



Melton Truck Lines

Road Recruiter Guidelines

Bob Peterson, President Melton Truck Lines says, *“Road Recruiters are the first string offense when it comes to bringing quality drivers to Melton. Your eyes in the field, your experience and your intuition make this program and Melton successful.”*

PROFESSIONALISM:

You are representing Melton Truck Lines. Ask yourself, would I feel comfortable sitting down with the president of the company, would I feel confident shaking his hand? Would I feel comfortable handing my keys to Bob so he could drive my truck? If you can confidently answer yes, then you have the professional attitude necessary to positively promote Melton and recruit the kind of drivers we need.

You will be looked at a little more carefully than other drivers because you are asking someone to trust you and believe what you say. If you tell them that Bob pays for extra truck washes and your truck is dirty, you will have lost that driver. If you tell them that we have a beautiful corporate office filled with awesome driver amenities but you, your clothes or your truck aren't clean, they won't believe you.

Flatbed is hard dirty work sometimes. There is no denying that just remember that when you are in a recruiting situation put your best effort forward. There is a difference between being dirty from hard work and living dirty. As a representative of the recruiting team a professional attitude will serve you well.

TRUCK:

Road Recruiter's trucks are to be washed every 14 days and more often if needed for school visits or recruiting events. While the interior of your truck is your home, candidates may want to look inside. A truck in complete disarray or filled with trash will not be a good selling point and can disqualify you from the program.

APPEARANCE:

Road Recruiters are to wear Melton strong tee shirts and other Melton apparel as often as possible. Recruiting opportunities can arise at any time when you are in the field. Be prepared.

ATTITUDE:

Road Recruiters must remember that their representation of Melton is to be professional at all times. If you are not feeling well either physically or emotionally due to illness or stress, take care of yourself before you start recruiting for the day. Road Recruiters speak respectfully about Melton and other Truck Lines at all times.

QUALIFICATIONS:

- ✓ 3 months tenure
- ✓ Road Recruiter Prospect is available for all drivers with less than 3 months tenure who meet minimum recruiting requirements
- ✓ Clean work record (Safety and Operations)
- ✓ Professional attitude

JOB DESCRIPTION:

- Talk to one candidate a day about driving for Melton Truck Lines
- Provide an average of 1 qualified lead per month and increase to 1 per week
- Must be able to use Macro 21 or Transflo message to submit leads to corporate recruiting
- Visit Truck Driving schools and Job fairs (optional)
- Participate in truck side events (optional)

QUICK START: Simply start sharing your experience with Melton to other drivers. Trade phone numbers and keep in touch with them. Develop a relationship and always speak truthfully. If they are interested in more information about us, send in a Macro 21 or Transflo message with their information and a corporate recruiting representative will call them.

RESOURCES: Lifeworks, Drive4Melton, Office Recruiters, Driver Management team, Safety department. All the resources available to you as a Melton driver can be used to help in your road recruiting efforts. Let us help you.

REWARDS:

- \$1000 bonus pay for each experienced driver recruited*
- \$500 bonus pay for each student recruited*
- \$250 one-time bonus pay for each rehire recruited*
- Truck washes every 14 days
- Road Recruiter gear (Shirts and Hats)
- Road Recruiter decal for your truck
- Participation in Road Recruiter contests to win cash, store credits and other great prizes
- Melton "Swag" to help in your Road recruiting efforts

**Driver bonus pay is paid half at 30 days of employment and half at 6 months of employment. Rehire pay is paid at 30 days of employment. Both driver and referral must be employed at the time of payout.*