Tenstreet RECRUITING

Xchange

You've just heard that you're losing a driver. Prepare yourself for a major inconvenience – now you have to endure the whole process of reviewing applications, interviewing potential replacements, and fully onboarding a new person while you lose revenue from the truck sitting idle on your lot.

Perhaps the most tedious and time-consuming part of this process is verifying the employment history of every candidate that seems like a good fit for your open position. You'll find yourself tracking down every last company a driver has ever worked for so you can comply with DOT requirements while wondering if another carrier's slow response time in the verification process will cost you the hire you need to start generating revenue for that empty truck again.

This inefficient system sees carriers spending more time standing over the fax machine trying to send verification requests than actually hiring qualified drivers. Handling all these requests takes time and resources away from the work of actually growing your business.

What You Need

- A faster and easier way to request employment verifications electronically so you don't miss out on qualified candidates
- An incredible network of over 60,000 companies that saves you the trouble of looking up fax numbers and streamlines your verification process
- A process that ditches paper and removes the need for a fax machine

The Tenstreet Solution

Tenstreet's Xchange Network removes tedium and drastically cuts response time from the verification process by letting you request employment verifications electronically, helping you get drivers in trucks faster. The network automatically records your activity in each driver's digital file, keeping a DOT-compliant record of responses and removing the need to keep track of paper files.

Key Xchange Features

- Request employment, accident, education, military, and drug/alcohol history electronically
- One-click auto resends of all necessary requests, saving you tons of time and mouse clicks
- Saved request selections that make re-sending employment verifications, drug & alcohol, and accident report requests effortless
- Electronic filing that lets you ditch the paper for good - no more creating fax cover sheets or researching paper files
- Automatically updated historical records that track and store all your verification responses and good-faith attempts, fulfilling requirements for DOT-compliance tracking
- Xchange Summary Report that monitors all your requests for every driver and highlights gaps in employment history

Manual Verifications vs. Xchange

Manually verifying employment for drivers slows down your recruiting. Here's an example of what your paper process probably looks like now.

- You receive an application from a driver who has 5 previous driving jobs on his record.

- You create cover sheets and send faxes manually to each of the driver's previous employers, one by one.

- Hours pass. You get 2 of your 5 verifications back over fax.

- A day passes. You get another verification back.

- You fax the request again to the remaining 2 companies. One of them responds with the verification again, annoyed - the first fax got lost in your office somehow.

- Another day passes. The final verification finally arrives.

- You file the paperwork in a filing cabinet and study the other paperwork in the driver's file to make sure you've checked all the right boxes to make a hire.

- ✗ You're now prepared to extend a job offer to the driver. You give him a call, only to learn that he accepted a position at a different carrier earlier that morning that was able to verify him faster.

With Xchange, you spend less time on verifications and focus your attention on communicating with qualified drivers and growing your business. Here's what the Xchange verification process can look like for your company.

- You receive an application from a driver who has 5 previous driving jobs on his record.

- Since the driver's previous employers are already in Xchange's database of over **60,000** companies, you send a one-click verification to all 5 companies at once.

- Within hours you receive 4 of the 5 verifications back - expected, since the average Xchange user sees responses in 0.7 days, compared to 1.4 days with traditional faxing.

- You click another button to resend the verification request to the remaining company.

- Within minutes, the final verification comes back. All the returned verifications are stored automatically in the driver's electronic file, saving you the trouble of filing them.

- ✓ You're now prepared to extend a job offer to the driver. You give him a call and let him know you'd like to hire him, and he accepts the job!

How Xchange Connects

Not only does Xchange save you time on verifying employment, it dramatically revolutionizes your processes by connecting to the same systems where you recruit, store driver paperwork, reply to verification requests, and more. Our clients who get the most out of Xchange are the ones who use it as part of our integrated services.

Here's how Xchange connects to other Tenstreet tools, delivering the maximum value to clients:

Xchange

Recruiting

- **Receive a list of previous employers** automatically when a driver applies with the IntelliApp, making it effortless to reach out to those employers electronically for a verification.
- **Receive digital employment verification requests** instead of by fax, letting you reply immediately with the click of a button and spend less time verifying requests.
- **Identify gaps, accidents, and inconsistencies** while automatically calculating the experience of the applicant, helping you identify strong candidates faster and highlighting missing application info.

Safety

- **Store employment verifications automatically** in a driver's electronic DQ file, saving you the trouble of filing papers and making it immediately clear whether all the right paperwork is in place to extend a job offer.
- **House all your driver paperwork in one place**, meaning if you get audited by the DOT, you can supply full records on all your drivers with no added effort.
- **Integrate with other systems like HireRight, DAC, and XML**, making data-sharing between other databases effortless and preventing manual data re-entry.

Faster, easier verifications 🌐

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