CLASS A JOBS

# TRANSFORMING DRIVER RECRUITING

> How Our Tech-Enabled Contract Recruiters Deliver 70% Better App-to-Hire Ratios

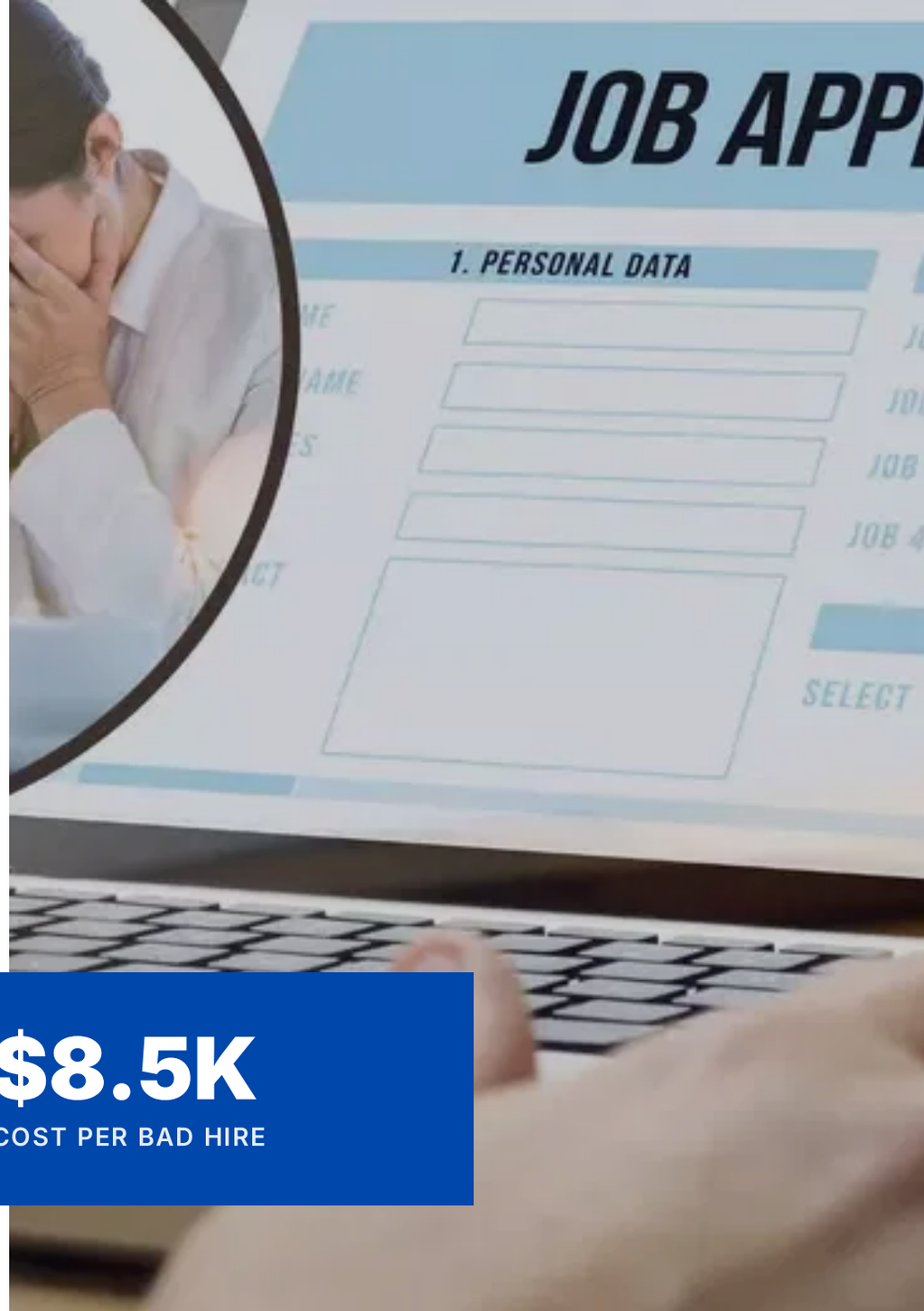
**70% IMPROVEMENT**

01 THE INDUSTRY CHALLENGE

# DRIVER RECRUITING WASTES THOUSANDS OF HOURS ON UNQUALIFIED APPLICATIONS

- Persistent driver shortage creates fierce competition for qualified talent.
- Manual screening processes miss critical disqualifiers until late stages.
- Recruiters spend 95% of time on candidates who will never be hired.
- Cost of a bad hire averages $8,500 including onboarding and turnover.

**15:1 - 25:1**
INDUSTRY STANDARD APP-TO-HIRE RATIO




**$8.5K**
COST PER BAD HIRE

02 OUR STARTING POINT

# 10:1 APP-TO-HIRE RATIO

Better than industry average, but still inefficient. 90% of recruiter time wasted on unqualified candidates.

**90%**

WASTED SCREENING TIME

**7.5 hrs**

WORK PER HIRE

VISUALIZING THE RATIO

1 HIRE : 9 REJECTIONS

Manual Screening Process Flow

03 OUR APPROACH

# TECH-ENABLED CONTRACT RECRUITERS

Our team uses proprietary AI technology to pre-screen every driver against **your carrier profile** before candidates reach your desk.

REAL-TIME DATA INTEGRATION

**FMCSA Database**
**Tenstreet & DriverReach**
**DAC Reports**

01

## EXPERIENCE

Our recruiters verify years of service, endorsements, and equipment type experience against your fleet requirements.

02

## SAFETY

We analyze CSA scores, accident history, and moving violations to ensure safety compliance before submission.

03

## LOCATION

We match driver domicile with your route availability and regional hiring zones to ensure fit.

04

## RECORDS

We verify license status, identify DQ alerts, and flag unexplained employment gaps before you see them.

# OUR RECRUITERS FILTER CANDIDATES BEFORE THEY REACH YOUR DESK

## DRIVER APPLIES 01

Drivers submit applications through our portal, providing CDL information, work history, and consent for background checks.

**WE COLLECT**

- CDL Data
- Work History
- Consent Forms

## WE PRE-SCREEN 02

Our contract recruiters use internal AI tools to instantly cross-reference data against your carrier profile and industry databases.

**WE VERIFY**

- Experience & Endorsements
- Safety & Violations
- Geo-Matching

## YOU GET QUALITY 03

Only qualified, pre-vetted candidates are submitted to your team. Disqualified applicants never reach your desk.

**YOU RECEIVE**

- **Qualified:** Ready to Interview
- **Vetted:** Background Checked
- **Matched:** Fits Your Profile

06 THE RESULTS

# CARRIERS USING OUR SERVICE ACHIEVE 70% IMPROVEMENT

## Moving from 10:1 to 3:1

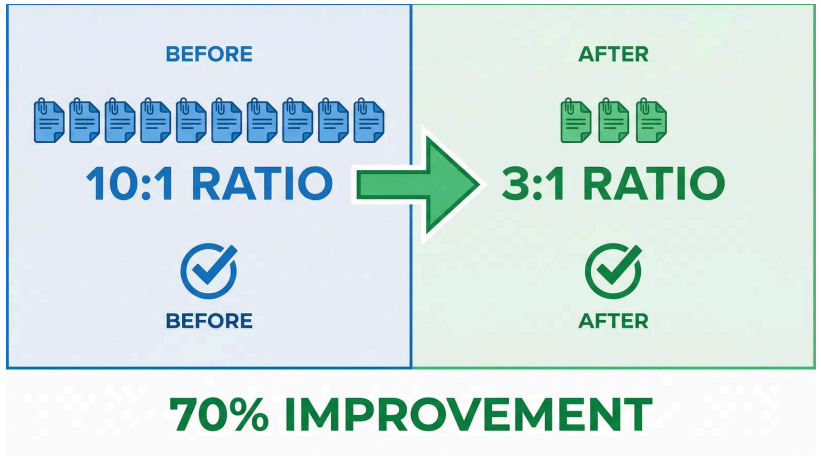
Our tech-enabled contract recruiters handle the heavy lifting. Your team focuses only on the top 30% of candidates who are actually qualified.

YOUR TEAM'S EFFICIENCY

**60% Time Saved**

CANDIDATE EXPERIENCE

**+40% Satisfaction**




**3 Hrs**

Your Review Time Per Hire

Down from 7.5 Hours

**33%**

Interview Conversion

Up from 10%

**11 Days**

Average Time-to-Hire

Down from 18 Days

# VALUE OF PARTNERING WITH US

Our contract recruiters handle pre-screening, saving your team an average of **4.5 hours per hire**. You get qualified candidates without the overhead.

**60%**

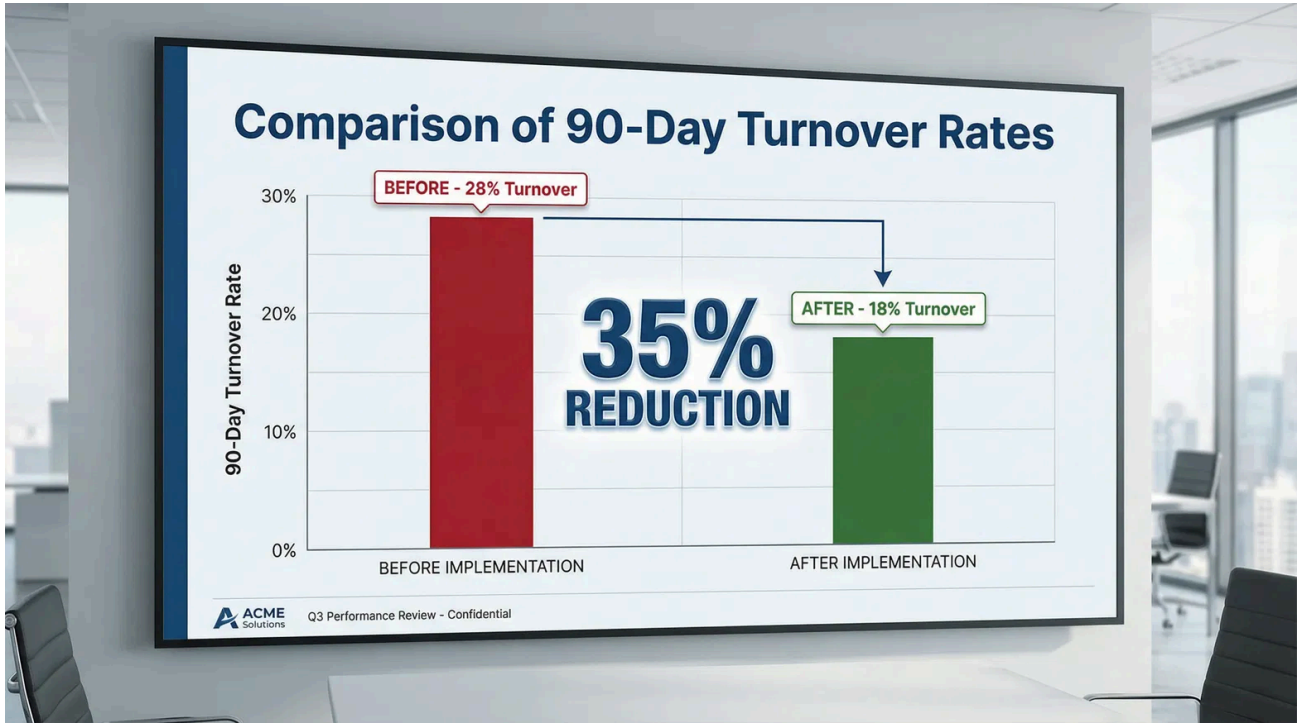
REDUCTION IN YOUR RECRUITING TIME

# BETTER MATCHES LEAD TO 35% REDUCTION IN TURNOVER

**-22%**
SAFETY INCIDENTS

**+28%**
DRIVER SATISFACTION

**85%**
"STRONG FIT" RATING




**90-Day Retention Up**

**92%**

**IMPROVED RECRUITER PRODUCTIVITY**

09 CARRIER FEEDBACK

# DRAMATIC IMPROVEMENTS IN EFFICIENCY

> *"This system has transformed our recruiting operation. We're spending less time on paperwork and more time building relationships."*
>
> **— REGIONAL CARRIER, 250+ TRUCKS**

> *"The AI assessment catches issues we used to miss until the background check phase. It's saved us countless hours."*
>
> **— NATIONAL LTL CARRIER, 500+ TRUCKS**

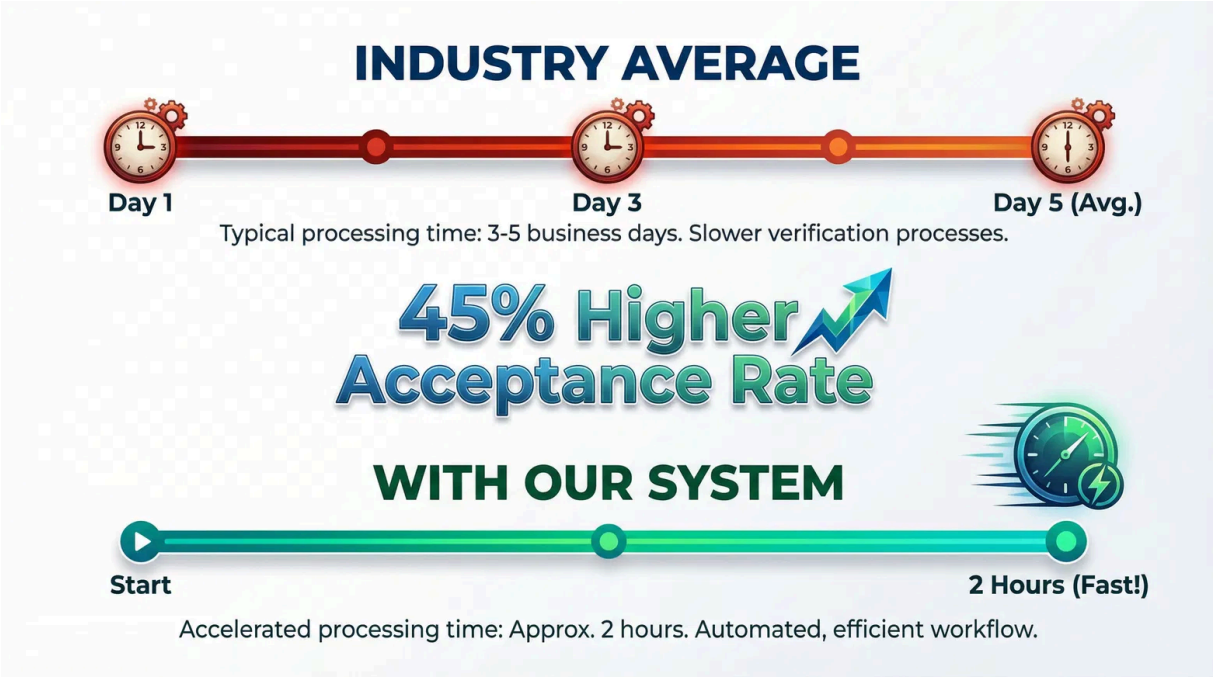
**88%** RECOMMEND TO OTHER FLEETS

10 COMPETITIVE ADVANTAGE

# FIRST ACCESS TO TOP TALENT

In today's market, qualified drivers receive multiple offers within 48 hours. Speed is the single biggest differentiator in securing talent.

> *"We're filling trucks while our competitors are still reviewing applications."*




**40%**
FASTER POSITION FILLS

**2 Hrs**
AVG RESPONSE TIME

# SEAMLESS INTEGRATION

## With Existing ATS & Databases

### API CONNECTIONS

Tenstreet, DriverReach, and custom carrier platforms.

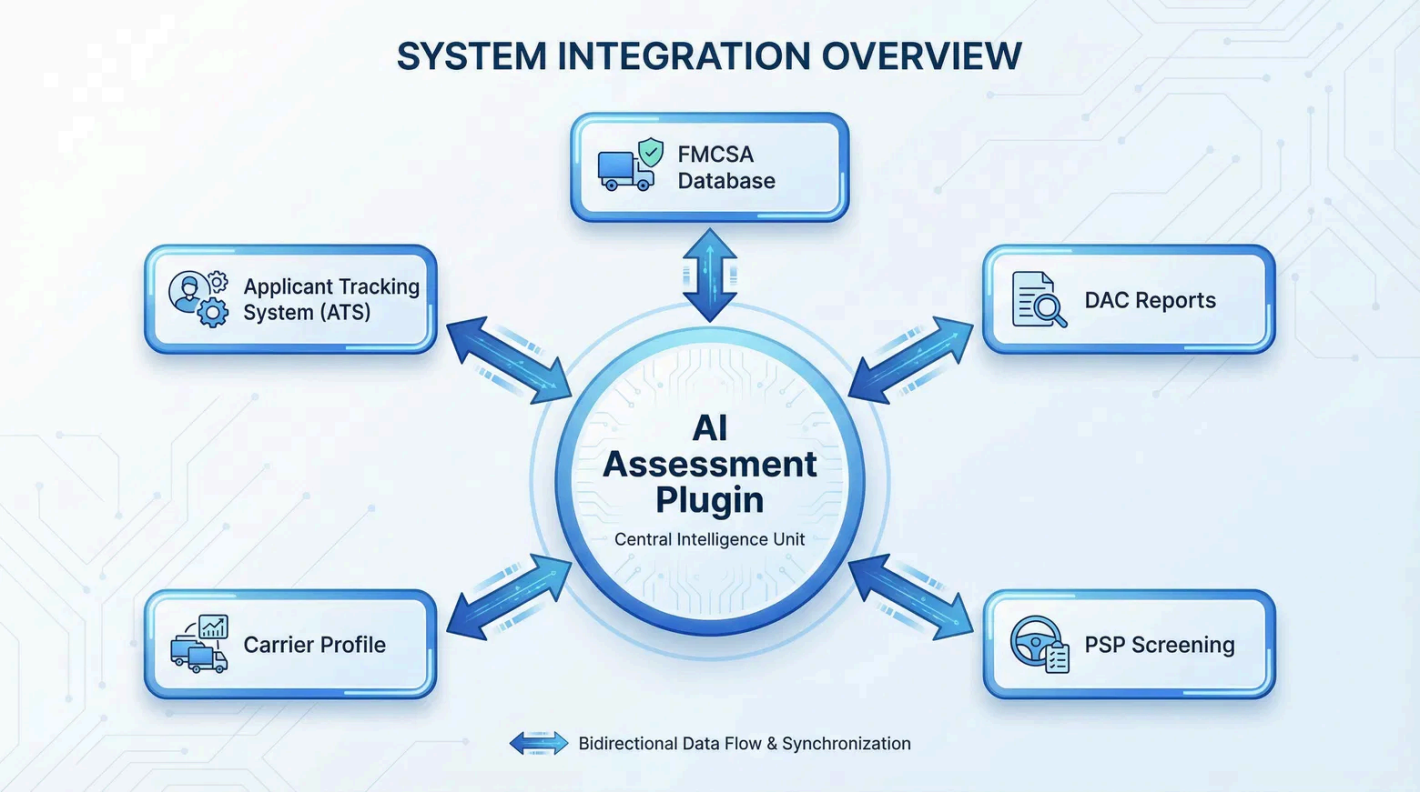
### REAL-TIME VERIFICATION

Instant checks against FMCSA, DAC, and PSP databases.

### SECURE COMPLIANCE

FCRA-compliant data handling and secure cloud architecture.

LIVE SYNC



# AI-POWERED ASSESSMENT IS THE NEW STANDARD

Manual screening processes cannot scale. The future belongs to carriers who leverage data to predict success and automate decision-making.

SCALABILITY

- **Infinite Volume Handling**

INTELLIGENCE

- **Predictive Analytics**

ADVANTAGE

- **First-Mover Speed**

# READY TO IMPROVE YOUR DRIVER RECRUITING?

- Tech-enabled contract recruiters delivering 70% better results
- Dedicated Class A & B recruiting solutions
- Pre-screened, qualified candidates only

LET'S TALK

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# THANK YOU

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