

RECRUITING AND CYBERSECURITY: How to Find a Secure Trucking ATS

CARRIER RECRUITING CHALLENGES

The driver shortage is caused by a number of factors.

- High turnover rates** mean recruiters must continually fill driver positions
- Aging drivers** are putting pressure on recruiters to hire younger drivers before their veterans retire
- Driver age requirements** further limit the applicant pool to those 21 and over



HOW A TRUCKING ATS CAN HELP

A trucking ATS can help carriers save time while filling seats.

- Expediting time to hire** so drivers don't bow out or get lost to competing carriers
- Automating applications** to simplify the process for drivers and improve form completion rates
- Streamlining work processes** like electronic DOT verification, applicant tracking, and document management

WHY IS TRUCKING ATS CYBERSECURITY IMPORTANT?

Because a trucking ATS handles sensitive applicant data, cybersecurity is of the utmost importance to prevent data breaches and ransomware attacks.

What is a ransomware attack?

When a company is the victim of a ransomware attack, attackers (also referred to as "ransomware gangs") encrypt a company's data and hold it for ransom. Companies can pay for the decryption key, or have an increased risk the stolen data will be shared.

Who is at risk for a ransomware attack?

Small and large trucking companies alike. Even though news headlines often feature stories about data breaches at large companies, small companies are also often the victims of ransomware attacks.



WHAT ARE THE CONSEQUENCES OF A CYBERATTACK?

- DATA EXPOSURE**
- RISK OF IDENTITY THEFT**
- SYSTEM OUTAGES**
- OPERATIONAL DISRUPTIONS**
- TIME SPENT AND MONEY LOST ON RECOVERY**
- CUSTOMER CONCERNS OVER DATA SECURITY**
- DAMAGED CARRIER REPUTATION**
- LOST LOADS AND REVENUE**



HOW TO FIND A SECURE TRUCKING ATS AND PREVENT CYBERATTACKS

CHOOSE VENDORS WITH SOLID SECURITY CONTROLS.

Your trucking ATS should be able to point to a detailed audit or certification from a third party. If the ATS doesn't have a certification, that's a red flag.

How it's done at Tenstreet: Tenstreet has a team devoted to security. All applicant data is encrypted and internal audits are conducted to validate that the proper security controls are in place. Tenstreet invests hundreds of thousands of dollars per year in hardware, software, systems, training, and people to keep its trucking ATS platform and the data possessed/maintained by Tenstreet as safe and secure as possible.

LOOK FOR THIRD-PARTY VERIFICATION.

Vendors' security protocols should be audited by an independent party.

How it's done at Tenstreet: Each year, Tenstreet undergoes an SSAE-18 SOC2 Type II audit. SOC2 is an AICPA framework for auditing service providers. Through it, the provider's security controls are assessed against a common set of standards/principles to validate that they're designed and effectively implemented throughout the audit period to ensure the confidentiality, integrity, availability, and privacy of customer data.

ENSURE YOUR TRUCKING ATS PROVIDER HAS BACKUPS.

Data should be stored in multiple locations.

How it's done at Tenstreet: Tenstreet maintains multiple copies of all data and documents synced in real-time across geographic areas. As an additional level of redundancy and protection, Tenstreet also maintains backup routines that create offline backups not physically connected to any hardware. Backups help ensure systems that rely on the data would be restored in the event of a worst-case ransomware event.

VERIFY DATA IS NOT SHARED.

Neither driver nor company data should be shared with outside parties. Be sure to check the provider's Privacy Policy to learn what data they collect and what they can legally do with it.

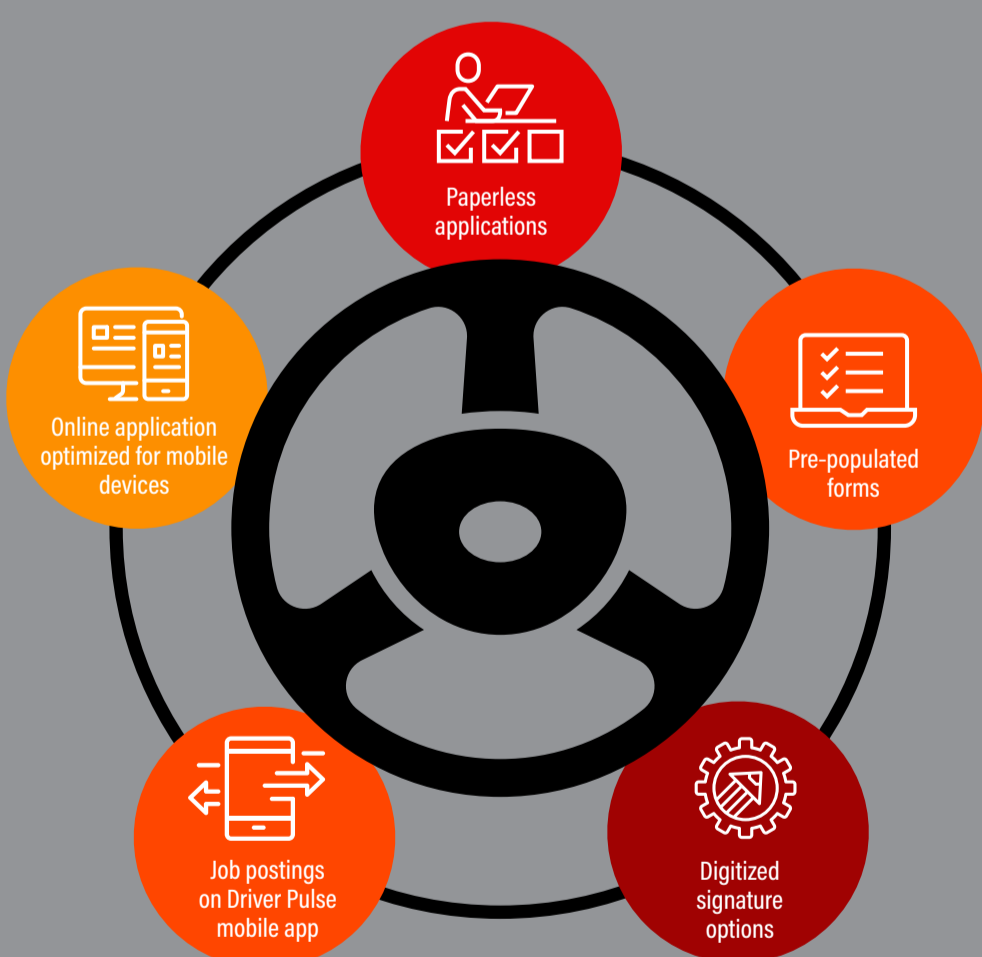
How it's done at Tenstreet: Tenstreet does not release any data the driver or the company does not wish to share. Ever.

Client data: Client data belongs to the client. It is never shared with another carrier. Each company has its own recruiting strategy, and each client's solution is also kept strictly confidential.

Driver data: Before pre-populating an application, each driver is authenticated. Tenstreet never shares driver data to other carriers.

HOW THE TENSTREET RECRUITING SOLUTION WORKS

SIMPLIFIED APPLICATIONS FOR DRIVERS:



SIMPLIFIED HIRING FOR RECRUITERS:



WHY TENSTREET?

Airtight Security and Top-Notch Recruiting, Onboarding, Safety, and Retention
When you use Tenstreet's Secure Recruiting Solution...

SAY **GOODBYE** TO:

- SECURITY CONCERNS
- COMPLEX WORKFLOWS
- DISCONNECTED SYSTEMS
- CUMBERSOME ORIENTATION FORMS
- MANUAL ENTRY

SAY **HELLO** TO:

- A SAFE, SECURE, CONFIDENTIAL, AND COMPLIANT PLATFORM
- STREAMLINED PROCESSES
- IMPROVED COMMUNICATION BETWEEN DRIVER AND RECRUITER
- MORE SEATS FILLED IN LESS TIME
- HIGHER APPLICATION COMPLETION RATES