



# STRATEGIC BUSINESS SERVICES: THE BACKBONE OF THE MODERN TRUCKING COMPANY

Trucking companies big and small deal with complex challenges in areas of driver safety, compliance, and growth planning. The logistics involved in running your operation mean you often fall behind with new regulations or protocols that could affect the health of your business.

That's where BBSI comes in. BBSI's decades of experience in trucking industry consulting mean we've endured every shift and challenge together. Our **Business Unit team** is comprised of dedicated experts who work together to protect your business from risk, streamline operations, and create a healthier bottom line.

## HOW BBSI CAN HELP

### EMPLOYEE CLASSIFICATION

New regulations like **California's AB5** are difficult to navigate for trucking companies that have previously operated profitably with a large base of subcontractors. BBSI's Business Partners can work through your financials and margins to recommend the extent to which you should still rely on subcontractors.

### WORKER HEALTH AND SAFETY

According to OSHA, truck drivers have experienced more fatal and nonfatal injuries than any other occupation. This has been a black eye on the industry for decades. Our experts can help improve hiring practices to make sure you acquire and retain the best drivers. Plus, our Risk Management Consultants will step in to help you limit the amount of operational stress caused by workplace injuries.

### HUMAN RESOURCES COMPLIANCE

Human Resources is an area overlooked by many trucking companies. But adjusting to new or changing employee regulations is

crucial to avoid opening up your operation to unnecessary risk. BBSI's HR Consultants will stay on top of new regulations and help you understand what their implications are to help you stay in compliance.

### DRIVER RETENTION

How do you retain your best drivers? Attracting a reliable workforce and establishing certain policies and processes, from performance reviews to skills training, is necessary to retain your best people. As a new generation of drivers come in, what do you need to do to adapt? Your BBSI Business Unit team can help you make your company the best place to work in your region.

### BUSINESS & SUCCESSION PLANNING

If you have a small or family-owned operation, what's your plan for succession? Do you have a developed, 5-year business plan accounting for risk adaptation and revenue growth? If not, your BBSI team can work with you to create a blueprint for future success.

# WHY BBSI?

BBSI (NASDAQ: BBSI) is one of the largest Professional Employer Organizations (PEO) in the US and a leading provider of business management solutions nationwide. BBSI's local professionals help businesses of all sizes grow revenue, increase efficiency, mitigate risk, and scale profitably.

## BUSINESS PARTNER

It's their job to develop a deep understanding of a business. Through the Business Partner, the rest of the team channels their efforts into a tangible roadmap that will have a positive impact on the company's business.

## HR CONSULTANT

Their priority is understanding a business's most important resource — its people. What is their value to the business? Does the company have an uninspired workforce that necessitates constant oversight? Or, do they have quality people that run the show and consistently look to grow and expand their skill sets to help the company reach its goals?

## RISK CONSULTANT

Businesses that have gone years without an increase in their workers' comp claim frequency and premium costs have to ask themselves whether they are good at managing risk, or if they are just lucky. Risk Consultants specialize in combining their expertise in risk management practices with

practical business acumen, so you don't have to leave your employee's safety up to chance.

## PAYROLL SPECIALIST

As businesses grow and scale, compensation and payroll become some of the most challenging areas to manage. BBSI's dedicated payroll professionals have years of experience processing payroll for construction companies of all sizes. Their priority is to document payroll processes (time clock management, time cards, spreadsheets, etc.), evaluate productivity, and support changes to gain efficiency and limit mistakes.

## RECRUITING SPECIALIST

The Recruiting Specialist is in charge of matching the available talent pool to the right organization based on need and cultural fit. They work with business owners to narrow down exactly what type of employees their company needs. The Recruiting Specialist is essential to business owners preparing to scale, as they can consult on organizational structure.



**With a client retention rate of over 90%, local branches within 50 miles of your business, and the stability and purchasing power of a publicly traded company, BBSI will be there to support your growth and bring your vision to life.**

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