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**Qualification guidelines**

**Applicant is acceptable if meets following guidelines:**

1. Possess only one valid CDL.
2. Read and speak the English language per 391.11b2
3. No more than 3 moving violations within past 36 months.
4. No more than 2 moving violations within the same year within the past 36 months.
5. Acceptable background check in regard to the felony.
6. No DUI/OWI/Reckless Driving/Reckless Homicide or Involuntary Manslaughter While Operating a Motor Vehicle/Leaving the Scene of an Accident/Assault with a Motor Vehicle/Fleeing or Eluding Police in previous 10 years.
7. No DOT preventable accidents that resulted in any fatality.
8. No more than 2 non-preventable accidents within 18 months.
9. No more than 2 DOT recordable preventable accidents within the same year within the past 36 months.
10. Applicant must be at least 23 years of age.
11. 2 years of verifiable experience in the operation of tractor/trailer equipment.
12. Must be able to pass the driving test.
13. Must be able to pass DOT pre-employment drug test.
14. No previous DOT drug and/or Alcohol Test Failures and/or refusals to test.
15. No equipment abandonment’s, quit under dispatch, or excessive customer complaints from previous employers.
16. No complaints or convictions involving moral turpitude, acts of dishonesty, theft of company freight or property, willful destruction of company property, or excessive cargo claims and or losses.

\*An existing driver who has refused a drug or alcohol test, failed a random, reasonable suspicion, post-accident, return-to-duty, follow-up alcohol test, or tested positive for controlled substances may be qualified if the following conditions are met: completed ALL SAP requirements including all follow up testing and has participated in a DOT drug and alcohol testing program for at least 12 months without any refused drug or alcohol test, failed a random, reasonable suspicion, post-accident, return-to-duty, follow-up alcohol test, or tested positive for controlled substances and not show prohibited status in the drug and alcohol clearinghouse.

\* Non-preventable accident will be reviewed on case-by-case basis.

If driver caused an accident, he or she will be charged according to Deductible Notice and will become a subject to termination. If accident caused injuries to involved parties – driver will be terminated immediately. If accident caused no injuries to involved parties, but property damages only – driver might be allowed on a probation period of one year. If it cannot be determined who was the primary cause of the accident, driver may be suspended until the cause is determined.

 **Minimum standards for** **drivers with experience less than 24 months (12 months-24 months)**:

1. Possess only one valid CDL.
2. Must be able to pass the driving test.
3. Must be able to pass DOT pre-employment drug test.
4. No previous DOT drug and/or Alcohol Test Failures and/or refusals to test.
5. Acceptable PSP by the qualification’s guideline.
6. Acceptable Previous Work Record.
7. Must read and speak the English language per 391.11b2.
8. Has no more than 3 jobs past 36 months.
9. Has no more than 1 driving job past 24 months.
10. The CMV driver is, at a minimum, of 23 years of age.
11. Has no DOT recordable preventable accidents.
12. Has no more than 1 non-preventable accident within the last 12 months.
13. Has no more than 1 moving violation past 36 months.
14. Has no more than 1 CSA violation past 36 months.
15. Acceptable background check in regard to the felony.
16. No DUI/OWI/Reckless Driving/Reckless Homicide or Involuntary Manslaughter While Operating a Motor Vehicle/Leaving the Scene of an Accident/Assault with a Motor Vehicle/Fleeing or Eluding Police in previous 10 years.
17. No equipment abandonment’s, quit under dispatch, or excessive customer complaints from previous employers.
18. No complaints or convictions involving moral turpitude, acts of dishonesty, theft of company freight or property, willful destruction of company property, or excessive cargo claims and or losses.
19. Number of CMV drivers with less than 24 months experience not to be more than 5% of total fleet population.