

# Driver Qualification Criteria

*These are the minimum driver qualification standards subject to DOT requirements and Safety review.  
The Evans Network of Companies may impose more stringent requirements at its option.*

## General Requirements

- Must be at least twenty-two (22) years of age at the time of qualification
- Hold a valid Class A CDL from State of Residence
- Must be medically qualified with appropriate DOT physical certification
- Must have at least one (1) year of verifiable Class A commercial driving experience within the previous five (5) years – at least eight (8) months of the verified experience must be within the previous three (3) years. Flatbed applicants must have a minimum six (6) months pulling a flatbed in the previous 1 year.
- No more than 1 DOT preventable crash or Serious Traffic Offense (as defined by FMCSA) or a combination thereof within the previous 1 year of commercial driving
- No handheld mobile device / texting violations within the previous 6 months

## Background Requirements

- No positive drug or alcohol tests including pre-employments and test refusals within the previous ten (10) years. Not eligible until at least 10 years from the successful completion of a Substance Abuse Program (SAP)
- Non-commercial felonies and misdemeanors reviewed on a case-by-case basis
- Habitual suspension history reviewed on a case-by-case basis
- 3 year moving violation review and 5 year accident review (chart below)
  - 3 points or less – pre-qualified
  - 4 or 5 points need Safety Management approval
  - 6 points or more will not be qualified

| 1 Point  | 2 Points   |
|--|--|
| Speeding 1 –10 mph                             | Speeding 11 –14 mph  |
| Seatbelt                                       | Improper turn/U-turn   |
| Failure to obey a traffic control device       | Improper passing   |
| Restricted lane usage/failure to maintain lane | Failing to signal  |
| Failure to yield                               | Preventable crash  |
| Other miscellaneous traffic convictions        |  |
| Out of Service Roadside Inspection             |  |
| 3 Points                                       | 3 Year Prohibition   |
| Speeding 15 –19 mph                            | Speeding 20+ mph   |
| Following too closely                          | Passing a school bus or speeding through a school/work/construction zone |
| Using a handheld mobile telephone or texting   |  |
| Violations involving a railroad                | Violation of a driver or vehicle out-of-service order                    |
| Using or equipping a CMV with radar detector   | Fleeing or eluding a police officer                                      |
| Improper/erratic lane changing                 |  |

## Five Year Prohibition *Any violations or convictions listed below will not be considered*

- DUI/DWI
- Drug or Alcohol use/possession/intent
- Preventable DOT recordable accident resulting in a fatality
- Leaving the scene of an accident/hit & run
- Using a CMV in the commission of a felony
- Negligent homicide, manslaughter or assault involving a vehicle
- Reckless / Careless Driving