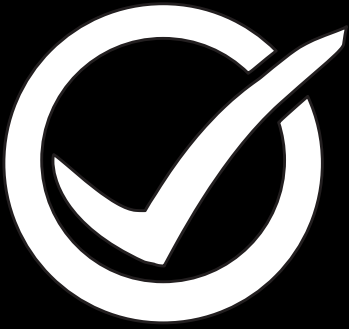




GUARANTEED DRIVER PLACEMENT PROGRAM

MITIGATING THE PROFESSIONAL
TRUCK DRIVER SHORTAGE



WHAT WOULD YOU DO FOR AN EXPERIENCED DRIVER WHO WON'T QUIT?

CDL truck driver turnover averages 82% per year. The U.S. has a shortage of 60,000 truck drivers right now, and it's predicted to grow to 160,000 in the next 10 years.

There's no escaping this reality. But there is a way to get around it.

ENTER DRIVER OUTCOMES.

THE PROBLEM

Advertising expenses for CDL hiring are increasing, results are decreasing, and candidate quality is at an all-time low. The size of the U.S. CDL driver pool is expected to continue to shrink in coming years. Everyone is doing the same thing, and all that guarantees is invisibility.

THE SOLUTION AT A GLANCE

Hire international drivers under the government's EB3 Visa program. Drivers will have a minimum of 10 years experience, are fluent in English, are willing to work with your hometime requirements, and are willing to locate to any geography.

THE RESULTS

Lower your turnover rates. International drivers are proven to stay longer, produce higher revenue and have higher safety ratings when compared with U.S. drivers. Eliminate the \$8,000-\$10,000 it costs you every time a driver quits. Feel good knowing that you're part of creating better lives for drivers and their families, who can become permanent U.S. citizens.

PROGRAM DETAILS

The process isn't simple – that's why individual carriers aren't doing it.

But when you work with Driver Outcomes to hire international CDL drivers, you're signing on for a partnership with a team that has the knowledge and experience to complete every step along the way. From finding drivers, to taking care of your government paperwork, to ensuring proper U.S. driver training – we've got your back.

THE DRIVERS

All drivers have a minimum of 10 years of experience as a CDL driver. They're vetted to ensure their turnover rates with past companies are low, and they're willing to be on the road for weeks at a time if that's what you need. They are fluent in English and are proven to be higher revenue producers and safer drivers than their U.S. counterparts (based on a pilot program's results).

DRIVER OUTCOMES' ROLE

Driver Outcomes will provide full, turnkey service, including:

- Recruiting drivers
- Government paperwork
- Driver relocation
- CDL training in the U.S.

The best part? There are ZERO upfront costs to you. You don't pay until your drivers arrive.



WE'RE ON YOUR TEAM

Our goal is to be a true partner. We don't place the risk on you. In traditional driver recruiting and marketing, there is no guarantee, nor are there any consequences for vendor failure. Our approach is to win together.

PROGRAM DETAILS

CONTINUED

HOW IT WORKS

We find the drivers, do the paperwork, and bring them to the U.S. on an EB3 Visa – which gives them permanent residency (a Green Card). During that time, their family will become eligible to join them in the U.S., and they are able to work on establishing permanent citizenship and permanence on your team of drivers. This is not a temporary work Visa. Drivers who enter under an EB3 Visa want to move to the U.S. permanently.

- Drivers sign a 3-year contract, and you pay a weekly fee to Driver Outcomes for having them on your payroll.
- The weekly fee starts during the driver's first week of employment and stops in three years, if the driver quits, or if the driver is terminated.
- Drivers pay certain government fees on their own, so they have "skin" in the game. Once they've fulfilled their 3-year contract, part of their fees are paid back by us.
- If you need to terminate a driver, we'll place them with another carrier and remove any liability on your part.

**RETENTION IS THE
ULTIMATE GOAL, AND
A PARTNERSHIP WITH
DRIVER OUTCOMES
ENSURES IT.**

Contact us today to get started.

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