



Driver Qualification Criteria

***** These are minimum driver qualification standards subject to DOT requirements. Company may impose more stringent requirements at its discretion. *****

1. Minimum driving age at time of qualification shall be at least 23 years old.
2. Applicant shall possess a valid commercial driver's license (and endorsement (s)) for the type of vehicle operated. Applicant shall also hold valid endorsement(s) for the type of commodities he/she will transport.
3. Applicant shall provide proof of one (1) year commercial driving experience within the last three (3) years or five (5) years commercial driving experience within the last fifteen (15), pulling the type of trailer equipment (FB, SD, VAN, etc.) he/she will be pulling.
 - a. If experience is not OTR- need to verify ELD experience, if no ELD experience applicant will be sent to safety for training.
4. Applicant must provide a current physical in accordance with FMCSR with a minimum of 6 months remaining. Applicant must present copies of both medical card and long form physical.
5. Any applicants who have tested positive for controlled substances will not be considered unless the positive test is more than five (5) years old. Any applicants who have tested positive while operating a CMV shall not be considered
6. There shall be no DUI convictions in the previous five (5) years or felony convictions in the previous seven (7) years.
7. There shall be no safety-related revocation of driving privileges for moving violations in the previous five (5) years. Non-safety related revocations in the last 3 years will be reviewed for consideration.
8. Applicant shall meet the moving violations and accident guidelines as follows:
 - a. **In the prior 3 years:**
 - i. No more than three (3) moving violations or two (2) preventable accidents.
 - ii. No more than a combination of three (3) moving violations and preventable accidents.
 - iii. All serious violations, as defined by FMCSR 383.51, will be counted as two (2) moving violations.
 - iv. If applicant is at company max 3 pts will be placed on Safety Watch
9. If applicant meets criteria on MVR and PSP reports, but has 1 DOT Preventable in past year, applicant will be sent to safety for review.
10. Applicants may be required to submit his/her past 30-days log if warranted in the initial pre-qualification period.
11. Applicant shall consent to the PSP (Pre-Qualification Screening Program).
 - a. If applicant has more than 2 OOS violations on PSP, they will be sent to safety for review.