LINKWAY LOGISTICS

GRADUATE HIRING · CLASS OF 2027
CAMPUS INFORMATION SESSION

A DISPATCH APP FOR THE TRUCKS NOBODY SCHEDULES

No more waiting for deliveries.

Our mission, and the number we are judged on: empty truck runs down from an industry average of 40% to 25%.

FOUNDED	EMPLOYEES	REVENUE	CARRIERS ON THE APP
2016	320	$57M	2,400

WHAT THE NEXT 30 MINUTES COVER

Six questions you should be able to answer about us before you apply

01 **What do we actually sell?**
A dispatch app, 2,400 small trucking companies

02 **Does it work?**
40% → 25% empty runs

03 **Who are we hiring?**
38 graduates across four teams

04 **What is year one?**
April training to March presentation

05 **How do people work here?**
Hours, days off, leave, pay

06 **How do you get in?**
Six steps, about six weeks

THE PROBLEM WE WERE FOUNDED ON

Two out of five trucks on the road are carrying nothing

Across the industry, 40% of truck runs are empty. A driver delivers a load, then returns with air — because the next shipper never found them.

TEN RUNS, INDUSTRY AVERAGE · 4 OF THEM EMPTY



Carrying freight — paid

Running empty — fuel burned, nothing earned

WHAT WE BUILD

Our dispatch app puts a return load in the cab before the driver turns around

INPUT

Shippers post loads



Origin, destination, weight and the hour it has to move.

MATCHING

We match the empty leg



The app finds a truck already heading that way with space to sell.

OUTPUT

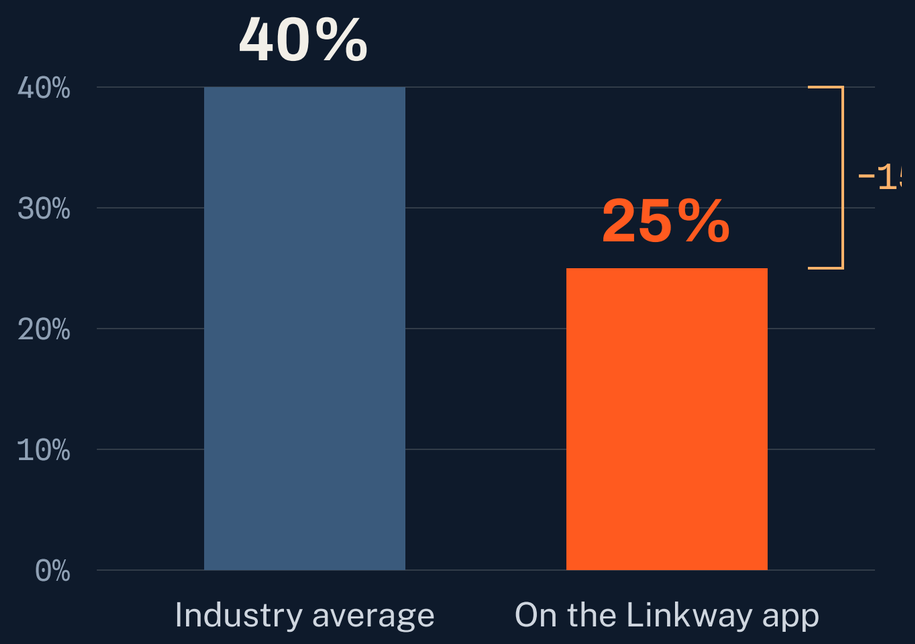
Carriers drive full both ways



2,400 small trucking companies run their dispatch on it today.

One product, one loop: every load we place on a truck that was going to run empty is a delivery somebody stops waiting for.

Carriers on our app run empty on 25% of trips instead of 40%



WHAT THE GAP BUYS

15pt

fewer empty runs for the carriers who dispatch with us — fuel, hours and road capacity returned to work.

This is the only scoreboard we keep on the office wall. Every team — engineering, sales, customer success, product planning — is measured against it.

THE COMPANY BEHIND THE NUMBER

Ten years old, 320 people, and still small enough that you will know who built what

FACT	FIGURE
Founded	2016
Employees	320
Average age	31
Revenue	$57M
Trucking companies using the app	2,400
Graduates joining next year	38

AVERAGE AGE

31

The person reviewing your code or sitting in on your customer call is likely only a few years ahead of you.

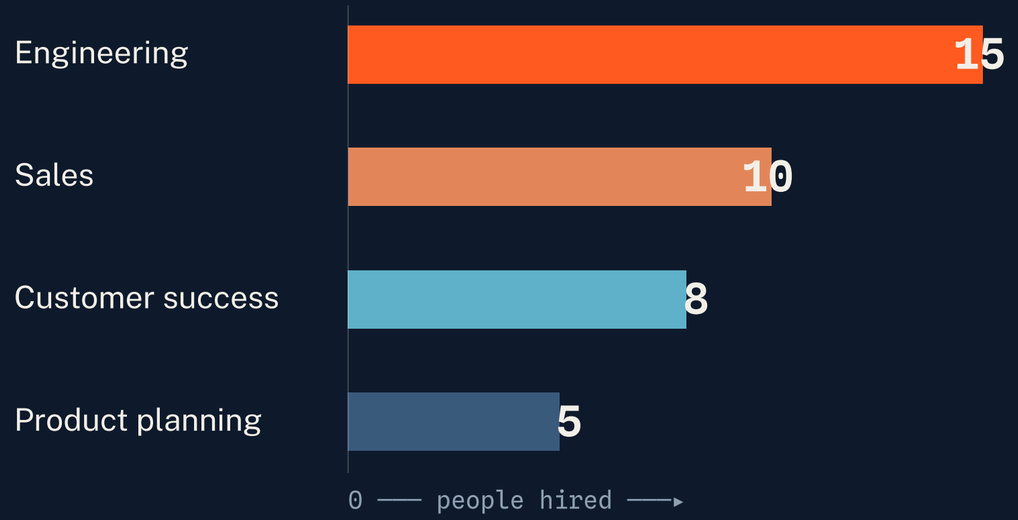
INTAKE AS A SHARE OF THE COMPANY

38 / 320

Next year's graduates against today's headcount. A large intake means real work, not shadowing.

OPEN ROLES · NEXT YEAR'S INTAKE

We are hiring 38 graduates into four teams, and every one starts on the same salary



TEAM	HIRES	WHAT YOU OWN
Engineering	15	The matching logic and the app 2,400 carriers open every morning
Sales	10	Bringing the next trucking companies onto the platform
Customer success	8	Getting dispatchers from signed up to running every load on us
Product planning	5	Deciding which part of the 25% we attack next

$62,000 starting salary a year — identical for all four roles

YOUR FIRST TWELVE MONTHS

Year one is a fixed path: one month of training, then real work with a mentor beside you

APRIL

One month of company-wide training

All 38 of you together, whatever team you are headed for.

MAY

You join your team

Engineering, sales, customer success or product planning.

JUNE

A mentor is assigned to you

One named person responsible for how your year goes.

OCTOBER

One week at a distribution center

On the floor where the loads we move physically arrive.

MARCH

You present your first-year results

What you built, sold or fixed — in your own words, to the company.

WHY THE WEEK IN OCTOBER MATTERS

Nobody at Linkway gets to design dispatch software without standing on a loading dock first — including the engineers.

HOURS, LEAVE AND PAY

The working conditions are written down, not promised in the interview

REMOTE

2 days

a week, maximum, from wherever you like.

CORE HOURS

11:00 –15:00

Flexible hours around a four-hour overlap when we meet.

DAYS OFF A YEAR

125

Weekends, holidays and your own leave, counted together.

STARTING SALARY

$62,000

A year, the same figure for every one of the four roles.

PARENTAL LEAVE TAKEN

Not the policy on paper — the share of eligible parents who actually took it.



HOW TO JOIN

Six steps, and about six weeks from the info session to an offer



04 The two-week assignment is the heart of it: real work on a real dispatch problem, not a puzzle. It is why our process is six weeks and not two.

02 You are at step 02 right now. Everything after today is on us to run quickly, and we hold to the six weeks.

FIVE THINGS TO TAKE AWAY

01

02

03

04

05