

Experience the Blackhawk Difference



BLACKHAWK
TRANSPORT • LOGISTICS

WAREHOUSING

Experience the Blackhawk Difference

Blackhawk Transport

Company Benefits

- Premium benefits - 40-60% lower cost to the employee with low deductibles
- STD and LTD 100% Company paid
- 401(k) Company match
- Company paid \$10,000 life insurance policy for drivers
- Wide range of benefits offered including FSA, Dental, Vision, and Voluntary Life Insurance
- Vacation and holiday pay
- Safety, retention, referral, and special needs sign-on bonuses

Equipment

- Late model equipment – average age is 17 months
- State of the art dispatch technology
- Electronic DVIR's

Safety Compliance

- High hiring standards
- 2 year minimum driving experience
- 23 years of age requirement
- CSA score compliance
- CSA compliance focused - 100% e-logging Company

Growth and Opportunity

- New opportunities to grow
- Flexibility to move within accounts
- Career pathing opportunities

Company Highlights

- Core values – Respect, Opportunity, Work Hard- Have Fun, Entrepreneur Spirit, Family, Give Back, and American Pride
- Hendricks World Class Ownership
- Smaller company – cares about individuals and acts as a team
- Open door policy
- Answers the phone and you speak with a live, helpful person
- Open to change
- Team approach
- Strives to be a great workplace with continuous improvement
- Family orientated – more home time and local accounts
- Family involvement - spousal calls, children's essay contests, annual rodeo
- Dedicated accounts
- Support staff treats them as if they were one of them

Other Companies

- Benefits – higher cost to the employee with less coverage and high deductibles
- Not Company paid or not offered
- No Company match
- No life insurance covered by the company or offered
- Basic medical coverage
- No vacation and holiday pay
- Minimum to no bonuses for employees

- Older equipment – typically 3+ years or older
- Standard dispatch technology
- Paper DVIR's

- Pulse? “Can you fog a mirror?”
- Lowering criteria
- Lower average age experience
- Not focused on CSA scores
- CSA?

- No room for growth
- No flexibility to meet employee needs
- No advancement opportunities

- Core value – just get the job done
- Other various ownership – NYSE, “Mom & Pop”, etc.
- Larger companies – employees are a number
- Closed door
- Relies on voicemail and automated systems
- Not open to change
- Everyone is for themselves
- Content with “status quo”
- Focused on profit – more OTR and out weeks at a time
- Not focused on family involvement
- “You call, we haul” brokerage freight
- Support staff treats them as a number