturity

10 Years

Refined back office operations and continuous improvement

QUALITY CONTROL & PERFORMANCE TRACKING

Dual-Layer Verification System

RECRUITER METRICS

Individual app-to-hire ratios tracked to identify training needs and expertise.

VERIFICATION PROCESS

Drivers confirmed as seated and dispatched by driver, recruiter, and office.

DATA OPTIMIZATION

Performance metrics guide carrier-recruiter pairing for better results.

DUAL-LAYER QC

Driver pre-qualification forms completed before application submission.

DIRECT INVOICING

Streamlined payment system activated only after solo dispatch verification.

REDUCED FALLOUT

Quality control measures minimize disqualified applications.



INTELLIGENT ZIP CODE SEARCH

Geographic Precision Reduces Wasted Time

INSTANT GEOGRAPHIC MATCHING

Recruiters enter driver zip code to instantly see all available positions in their geographical location.

CARRIER-SPECIFIC OPENINGS

System uploads each carrier's open positions for quick, targeted driver matching.

SPEED-TO-HIRE ADVANTAGE

Dramatically reduces time from initial contact to placement by showing only relevant opportunities.

EXPANDED DRIVER POOL

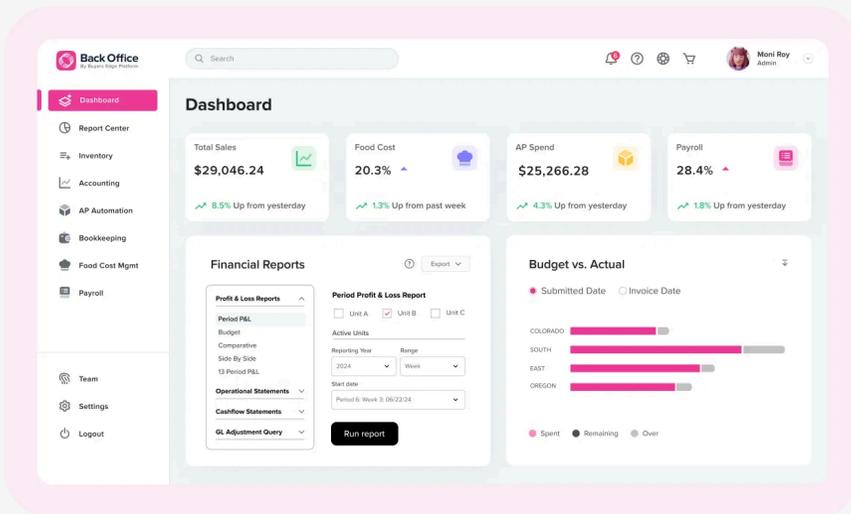
More potential drivers for each carrier by efficiently matching geography to openings.

10,000+ DAILY REQUISITIONS

Massive inventory of OTR, Regional, Local, and Dedicated positions ensures drivers find suitable opportunities.

DRIVER SATISFACTION

Large selection of positions increases driver happiness and reduces turnover.



HIRING RADIUS TOOLS

Visual Hiring Radius Validation Drastically Reduces Non-Qualifiable Applications

PRECISION & CONTROL

Precise Geographic Boundaries: System displays exact hiring radius (e.g., 50 miles) to validate eligibility.

Visual Confirmation: Hiring area highlights on map to show if driver is within range.

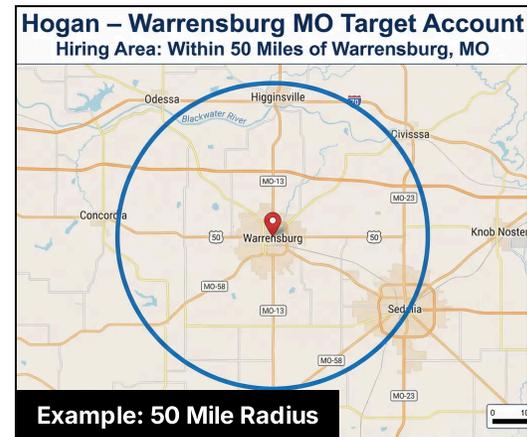
Carrier-Specific Settings: Unique hiring radius programmed for automatic validation.

EFFICIENCY & IMPACT

Dramatic Reduction in Waste: Out-of-market drivers eliminated before application.

Improved App-to-Hire Ratio: Geographic pre-screening increases hire percentage.

Time Savings: Recruiters avoid processing applications outside hiring zones.



DRIVER SALARY CALCULATOR



State-Specific Tax Calculations Give Drivers Realistic Pay Expectations Before Orientation

FEATURES

In-House Developed Tool

Proprietary calculator built specifically for trucking industry compensation scenarios.

Comprehensive Calculation

Enter cents per mile, average weekly miles, and driver's home state for precise estimates.

Accurate Tax Deductions

System estimates state and federal taxes based on current tax rates.

BENEFITS

Reduced Orientation Fallout

Drivers arrive with accurate pay expectations, minimizing disgruntled departures.

Improved Driver Retention

Transparency builds trust and sets realistic expectations from the start.

Payroll template	Payroll A		
Daily Wage	\$ 50.00		
<u>Exchange</u>	<u>Near</u>	<u>Medium</u>	<u>Far</u>
Mon - Fri, standard Hours (9am - 6pm)	\$ 8.00	\$ 9.00	\$10.00
Overtime pay (after 6pm)	\$ 12.00	\$13.00	\$13.00
<u>Put</u>			
Mon - Fri, standard Hours (9am - 6pm)	\$ 7.00	\$ 8.00	\$ 9.00
Overtime pay (after 6pm)	\$ 11.00	\$12.00	\$12.00
<u>Pull</u>	<u>Near</u>	<u>Medium</u>	<u>Far</u>
Mon - Fri, standard Hours (9am - 6pm)	\$ 4.00	\$ 6.00	\$ 7.00
Overtime pay (after 6pm)	\$ 5.00	\$ 8.00	\$ 9.00
<u>Others</u>			
Mon - Fri, standard Hours (9am - 6pm)	\$ 5.00	\$ 7.00	\$ 8.00
Overtime pay (after 6pm)	\$ 6.00	\$ 7.00	\$ 9.00

WORK TIME

Set up the standard work hours for drivers. Clear time hours pre-outside of standard hours.

Work time: Standard Work Hours

Work time description: Description for work time.

Sunday	<input checked="" type="checkbox"/> Work	01:00 PM	TO	05:00 PM
Monday	<input checked="" type="checkbox"/> Work	08:00 AM	TO	06:00 PM
Tuesday	<input checked="" type="checkbox"/> Work	02:00 AM	TO	06:00 PM
Wednesday	<input checked="" type="checkbox"/> Work	09:00 AM	TO	06:00 PM
Thursday	<input checked="" type="checkbox"/> Work	05:00 AM	TO	06:00 PM
Friday	<input checked="" type="checkbox"/> Work	09:00 AM	TO	06:00 PM
Saturday	<input checked="" type="checkbox"/> Work	11:00 AM	TO	07:00 PM

TRAINING & EDUCATIONAL RESOURCES

Comprehensive Support for Recruiters and Drivers

■ Full Recruiter Training

Comprehensive training materials developed by Melissa Baker for consistent quality across all 50 recruiters.

■ Trucking Glossary

Educational resources and tutorials help recruiters and drivers understand industry terminology and processes.

■ Continuous Learning

Regular updates ensure recruiters stay current on carrier policies, industry changes, and best practices.

■ Carrier-Specific Videos

Each of the 27 carriers has a custom-produced video explaining their unique opportunities and requirements.

■ Carrier Updates System

New information and updates loaded onto front profile page for immediate access by all recruiters.

■ Professional Presentation

Polished materials reflect positively on both our recruiting service and the carrier partners.



PERSONAL CRM SYSTEM

Custom-Built CRM Maintains Driver Relationships for Future Placement Opportunities

■ PROPRIETARY DEVELOPMENT

CRM system built in-house specifically for driver-recruiter relationship management.

■ DRIVER-CENTRIC DESIGN

Designed around maintaining driver and recruiter information for long-term engagement.

■ FUTURE OPPORTUNITY MATCHING

Recruiters can quickly reconnect with previously qualified drivers when new positions open.

■ RELATIONSHIP CONTINUITY

Drivers maintain connection with their recruiter even if initial placement doesn't work out.

■ EXPANDED TALENT POOL

10,000 daily requisitions mean more opportunities to match drivers with ideal positions.

■ REDUCED RECRUITING COSTS

Maintaining relationships with qualified drivers reduces need for constant new lead generation.



REAL-TIME COLLABORATION

Direct Carrier Communication Enables Real-Time Adjustments

■ BEST LINE OF DEFENSE

Strong communication and cooperation between recruiting team and carrier partners.

■ CONTINUOUS IMPROVEMENT

Regular feedback loops allow system and process refinement based on carrier needs.

■ RESPONSIVE UPDATES

Carrier policy changes, hiring radius adjustments, and requirements implemented quickly.

■ REAL-TIME SOLUTIONS

Ability to tweak and fix issues immediately versus waiting for problems to escalate.

■ FLEXIBLE INTEGRATION

Multiple integration options (backend access, PDF, Excel) accommodate workflows.

■ PARTNERSHIP MINDSET

Success measured by carrier satisfaction, driver retention, and long-term growth.

SYSTEM BENEFITS SUMMARY

Comprehensive System Delivers Quality Drivers, Reduced Costs, and Operational Efficiency

PARTNER WITH A PROVEN RECRUITING SYSTEM

EXPERIENCE

14 years of recruiting excellence with 10 years of refined back office operations.

SCALE

50 full-time recruiters nationwide | 27 carrier partnerships | 10,000+ daily requisitions.

LEADERSHIP

Ron Baker (IT Degree, 25+ years trucking) & Melissa Baker (MA Leadership & Management, 20+ years of successful Business Leadership, US Army Veteran).

SYSTEM ADVANTAGE

Proprietary tools built in-house for maximum efficiency and quality.