Minimum Driver Qualification Guidelines

A. Must meet all Federal Motor Carrier Safety Regulations.

B. At least 23 years old.

C. Must have valid Commercial Drivers License class A with Tank and Hazmat endorsements from state of residence. Drivers are also required to have a TWIC card.

D. No more than 3 moving violations within the last 3 years and no more than 2 moving violations within the last 12 months.

E. Two years experience in the operation of tractor/trailer equipment.

F. No preventable accidents involving a fatality or bodily injuries treated away from the accident scene within the last 3 years.

G. No major traffic violations:

1. Reckless/Careless driving in the last 5 years;
2. Driving while intoxicated or under the influence of drugs in the last 5 years;
3. Hit and run; leaving the scene of an accident or failure to report an accident in the last 5 years; or
4. Excessive speeding as defined by the D.O.T.; any single offense for speed 15 mph or more above the posted speed limit in the last 5 years.

H. Driver Retention

1. Drivers scoring above a 5 will be subject to the following:
   - Probationary periods: 6 months, 1 year or 18 months.
   - Drivers with two preventable accidents within 12 months will be subject to possible termination depending on motor vehicle record, violations and history.

2. Drivers must maintain a score of 5 or below on the driver risk index.