

# 9 FACTORS FOR PRIVATE FLEETS TO CONSIDER WHEN HIRING DRIVERS

Hiring truck drivers is unlike filling most other positions at a company. It's a complicated challenge that requires navigating economic shifts, unique application processes, and specific industry regulations.

Here's what private fleets need to know to tackle the hurdles of truck driver recruitment.



## 1 JOB APPLICATIONS MUST ALWAYS BE DOT-COMPLIANT

Meeting strict DOT-regulations for driver applications is time, labor, and resource intensive. Carriers that fail to comply face costly penalties and reputational harm.



### HOW WE SOLVE IT

Tenstreet's IntelliApp keeps you DOT-compliant by automatically adapting to changes in DOT regulations at both the state and federal level, including Ban-The-Box and Pay Equity laws, and features compliant digital-signature technology that allows drivers to sign releases online.



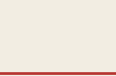
## 2 HIRING A DRIVER REQUIRES DUE DILIGENCE

A lot has to happen before a driver can hit the road, including a meticulous process for vetting every driver's qualifications and road readiness.



### HOW WE SOLVE IT

Companies designate Tenstreet as their Third-Party Administrator (TPA) to handle Clearinghouse queries, and our electronic DQFs store all the necessary reports in one place. Tenstreet offers integrations to pull information from background checks, drug and alcohol screens, and other reports directly into your dashboard where they're easily accessible.



## 3 EMPLOYMENT VERIFICATIONS ARE A TIME-CONSUMING REQUIREMENT

Employment verifications are essential, but completing them manually is tedious and time-consuming. Any hiring delays can threaten your ability to secure the best candidates.



### HOW WE SOLVE IT

Tenstreet offers a platform, Xchange, which issues verification requests to past employers electronically. Verification of Employment (VoEs) completed through the Xchange Network have an average turnaround time of less than a day and are completed in half the time when compared to a fax machine.



## 4 THERE'S A TRUCK DRIVER SHORTAGE

Various factors including mass retirement of an aging workforce, fewer students enrolling in trucking schools, and the general rigors of the work, have led to a shortage of qualified drivers.



### HOW WE SOLVE IT

To stay competitive and appeal to potential drivers, companies need to offer attractive compensation packages and have driver-friendly application processes. Both are crucial to filling empty seats and getting waiting trucks on the road.



## 5 DRIVER JOB APPLICATIONS TAKE A LONG TIME TO FILL OUT.

Driver applications are extensive, and drivers with limited time often give up or look for other options before completing an unwieldy application.



### HOW WE SOLVE IT

The first time a driver fills out Tenstreet's IntelliApp for any company, their information is stored in our system and can be used for future job applications- 92% of IntelliApps submitted pull in pre-populated info. This allows drivers to complete applications in minutes, so you'll receive more completed applications and drivers will be happier with your faster, easier process.



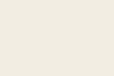
## 6 DRIVERS ARE MORE LIKELY TO APPLY TO JOBS ON A MOBILE DEVICE

Drivers are constantly on the road and rely on their mobile devices to handle professional logistics and apply to new positions.



### HOW WE SOLVE IT

IntelliApps can be completed directly from Driver Pulse, our mobile app used by more than 460,000 drivers a month to find jobs and manage their careers. IntelliApp's pre-population feature makes it fast and easy for drivers to submit an application on the go - 87% of IntelliApps submitted in the last month came from a mobile device.



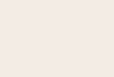
## 7 DRIVERS LOOK FOR JOBS IN LOTS OF PLACES

There are dozens of job boards that drivers use to find work, which makes managing job postings an overwhelming and often confusing endeavor for recruiters today.



### HOW WE SOLVE IT

Tenstreet's Job Store lists your openings on over 20 popular job boards, including many trucking-specific sites, and lets you manage every posting from one storefront so you can find the drivers you need while saving yourself time and money.



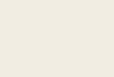
## 8 DRIVERS HAVE AN ABUNDANCE OF JOB OPTIONS AND ARE IN THE JOB MARKET OFTEN

Private fleets and for-hire carriers need to fill seats, so drivers have an abundance of options. Companies that receive a promising application need to respond quickly, as sought-after drivers won't wait around to hear back.



### HOW WE SOLVE IT

Tenstreet's Pre-Application Messaging ensures you answer driver questions whenever they come up, while IntelliApp Now notifies you as soon as a driver submits a promising application. These are just two of the many responsive recruiting features keep great applicants from slipping through your fingers.



## 9 DRIVERS REQUIRE INTENSIVE ORIENTATIONS BEFORE THEY CAN START

The orientation process includes training, documentation, and paperwork, and it can take days before drivers get on the road.



### HOW WE SOLVE IT

Companies can save time and money by using Tenstreet's online orientation tools. That includes a training content library featuring over 260 interactive courses to help you prepare drivers remotely, while the Driver Pulse App lets drivers complete onboarding forms and upload documents before orientation.

# FAST TRACK DOT-COMPLIANT HIRING

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