Established in 1991, TransForce is the nation’s leading specialty staffing firm devoted exclusively to the transportation industry. We provide commercial truck drivers to motor carriers through our nationwide offices.

Under the Compliance, Safety, Accountability (CSA) regulations, it’s more important than ever for you to choose the best partner for safe, CSA aware drivers to operate your fleet. TransForce understands Federal Motor Carrier Safety Regulations (FMCSRs) and knows how to recruit, screen and retain the best drivers.

Our commitment to a safe and DOT-compliant work force also helps minimize your property and liability insurance costs. In other words, our expertise goes right to your bottom line.

Many staffing firms do not ensure the quality of their services. TransForce does. Read on...
Need a driver?
Our exceptional service begins immediately.

The TransForce approach to customer service is to communicate early and often with regard to your needs. We start by fulfilling over 95% of the orders we receive. On those rare occasions when none of our drivers is the right fit for you, we inform you promptly and explore a variety of options to minimize any disruptions.

Not just high standards, higher ones.
TransForce standards go above and beyond DOT standards. Our minimum requirements include:

» At least one year of recent experience driving the type of equipment the driver will be assigned to operate.

» No DOT-reportable accidents in the past three years where the driver was convicted of a moving violation in connection with the crash, or charged with responsibility for the crash, in any type of motor vehicle.

» No more than three moving violations in any type of motor vehicle in the past three years.

If you prefer, TransForce will recruit to your specific standards.

Our Applicant Processing Center (APC) uses a proprietary two-tier approval process to ensure standards compliance by reviewing every Driver Qualification (DQ) file prepared by our local offices. Drivers cannot be dispatched in our driver management software without APC approval.

“Good service, good drivers.”
— Curt C.

Our screening protocols lead the industry and give you peace of mind.
TransForce has always taken the lead in DOT compliance, as well as compliance with all labor laws. Examples include:

» Early adoption of the federal e-verify program for all new hires in all states.

» During the implementation of the new Compliance, Safety, Accountability (CSA) program proactively obtained Driver Information Reports (DIRs) through FMCSA’s pre-screening program. Results: better information for our customers, plus education and preparation of our drivers for the new environment.

Locally responsive, nationally resourceful and focused on safety.
TransForce driver safety: the record proves it

TransForce drivers have consistently been involved in fewer accidents than drivers in private fleets and drivers working for audited motor carriers. DOT reportable accidents are those that result in a fatality, an injury to a person requiring immediate treatment away from the scene of the accident, or disabling damage that requires a vehicle to be towed.

### DOT Reportable Accidents

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<td>Accidents/million miles</td>
<td>.280</td>
<td>.416</td>
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No one else provides these DOT compliance services.

Unlike any other staffing firm, TransForce Services Group (TSG) provides DOT compliance services, including mock DOT audits and audit preparedness training, DQ file maintenance and consultation on specific issues.

In addition, we offer Carrier Profile Management (CPM), a web-based safety management tool that lets motor carriers monitor and analyze the results of roadside inspections. It’s the ideal approach in the age of CSA.

Naturally, we leverage our expertise from TSG in our staffing business. TSG ensures that TransForce is at the leading edge of DOT/FMCSA compliance awareness.

Fair, straightforward pricing is part of our no-surprise service.

TransForce generally offers either fixed billing rates or fixed markups over pay rates to our customers. We also can match our customers’ pay structure whether hourly or component pay.

Some staffing companies make this process very complicated and charge surprise add-on costs. We believe in long-term partnerships with our customers, and straightforward pricing is an important element of our partnerships.

We help you manage risk and share it with you.

Safety is a joint commitment of TransForce, our drivers and our customers. It results in reduced insurance costs and improved customer service. Safety is also the most important benefit we provide our drivers.

From a contractual standpoint, we share risk with you. In general, you retain the risks you normally bear for equipment, while we bear the employment-related risks associated with drivers. Our active safety program promotes both driving safety and injury prevention. To promote safety among our drivers, we publish our safety newsletter, *In the Safety Zone*. The best insurance is preventing a problem in the first place.

Thinking about in-house employment? Consider the real cost.

In addition to wages, the average direct costs for employment in the U.S. (per the Bureau of Labor Statistics) are a whopping 44% of wages. That’s just for direct costs: payroll and unemployment taxes, workers compensation, paid time off, retirement plan contributions and health benefits.

For motor carriers, the costs are even higher, because the costs of workers comp and recruiting/screening are much higher for truck drivers than for the general population. Direct costs for truck drivers can easily add 50% to wages.

Many indirect costs add to the total cost of in-house employment. These include the establishment and maintenance of DQ files: drug screening programs, motor vehicle reports, criminal checks, prior employment checks and everything else that goes into ensuring that drivers are qualified.

Now add the cost of a human resources department, payroll processing, garnishment processing and benefits administration. The cost of maintaining this highly specialized infrastructure for in-house employment is truly substantial.

Locally responsive, nationally resourceful safety everywhere.
“We have been doing business with TransForce for well over a dozen years. They have consistently provided the highest quality of service, never cutting corners on compliance and never compromising their core company values.”

— Jim K.
VP of Procurement for a national third-party logistics company

“We first sought out TransForce to fill a niche in our Detroit operation. That success led to continued growth in the program, and TransForce now provides us with good, safe drivers in five of our terminals. We set extremely high safety and recruiting standards, which TransForce continues to meet.”

— Jeff H.
Director of Highway Operations at a national intermodal company

“Our company went through a major transition and TransForce met every single need that I had. TransForce made the transition go smoothly. We did not have one problem come up.”

— Bob H.
Transportation Manager at a global third party logistics company serving a Fortune 500 consumer goods company

If you share our passion for safety—and the bottom-line benefits it brings you—contact TransForce today.

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Read our safety newsletter
In the Safety Zone at:
www.transforce.com/safetyzone.html

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