

YOUR PERSONAL GUIDE TO THRIVING
IN THE A.I. ERA

THE FUTURE OF YOUR CAREER

Discover the **ONE** quality that decides
who thrives — in work and in life

PATRICK V. VALTIN

*He has evaluated over 60,000 candidates.
Now he tells you what he was really looking for.*

CAREERBOOSTER

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To the people standing at a crossroads. The ones deciding whether to chase the next job, the next title, the next paycheck — or to build something of their own. This book is for you.

For the future you have not yet had the courage, or the right map, to say YES to.

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PREFACE

Why I wrote this book for YOU

Let me start with a confession.

For 38 years, I sat on the OTHER side of the desk from you. I have trained more than 150,000 business owners and executives across 50 countries on how to hire. I have personally evaluated over 60,000 candidates through my pre-hire assessments. I have written two bestsellers on talent acquisition — *No-Fail Hiring* and *No-Fail Hiring 2.0* — and a third book, *Taking Off the Mask*, about how to spot the people you should never let into your business.

In other words: for nearly four decades, I was the gatekeeper. I was the one deciding YES or NO on people exactly like you.

And after 60,000 of those decisions, I learned something that I think you deserve to hear — directly, with nothing held back. Because almost no one tells job seekers the truth about what actually gets you hired, what actually gets you promoted, and what actually makes a career feel worth living.

Most career advice tells you to polish your resume, rehearse clever interview answers, and “sell yourself.” That advice is not wrong, exactly. It is just shallow. It works on the surface and leaves the real thing untouched.

Because here is what I learned from the other side of the desk: the people who win — who get hired, who get kept, who get promoted, who go on to build their own thing and thrive — almost never win because of the resume. They win because of something deeper. Something that shows up in the first ten minutes of a conversation, that no AI can fake, and that you can actually develop on purpose.

This book is about that something. It is the same message I have spent my life teaching to employers — but turned around, and handed to you.

This is NOT a feel-good book

When you see the word “happiness” in this book, do not picture beach vacations, work-from-bed Fridays, or motivational posters. Forget every soft-focus, follow-your-bliss article you have ever read. That is not what this book is about.

Happiness at work is not a mood. It is not a perk. It is not the absence of stress. Happiness at work is, according to the largest studies ever run — Gallup, Oxford, McKinsey, the World Economic Forum — the single most reliable engine of success that exists. The numbers are no longer up for debate, and I will walk you through them in Chapter Two.

Make no mistake. What I am about to show you is not soft. It is the highest-leverage decision you will make about your own life in the next decade. And it begins not with the job market — but with the kind of person you choose to be inside it.

What you will NOT find in this book

You will not find resume templates. You will not find “10 power words recruiters love.” You will not find tricks for gaming an applicant tracking system.

I wrote this for the person who is tired of playing games and wants to understand how the thing actually works. The person between jobs. The person stuck in a job that is quietly draining them. And especially the person standing at a crossroads, wondering whether to keep looking for the next employer — or to finally build something of their own.

What you WILL find

Short chapters. Real numbers. The truth from the other side of the hiring desk. The six DRIVES I came to rely on after evaluating over 60,000 people — the same six that predict who thrives as an employee AND who succeeds as an entrepreneur. A clear-eyed look at the choice between working for someone and working for yourself. And a way to find out, honestly, where YOU stand on each of the six.

At the end of each chapter you will find two boxes: KEY TAKEAWAYS — the most important points distilled — and THIS WEEK, DO THIS — a short, practical to-do list you can act on right now.

Let’s begin.

Patrick V. Valtin

Clearwater, Florida — 2026

CHAPTER ONE

The storm you are walking into

Let me ask you a direct question.

How are you going to build a career over the next ten years — when artificial intelligence is rewriting which jobs exist, when more than half of workers say they are quietly afraid of being replaced, and when the old promise of “be loyal and the company will take care of you” has all but disappeared?

I am not asking to frighten you. I am asking because I have watched this storm build from the front row, advising the very people who decide who stays and who goes.

Two storms are converging on your working life right now.

The first is AI. It is not “coming.” It is here, and it is quietly changing the value of human work. Routine tasks — the predictable, repeatable, follow-the-script parts of thousands of jobs — are being automated faster than anyone expected. Fewer than one in four workers globally feel genuinely safe from being eliminated. More than half of U.S. workers say job insecurity is significantly increasing their stress.

The people sitting next to you at work — and quite possibly you — are carrying a low, constant hum of fear. And fear is a terrible career strategy. It makes people play small, cling to what they have, and avoid exactly the risks that growth requires.

The people who lose in the AI era built their value on doing predictable tasks. The people who win built their value on being a certain kind of human.

The second storm is subtler, and it is the one almost no one talks about: as machines absorb the routine work, the ONLY thing left that has rising value is the part of you a machine cannot copy. Judgment. Care. The ability to make another human feel understood. The drive to take

ownership when something goes wrong. The willingness to keep learning when the ground keeps shifting.

Here is what matters for this chapter: these two storms are not separate problems. They are the SAME problem. As AI takes the predictable work, your future depends entirely on how strong your UNcopyable qualities are.

And that is the good news. Because the qualities that make you AI-proof are not luck, and they are not talent you are either born with or not. They are six specific drives. You can see them. You can measure them. And you can grow them on purpose. That is what the rest of this book is about.

KEY TAKEAWAYS

- ✓ Two storms are reshaping your career at once: AI is automating routine work, and the old “loyalty for security” deal is gone.
- ✓ As machines take the predictable tasks, your value increasingly rests on the qualities a machine cannot copy.
- ✓ Fear is the most common — and most damaging — response. It makes people cling, shrink, and avoid the risks that growth requires.
- ✓ The qualities that make you AI-proof are not fixed traits. They are drives you can develop on purpose.

THIS WEEK, DO THIS

1. Make two lists. On the left, write the parts of your work a computer could plausibly do within five years. On the right, the parts only a human could do well. Be brutally honest about how long each list is.
2. Answer one question in writing: “If my job disappeared tomorrow, what would people who worked with me say I was uniquely good at?”
3. Notice, this week, every time fear drives a decision — applying only to “safe” jobs, staying quiet in a meeting, not asking for what you are worth. Just notice.

Where do YOU stand against the storm?

The free **Career Success Potential Test** — start at www.careerbooster.world

CHAPTER TWO

Happiness is NOT what you think it is

We need to clear up the biggest misunderstanding in your career before we go one step further.

Most people chase happiness backwards. They believe the formula is: get the better job, earn the bigger salary, THEN I will be happy. So they grind, they wait, they postpone — and the happiness never quite arrives, because there is always a next rung.

The science says the arrow points the other way. This is one of the most replicated findings in all of social research. Happier people are not happy BECAUSE they succeeded. They succeed — measurably more — because of the qualities that make them happy in the first place. Oxford's Saïd Business School, working with British Telecom, found happy workers significantly more productive. Gallup's decades of global data show engaged, fulfilled employees outperform disengaged ones on nearly every measure that matters. The World Economic Forum and McKinsey reach the same conclusion: wellbeing is not the reward for performance. It is the engine of it.

Happiness is not the finish line. It is the fuel.

But here is the part almost everyone gets wrong: happiness at work is not a feeling you generate by treating yourself well. It is not bubble baths and boundaries. After 60,000 evaluations, I can tell you exactly where durable happiness at work actually comes from: it comes from contributing to the happiness and success of OTHERS.

Not from being served. From serving. Not from what you extract. From what you give. The people I have watched build the most satisfying careers — and, later, the most successful businesses — were almost never the ones most focused on their own happiness. They were the ones most focused on making the people around them better: their colleagues, their customers, their teams.

This is not a moral lecture. It is a mechanical fact about how human beings are wired. We are built to feel good when we are useful to others. Cut that off — make your whole career about what you can get — and no salary on earth will fill the hole.

You don't get happy and then succeed. The qualities that make you contribute to others are what make you BOTH happy AND successful.

KEY TAKEAWAYS

- ✓ Most people chase happiness backwards: succeed first, feel good later. The data shows the opposite — wellbeing fuels performance.
- ✓ Oxford, Gallup, McKinsey, and the World Economic Forum all converge on the same finding: happier people perform measurably better.
- ✓ Durable happiness at work does not come from being served or from what you extract. It comes from contributing to the success and happiness of others.
- ✓ Humans are wired to feel good when they are useful. A career built only on “what’s in it for me” leaves a hole no salary fills.

THIS WEEK, DO THIS

1. Name the single period you felt most alive at work. Write down WHO you were helping during that period, and how.
2. For one week, start each workday by asking: “Whose day can I make better today?” Then do one concrete thing about it. Watch what it does to your own state.
3. Write down the last three things you wanted FROM a job. Now write three things you wanted to GIVE. If the second list is shorter, that is your first clue.

Curious where YOU actually stand?

The free **Career Success Potential Test** — start at www.careerbooster.world

CHAPTER THREE

The mistake almost everyone makes

Here is the mistake, stated plainly: almost everyone tries to optimize the wrong thing.

When people decide it is time for a change, they ask: “What job pays more?” “What title sounds better?” “Which company has the nicer perks?” These are not bad questions. But they are surface questions. And building a career on surface questions is like choosing a house entirely by the color of the front door.

I watched this play out 60,000 times. Two candidates would sit in front of me with nearly identical resumes — same schools, same skills, same years of experience. On paper, interchangeable. Five years later, one had risen, been promoted, started a thriving business, and seemed genuinely fulfilled. The other had drifted from job to job, always slightly dissatisfied, always certain the problem was the employer, the boss, the market — anything but themselves.

The resume did not predict the difference. Something else did.

What the winners had was not better credentials. It was a better orientation toward the work itself. They showed up to contribute, not just to collect. They measured themselves. They kept learning when it would have been easier to coast. They treated colleagues and customers as people to serve, not obstacles to manage. And — this is crucial — they did all of this whether or not anyone was watching, and whether or not it was immediately rewarded.

The ones who stalled did the opposite. They treated each job as a holding pattern. They gave the minimum and waited for recognition. They were certain they were owed more than they were getting. And the moment something went wrong, they looked outward for someone to blame.

Now, here is why this matters more than ever in the AI era. When routine work gets automated, the surface skills you can list on a resume lose value fastest — because those are exactly the predictable, teachable, copyable things a machine does cheaply. What rises in value is the deeper orientation: the judgment, the ownership, the care, the hunger to keep growing. The very things that never fit neatly on a resume are now the things that decide your future.

Stop optimizing the title and the salary as if they were the goal. They are byproducts. Optimize the kind of professional — and the kind of person — you are becoming.

The title and the salary will follow, far more reliably than if you chase them directly. And in the next chapter, I am going to hand you the exact map I used to tell those two identical-on-paper candidates apart. Six drives. The same six that, turned inward, will tell you precisely where YOUR career has the most room to grow.

KEY TAKEAWAYS

- ✓ Most people optimize surface questions — pay, title, perks. Those are byproducts, not the goal.
- ✓ Identical resumes routinely produce wildly different lives. The resume does not predict who thrives; orientation toward the work does.
- ✓ The people who rise show up to contribute, measure themselves, keep learning, and serve others — whether or not anyone is watching.
- ✓ In the AI era, the copyable surface skills lose value fastest. The deeper orientation a resume can't capture is exactly what now decides your future.

THIS WEEK, DO THIS

1. Look at your last job change. Honestly: were you running TOWARD something you wanted to build, or away from something you disliked? Write the real answer.
2. Identify one place in your current work where you give the minimum and wait. Pick it up this week, without being asked, and notice how it changes how you feel.
3. Stop polishing your resume for a week. Instead, write one page titled “The kind of professional I am becoming.”

Stop guessing about your own orientation.

The free **Career Success Potential Test** — start at www.careerbooster.world

CHAPTER FOUR

The six drives that decide who thrives

Over 38 years, working with thousands of business owners and analyzing data from over 60,000 candidate evaluations, I came to focus on SIX factors — what I call DRIVES — that consistently predict whether someone will thrive in their work and lift the people around them.

I built these to help employers choose. But here is the secret I want to give you: these same six drives predict YOUR success and YOUR happiness — whether you stay an employee or build your own company. They apply to you, 100%. Every one is observable. Every one can be grown. Together they form what I call the Happiness Contribution Index — your capacity to contribute to the success and happiness of others, which turns out to be the single best predictor of how far you will go and how good it will feel to get there.

As you read each one, score yourself honestly from 1 to 10.

Drive 1: PURPOSE DRIVE

Purpose Drive is the degree to which you operate from a longer-term vision rather than living job-to-job. People with strong Purpose Drive can tell you, with some clarity, what they are trying to build with their career and their life. They are not just chasing a paycheck — they are taking a step on a path.

If your Purpose Drive is low, every job becomes a holding pattern, and you stay vaguely dissatisfied no matter where you land, because the dissatisfaction is not about the job. For the would-be entrepreneur, this drive is everything: a business will test you for years before it rewards you. Without a vision that pulls you forward, you will quit at the first hard winter. *Ask yourself: where do I see myself in three to five years — and does my answer have a specific SHAPE, or is it just “better”?*

Drive 2: TALENT DRIVE

Talent Drive is your hunger to keep LEARNING and growing your skills. I never cared whether a candidate already knew everything about the job. What I cared about was whether they were wired to learn. The hunger to learn is also one of the strongest signals of humility and flexibility — to want to learn is to admit you do not yet know everything.

In an AI-disrupted economy, this is no longer a nice-to-have. The people who dismiss AI as a fad, who refuse to learn the new tools, who insist on doing it the old way, are the most at risk in every field. Talent Drive is now a SURVIVAL TRAIT.

Drive 3: PERFORMANCE DRIVE

Performance Drive is your awareness that, at the end of the day, you are paid to produce RESULTS — and your willingness to be measured on them. I am not talking about burning yourself out. I am talking about people who understand the basic equation of work: I do something genuinely useful, and in exchange I get paid. People who measure themselves and feel uncomfortable when they are NOT producing.

Here is something that surprises people: Performance Drive is one of the strongest predictors of personal happiness. If you ever build your own business, this drive becomes oxygen. No boss will set your targets. You will.

Drive 4: EXCHANGE DRIVE

Exchange Drive is the degree to which you understand that you have to GIVE in order to RECEIVE. The ones who talk only about what they want to GET — salary, benefits, time off, flexibility — and never mention what they want to give, raise a flag. Are you showing up to CONTRIBUTE, or to EXTRACT?

This is also, in my long experience, the single strongest predictor of integrity. People who deep down believe they are owed more than they receive are exactly the ones who, given the chance, quietly even the score. For the entrepreneur, this is the whole game — a business is nothing but value given to others in exchange for money.

Drive 5: SERVICE DRIVE

Service Drive is your natural orientation toward making OTHERS happy — particularly customers, but also colleagues. This is not people-pleasing; it is finding real reward in contributing to others' wellbeing.

In the AI era, this is your moat. As routine customer interactions get automated, what is LEFT for humans is exactly the moments that matter most — when something has gone wrong, when a relationship is at stake, when a person needs to feel understood. Every business lives or dies on whether customers feel served. There is no exception.

Drive 6: TEAM DRIVE

Team Drive is your ability and willingness to contribute to a GROUP effort — and to draw energy from doing so. Listen to how you describe past projects. Is it “I” all the time, or do you naturally say “we”? When things went badly, did you accept your share — or hunt for someone to blame?

I would take a candidate with merely solid skills and strong Team Drive over a brilliant one with weak Team Drive. Every single time. Skills can be trained; Team Drive must be chosen. And if you build a business, your Team Drive becomes the ceiling on how big you can grow.

Putting the six together

Those are the six drives that make up your Happiness Contribution Index:

- **PURPOSE** — a longer-term vision
- **TALENT** — the hunger to keep learning
- **PERFORMANCE** — the willingness to be measured
- **EXCHANGE** — the understanding that you give to receive
- **SERVICE** — orientation toward making others happy
- **TEAM** — drawing energy from group effort

Add up your six honest scores. But understand what the number really is. It is not a verdict — it is a MAP. Your lowest drive is not a wound; it is the place where a little deliberate work will produce the biggest change in both your success and your happiness.

KEY TAKEAWAYS

- ✓ The same six drives that predict who employers should hire also predict YOUR success and happiness: Purpose, Talent, Performance, Exchange, Service, Team.
- ✓ Every drive is observable in your own history — and every one can be grown on purpose.
- ✓ Talent Drive is now a survival trait; Service Drive is your moat against automation; Exchange Drive is the strongest predictor of integrity and trust.
- ✓ Your lowest drive is not a flaw. It is the highest-return place to invest.

THIS WEEK, DO THIS

1. Score yourself 1-10 on all six drives, today, honestly. Don't aim for a good total — aim for an accurate one.
2. Circle your lowest score. Write one specific action, doable in the next 30 days, that would raise it by a single point.
3. Ask one person who has worked closely with you to score you on the same six. The gap between their numbers and yours is one of the most useful things you will ever learn.

Want your real score on all six drives?

The free **Career Success Potential Test** — start at www.careerbooster.world

CHAPTER FIVE

Employee or entrepreneur? Reading the fork in the road

At some point, almost everyone reading this has felt the pull. The quiet thought, usually late at night: “Maybe I should do my own thing.”

Sometimes it is a dream. Sometimes it is an escape fantasy from a job that is draining you. And the honest truth — the one most “follow your passion” books will not tell you — is that the choice between staying an employee and becoming an entrepreneur is not about courage, and it is not about how good your idea is. It is about your six drives. The same six. Read through a slightly different lens.

Let me be clear before we go further: there is no superior answer. The world is full of miserable business owners and deeply fulfilled employees. The goal is not to pick the “brave” option. The goal is to pick the option that fits the real you — and then commit to it fully.

So here is how the six drives read the fork.

- **PURPOSE.** Entrepreneurship is a long, cold road before it is a rewarding one. High Purpose Drive — a specific thing you are trying to build, that pulls you for years — is the best sign you can survive the journey. If your purpose is mostly “I want out of my current job,” that is a reason to change jobs, not to start a business. Escaping is not the same as building.
- **TALENT.** Owning a business means learning constantly, in public, with money on the line — sales, marketing, finance, hiring, all at once. High Talent Drive makes that thrilling; low makes it dangerous.
- **PERFORMANCE.** As an owner, no one sets your targets. If you measure yourself, you will set your own standards in the dark. If you need external structure to perform, a good employer is not a weakness — it is a smart match for how you are built.
- **EXCHANGE.** Owners give for months or years before the exchange balances. If giving first comes naturally to you, the delay is bearable. If it grates on you, it will torture you.

- **SERVICE.** Every business lives or dies on whether customers feel genuinely served. High Service Drive is the rarest competitive advantage there is. Low Service Drive, and no business plan will save you.
- **TEAM.** The lone-genius founder is a myth. Your Team Drive sets the ceiling on how large your business can grow. A high-Team-Drive employee, meanwhile, can become the irreplaceable heart of someone else's company — a wonderful life, and not a lesser one.

The strong employee and the successful entrepreneur are not two different species. They are the same person — high in contribution to others — pointed at two different structures.

That is why this matters so much: you do not need to “become an entrepreneur” to transform your life. You need to raise your Happiness Contribution Index. Do that, and BOTH roads open up. Skip it, and neither road will save you. So before you make the leap — or decide not to — find out where you actually stand on the six. Guessing is expensive. Knowing is not.

KEY TAKEAWAYS

- ✓ The choice between employee and entrepreneur is not about courage or the quality of your idea — it is about how your six drives are arranged.
- ✓ Neither path is superior. The goal is fit, then full commitment — not picking the “brave” option.
- ✓ “I want out of my job” is a reason to change jobs, not to start a business. Building and escaping are not the same.
- ✓ The same six drives make you thrive on EITHER path. Raise your Happiness Contribution Index and both roads open; skip it and neither will save you.

THIS WEEK, DO THIS

1. Re-read your six scores from Chapter Four with one question: which structure — employee or owner — do these numbers actually fit today?
2. Separate your “away from” reasons from your “toward” reasons. If your dream is mostly “away from,” fix the job first and see if the dream survives.
3. Talk to one person who runs the kind of business you imagine. Ask them not about the rewards, but about the worst year. Listen for whether your Purpose Drive is strong enough for that year.

Feeling the pull to build your own thing?

The free **Entrepreneurial Mindset Test** — start at www.careerbooster.world

CHAPTER SIX

Your plan: where to go from here

Let me bring this home.

You picked up this book standing somewhere — between jobs, inside a job that is wearing thin, or at the edge of a leap into something of your own. Wherever you are, the storm I described in Chapter One is real, and it is not slowing down. AI will keep absorbing the predictable work. The old promises will keep dissolving.

But you now know the thing that almost no one knows — the thing I learned only after sitting in judgment of 60,000 careers. The people who thrive in this storm are not the ones with the best resumes, the cleverest interview lines, or the safest jobs. They are the ones with a high Happiness Contribution Index — the people who keep growing, who produce, who give before they take, who serve, who lift their teams, all in service of a purpose larger than the next paycheck.

That is not luck. It is not a fixed personality you were handed at birth. It is six drives, and every one of them can be raised — starting this week. So here is your plan. It is short on purpose.

1. **First, find out where you honestly stand.** You cannot raise a number you have never measured. Most people go their entire lives guessing about their own drives, getting the guess wrong, and paying for the wrong guess with years.
2. **Second, pick your lowest drive and raise it by one point over the next 90 days.** Not all six. One. The lowest one moves your whole life the most, and one real point of progress beats six vague intentions.
3. **Third, point your strengthened self at the structure that fits** — a better role with an employer who deserves you, or the first concrete step toward your own business. Not both at once. The clarity from steps one and two will make this choice far less frightening than it looks tonight.

I have spent 38 years helping employers find the rare people who carry a high Happiness Contribution Index. Now I want to help you BECOME one — because that, far more than any job title, is what decides your future in the AI era.

The career market is not fair, and it is not kind. But it is, in the end, surprisingly honest: over time, it rewards the people who contribute the most to others.

You can be one of them. The map is in your hands. The only question left is whether you will find out where you stand — and start. I hope you do.

— Patrick V. Valtin

Take the first step in your plan — today.

Career Success Potential Test or Entrepreneurial Mindset Test — start at
www.careerbooster.world

ABOUT THE AUTHOR

Patrick V. Valtin

Patrick V. Valtin has spent 38 years inside the question of human performance at work. He has trained more than 150,000 business owners and executives across 50 countries, and personally evaluated over 60,000 candidates through his pre-hire assessments. He is the bestselling author of *No-Fail Hiring* and *No-Fail Hiring 2.0*, and of *Taking Off the Mask*, a book about spotting dishonesty before it does damage.

After decades of helping employers find the right people, he built CareerBooster to turn that same intelligence around — and put it in the hands of the people being evaluated.

FIND OUT WHERE YOU STAND — TWO FREE TESTS

The same engine Patrick spent 38 years building for employers is now yours — free.

CAREER SUCCESS POTENTIAL TEST

Wondering how you'd land in the job market, and where to grow? It scores you across the six drives and shows where your biggest opportunity actually is.

ENTREPRENEURIAL MINDSET TEST

Feeling the pull to build something of your own? It reads the same six drives through the founder's lens and tells you whether — and where — you're ready for the leap.

Take your free test at www.careerbooster.world

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