



## Select and Retain the Best Drivers

JOBaviors, the transportation industry's premier talent screening company, is proud to be partnering with Protective Insurance Company to provide you with the tools to select and retain high performance trucking, package delivery, bus and motorcoach drivers. Join companies across the country already benefiting from higher retention, fewer accidents and significant increases in fleet performance.

### Supercharge Your Recruiting Engine with JOBaviors Five-Star Applicant Rating System

**Easy to implement:** Applicants complete a 12-minute online assessment that delivers an instant report to your hiring managers and ATS (Tenstreet, EBE, etc.).

**Easy to interpret:** Applicants scoring three stars and above earn the right to move forward in your hiring process.

**Hire smart:** Discover hidden talent with an objective, predictive screening process.

#### Candidate-to-hire ratios



In addition, placing the JOBaviors assessment in first position results in as much as a 90% reduction in the number of applicants necessary to meet your recruiting needs.

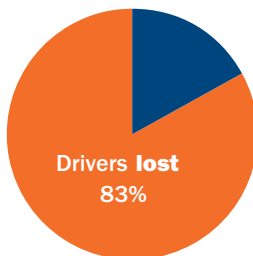
**Hire with confidence:** Whether applicants are seasoned drivers or fresh out of training school, JOBaviors gives your recruiting team instant recommendations to target high potential candidates.

**Hire safe:** Our clients report a minimum 12% reduction in accidents from drivers hired using JOBaviors Transportation assessments.

### Join the Revolution in Driver Retention

ATA reports that the industry's largest carriers' annualized driver turnover peaked at 106% in Q2 and averaged 83% in 2012. Meanwhile, our customers experienced nearly the opposite, with annual retention rates averaging 78% for new hires screened with the JOBaviors Transportation assessments.

#### What does that mean for a company with 100 drivers? Let's take a look:



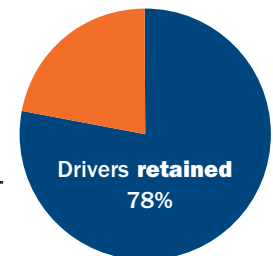
#### Current industry average:

Fleet size: 100 drivers  
Annual turnover: 83 drivers  
Recruiting cost: \$5,000 per hire  
Loss to turnover: \$415,000

#### With JOBaviors:

Fleet size: 100 drivers  
Annual turnover: 22 drivers  
Recruiting cost: \$5,000 per hire  
Loss to turnover: \$110,000

**Savings from improved retention = \$305,000**



### JOBaviors. Driving the solution.

Carriers referred by Protective Insurance Company receive their first 30 days of service at NO COST.

To access this program, contact Protective's loss prevention department at (800) 644-5501 x7341 or lossprevention@protectiveinsurance.com.