

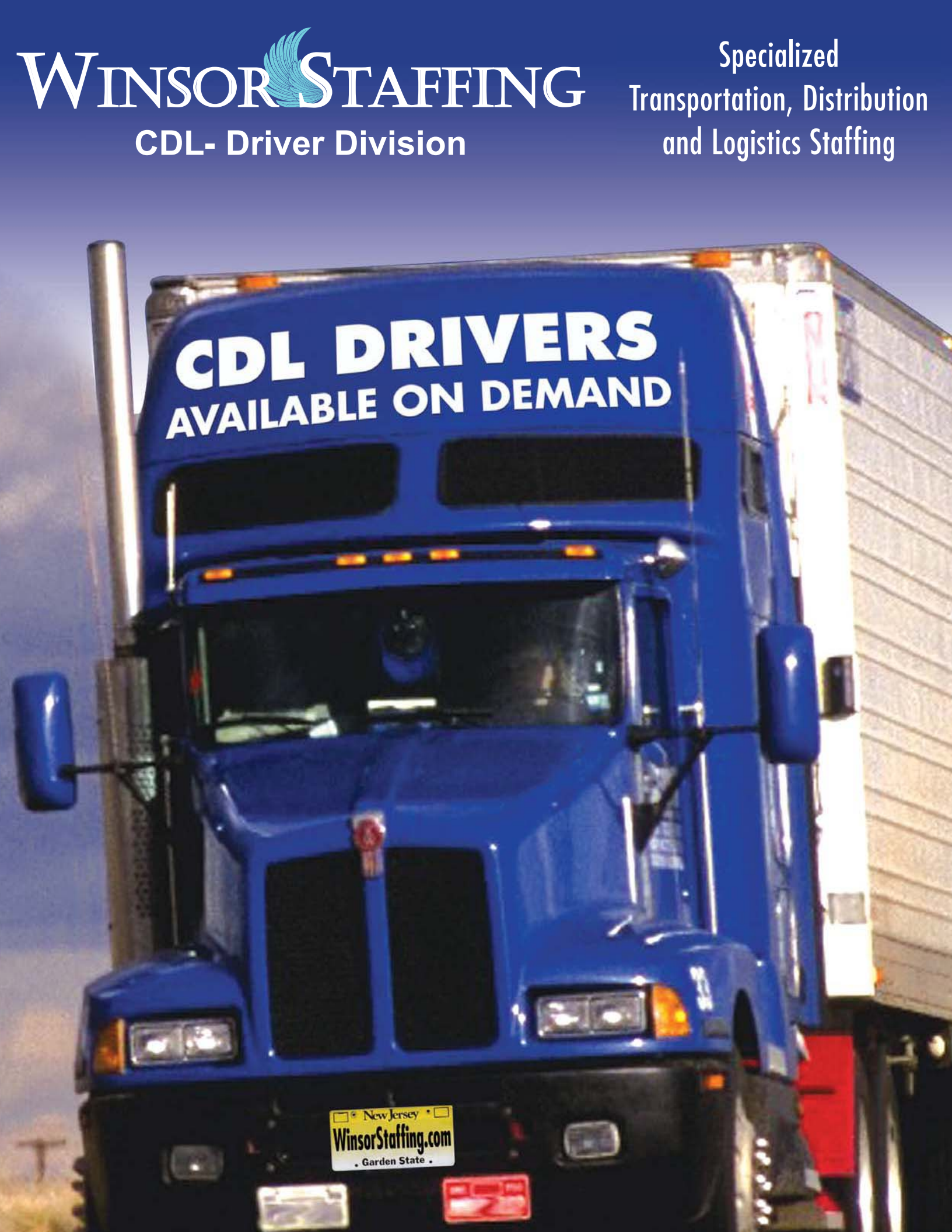
# WINSOR STAFFING

CDL- Driver Division

Specialized  
Transportation, Distribution  
and Logistics Staffing

**CDL DRIVERS  
AVAILABLE ON DEMAND**

☐ \* New Jersey \* ☐  
**WinsorStaffing.com**  
• Garden State •



### CDL- Driver Division



[www.CDLDriversOnDemand.com](http://www.CDLDriversOnDemand.com)

#### RELAX & BE CONFIDENT:

Winsor CDL Staffing Solutions can and will deliver.

We guarantee it!

Staffing and recruiting qualified CDL drivers and logistic professionals who live up to your hiring criteria is our business.

Our proprietary scale advantage allows us to be 5% - 20% cheaper, and we'll save you lots of money.

We are specialists in transportation, distribution and logistics staffing with over 20 years experience.

We are consultants who deliver solutions to your front door.

We understand your staffing challenges, needs, and requirements, and we thoroughly comprehend all the possible recruiting strategies necessary to generate the caliber of logistic professional you require.

We have over \$1.2 million invested in plant & equipment, and the human resource capability to perform expeditiously in order to provide value immediately.

Yes, we have the solutions and know how to solve your staffing problems and challenges.

We are Winsor CDL Staffing Solutions: Specialists in transportation, distribution, and logistics with [www.CDLDriversOnDemand.com](http://www.CDLDriversOnDemand.com).



# PRODUCTS & SERVICES

## CUSTOMER SERVICE AVAILABLE

### 24/7 (365)



### **Winsor CDL Staffing Solutions**

provides the most cost effective means for

**SOURCING - RECRUITING - PRESCREENING**  
**QUALIFYING - PLACING - DISPATCHING**

Skilled industry professionals involved in roadway delivery of tangible goods

## **EXPERIENCED CDL DRIVERS, TRANSPORTATION, DISTRIBUTION & LOGISTIC PROFESSIONALS**

Winsor CDL Staffing delivers solutions in essentially three ways.  
Each method individually tailored to your company's unique requirements:

### **(1) TEMPORARY BASIS**

**As needed for one day or longer**

### **(2) TEMP - TO - PERM / CONTRACT - TO - HIRE**

### **(3) DIRECT HIRE / PERMANENT PLACEMENT**

## **WINSOR CDL STAFFING SOLUTIONS OFFERS:**

- **Experienced CDL Drivers**
- **Dispatchers**
- **Transportation Managers**
- **Terminal Managers**
- **Safety Managers**
- **Logistic Professionals**

**877-CDL-4040**

[www.WinsorStaffing.com](http://www.WinsorStaffing.com)



*Servicing  
Continental  
United States*

# WINSOR WORKER ASSURANCE PROGRAM & SUPERIOR CANDIDATE QUALIFICATION PROCESS

A THREE-PART PROGRAM GENERATING THE MOST COMPREHENSIVE DQ FILE IN THE INDUSTRY!

## PART I

### INTENSIVE 10-PART BACKGROUND INVESTIGATION

- **DMV DRIVER ABSTRACT REPORT**
- **DOT DOCTOR'S PHYSICAL REPORT**
- **10-PANEL DRUG TEST AND/OR STANDARD DOT DRUG TEST**
- **CRIMINAL BACKGROUND CHECK**
- **SOCIAL SECURITY TRACE**
- **F.M.C.S.R. CERTIFICATIONS AND VERIFICATIONS**
- **EDUCATION & CERTIFICATION CONFIRMATION(S)**
- **DOT COMPLIANCE & VERIFICATION REFERENCES**
- **DRIVER ROAD TEST**
- **Other - Client specific requirements can be tailored**



## PART II

### BEHAVIORAL INTERVIEW: IN-DEPTH PERSON-TO-PERSON EVALUATION

Winsor tests for unique personal traits which cannot be depicted and often dodged by faceless paper or electronic resumes and brief interviews. Personality traits and behavioral tendencies sought out during Winsor CDL BEHAVIORAL INTERVIEW are:

- **RELIABILITY / DEPENDABILITY ASSURANCE**
- **SAFETY & INTEGRITY VERIFICATION**
- **INTELLIGENCE / LEARNING ASSESSMENT**
- **ATTITUDE / APPEARANCE / TOLERANCE LIMITS**
- **PERSONALITY / PRESENTATION TENDENCIES**
- **INITIATIVE & DRIVE CHARACTERISTICS**
- **LEADERSHIP -- RESPONSIBILITY AND ACCOUNTABILITY**
- **ADAPTABILITY / TEAMWORK / COOPERATION**



# PART III

## SKILL-EXPERIENCE ASSESSMENT

Many preparations to validate safety and proper skill-sets for any particular assignment and environment PRIOR TO REFERRING AND RECOMMENDING CANDIDATES FOR HIRE OR DISPATCH are available only by Winsor CDL Staffing Solutions. Whether it be our powerful I-Sim technology or our in-house hardware a HANDS-ON SAFETY ASSESSMENT IS IMPERATIVE.

### STATE-OF-THE-ART SIMULATION TECHNOLOGY (I-SIM)

Designed by top engineers (technology comparable to US Navy and Air Force Flight Simulators) located in-house at Winsor allows us to test, evaluate, and prepare candidates for any and every possible circumstance and contingency. Over 10,000 test scenarios. Evaluations can be and often are saved to CD for playback, feedback, review, and critique.



### THE REAL THING: WINSOR HARDWARE

Winsor possesses a diversity of in-house industrial and commercial equipment & machinery where candidates can be tested, evaluated, certified and if needed refreshed.

From 24 to 53 foot tractor trailers and tankers loaded and unloaded, box-trucks, bob-tails, buses, and pups, with transmissions ranging from 6 to 18 speeds, to numerous light industrial and heavy equipment & machinery, such as forklifts, electric/manual hydraulic lifts as well as backhoes, booms, and conveyers.



# WINSOR CANDIDATE RECRUITING AND RETENTION PROCESS and WINSOR'S UNIQUE PROPRIETARY RECRUITING ADVANTAGES

## CANDIDATE RECRUITING, RETENTION & DEVELOPMENT IS A CONTINUOUS PROCESS NOT A ONE TIME EVENT

WINSOR'S Candidate Recruiting, Retention & Development Process, which derives WINSOR'S Pool of Available Candidates, is comprised from a diversity of programs and techniques. Each comprehensive strategy builds upon and compliments the other. Operating in harmonious conjunction, this unification of efforts comprises the most intensive line-up of readily available personnel in the transportation, distribution, and logistics staffing and recruiting arena.



- **LARGEST POOL OF CANDIDATES AND AN EXCLUSIVE POOL OF CANDIDATES TO RECRUIT FROM**

No other company has access to the WINSOR CDL pool nor can anyone penetrate it! Over 10,000 CDL Drivers... and we are adding 1,000+ each year!

- **LARGEST REFERRAL BASE**

A large pool of candidates obviously leads to a large pool of referrals. Referrals can often be the most superior means of attracting talent.

- **DIRECT RECRUITING**

Specialized logistic recruiters, with many years experience, are employed in-house at Winsor.

- **PRINT MEDIA RECRUITING BUDGET EXCEEDS \$100,000 ANNUALLY**

This generates a continuous flow of logistic professionals. (We see and experience what you do from newsprint ads and the like.) Our Print Media programs go far beyond newspaper advertisements and classifieds.

- **WE MAKE OUR OWN DRIVERS: Advanced Graduate Programs**

We develop CDL Drivers in-house, by offering new CDL graduates the opportunity to accumulate 1,080 to 3,240 local, regional and OTR miles per week. This orientation may extend up to one full year or longer. Once candidates demonstrate a satisfactory duration of safe-driving experience they become readily available for dispatch to the commercial driving sector.

- **INTERNAL TEMP-STAFFING**

Because we employ your supplemental driver(s) on a full time basis, you get the opportunity to have the same temp driver return when you need them again – lowering training costs.

- **TACTICAL & ELECTRONIC RECRUITING**

Winsor thoroughly covers all recruiting avenues, such as job fairs, proprietary recruiting centers, specialized recruiting associations and networks, state of the art internet search engines, and intensive electronic job postings across the internet.

- **OUTPLACEMENT**

SALES ACTIVITIES not only generate info on local market conditions with respect to who's hiring, but, just as important, who's laying off. WE ARE QUICK TO RESPOND IN OUTPLACEMENT.



# HELPING OUR CLIENTS MEANS UNDERSTANDING THEIR BUSINESS

## **WINSOR CDL OFFERS SOLUTIONS. WE SOURCE AND MATCH THE BEST CANDIDATE FOR YOU AS DETERMINED BY OUR CRITICAL RESEARCH AND DEVELOPMENT ASSESSMENT**

Some of the factors and questions that need to be considered in order for our consulting team to develop solutions are:

- The Scope of your company – Industry & service provided.
- The Scope of your current driver staff & additional needs.
- Qualifications to be a logistics professional - candidate hiring profile.
- The work environment – job description.
- The current candidate retention and recruitment strategy.
- Characteristics of a successful candidate – work psychographics and demographics.
- Common likes and dislikes people have about working here?
- What Key policies and procedures need be communicated and understood by all potential candidates beforehand?

- **Why would “somebody” want to work for your company?**
- **Why would a “super-star” want to work here?**
- **Overall compensation package?**
- **Growth and advancement opportunities?**
- **Recognition programs?**
- **Formal performance evaluations?**
- **Other perks?**





# WINSOR STAFFING

**CDL- Driver Division**

**SPECIALIZED  
TRANSPORTATION, DISTRIBUTION & LOGISTIC STAFFING**

*Servicing Continental United States*

**(877) CDL-4040**

**[www.WinsorStaffing.com](http://www.WinsorStaffing.com)**

