

## Driver Hiring Standards

We welcome your application with our company. The following standards are recommended for driver qualifications. This company reserves the right to change, or make exceptions to any or all of these standards without prior notification.

1. Applicants should be at least 25 years of age.
2. You should have 1 year of verifiable experience operation a CMV in the last 3 years and you can't have more than 1 year gap from driving a CMV.
3. You must possess a valid Commercial Driver License with a tanker endorsement from the state in which you reside.
4. You should not have excessive moving violations within the 3 years appearing on your MVR. Serious violations will have to be evaluated and may disqualify a potential applicant.

**(Serious Violations can include, but are not limited to)**

- \*Speed at or in excess of 15MPH
- \*Running Red Light/Stop Sign or other traffic control device
- \*Following Too Closely
- \*Erratic/ Unsafe Lane Change
- \*Unsafe Driving

5. Accidents appearing on the MVR must be supported with a copy of a police report or other official documents before a hiring decision can be made.
6. You must be able to pass a DOT Physical and Drug Test to be administered by our company physician. Drug Tests and Physicals from another company may not be excepted.
7. All applicants must provide work history in accordance with DOT regulations, complete with addresses and phone numbers.
8. All applicants will undergo a thorough background check that will include an MVR, criminal report, social security number check, and telephone reference checks of previous employers required by DOT.
9. Any of the following may disqualify you from being considered for a driving position with this company.
  - a. Conviction of DWI/DUI in the last 10 years.
  - b. Any Conviction of DWI/DUI in a CMV
  - c. Fleeing a police officer
  - d. Racing on a public highway
  - e. Careless or reckless driving
  - f. Leaving the scene of an accident
  - g. Conviction of a felony using a commercial vehicle
  - h. Conviction of a crime involving the manufacturing, possession, sale or habitual use of a controlled substance
  - i. Conviction of a certain major criminal offense resulting in time served in a federal/state institution per FMCSR 838.5, 383.51
  - j. Possession of an alcoholic beverage in a CMV
  - k. DUI/DWI listed on MVR