



JOB DESCRIPTION / POSTING

<u>Job Title:</u>	Truckload Driver	<u>Level:</u>	Non-Exempt
<u>Department:</u>	Operations	<u>Reports to:</u>	Driver Manager
<u>Location:</u>	N / A	<u>Dates:</u>	N / A

COMPANY SUMMARY

At YRC Glen Moore, we continue to develop new strategies that deliver high quality service, flexible solutions, and complete customer and driver satisfaction across regional and national markets.

While trucks and technology are vital to our success, our real achievements begin with, and depend on, our relationships with people. Old fashion values of courtesy, attention to detail, and hard work are underlying principles that have established USF Glen Moore as a leader within the truckload van industry.

YRC Glen Moore is a Truckload Operating Company and a part of Yellow Roadway Corporation Worldwide. YRC Worldwide (NASDAQ: YRCW) is a Fortune 500 company with annual earnings of \$10 Billion, employs over 60,000 people worldwide, and is headquartered in Overland Park, KS. YRCW has been recognized as an industry leader by Fortune as a Most Admired Company six years in a row.

JOB SUMMARY

A Tractor-Trailer Driver is responsible for operating a tractor-trailer and providing the safe transport of freight throughout an assigned route, in all weather conditions. This individual must be able to communicate effectively and in cooperation with management and the customer. The Driver must be able to successfully operate a commercial vehicle within the guidelines of the Department of Transportation and the company. The Driver must be able to successfully complete all duties and responsibilities of this position.

DUTIES AND RESPONSIBILITIES

1. Responsible for the safe transport and on-time transport of freight throughout an assigned route, in all weather conditions.
2. Follow all commercial driving regulations while operating equipment and while on-duty.
3. Pick-up, deliver, and manage load manifests and bills of lading.
4. Understand, comprehend, and properly analyze hazardous materials for proper transportation over-the-road. Attend to all verification and proper vehicle placarding for the vehicle in use.
5. Perform a thorough pre-trip and post-trip inspection of any equipment operated in accordance with FMCSR and Company Policy. Proper documentation per company guidelines is required.
6. Drive long distances (contiguous 48 states) as assigned, and within DOT guidelines.
7. Service truck with fuel, wiper blades, oil, and other basic elements as outlined by company.
8. When required to load and/or unload freight, the driver should utilize safe lifting techniques and operate freight-moving equipment safely and appropriately.
9. Responsible to hook and unhook trailers from the tractor and place in appropriate locations as directed.

10. Responsible at appropriate times to install and remove snow chains when road conditions and State Regulations require.
11. Proper communication through appropriate devices or in person with a Driver Manager, the customer, or appropriate representative of the company.
12. Responsible for maintaining the Hours of Service requirements pursuant to Federal Motor Carrier Safety Regulations (FMCSR).
13. Responsible for reading, comprehending and complying with policies, procedures, work rules, and required paperwork.
14. Responsible for completing all company required and federally mandated training.
15. Take responsibility for the reasonable and customary care for the security of assigned freight and equipment.
16. Comply with all Company policies, work and safety rules, and Federal, State, and local regulations that govern the industry.

MINIMUM REQUIREMENTS

1. Must possess and maintain a valid Class A Commercial Drivers License with a hazardous material endorsement.
2. Must be able to read, write, and speak in the English language to meet DOT requirements.
3. Will be required to successfully complete education and training in Hazard Communication, Hazardous Material Handling Regulations, and Emergency Response Procedures.
4. Will be required to successfully pass a DOT Drug Screen, a company regulated road skills test, a proper pre-trip inspection in accordance with FMCSR and Company Policy, a DOT physical and a Physical Abilities Test (PAT).
5. Must be able to lift, push, and pull 75lbs. Must be able to carry 75 lbs 60 feet at a time.
6. Meet Minimum Eligibility Requirements as set forth by the company (see separate document).
7. Minimum 21 years of age.

PREFERRED QUALIFICATIONS

1. At least one-year of verifiable, multi-state, over-the-road, tractor-trailer driving experience.
2. A record of safe and competent driving.
3. A stable work history.

This job description in no way states or implies that these are the only duties to be performed by this employee. He or she will be required to follow any other instructions and to perform any other duties requested by his or her supervisor.

YRC Glen Moore, Inc. is an Equal Opportunity Employer.

Signature

Date



Tractor Trailer Driver Minimum Eligibility Requirements

Driver Qualifications	YRC Glen Moore driver candidates must meet or exceed specific requirements relating primarily to safety record, driving experience, work history, and personal evaluations, including physical ability and medical examination and mandatory drug testing.
Age	Candidates must be a minimum 21 years of age.
License	Candidates must have a valid Class A CDL <u>with</u> Hazardous Material endorsement.
Driving Record	<p>All candidates must have a record of safe and competent driving. Specifically, candidates will be disqualified based on the following criteria:</p> <ul style="list-style-type: none"> • More than one [1] moving violation conviction within the previous 12 months in any vehicle; • More than three [3] moving violation convictions within the previous 36 months in any vehicle; • Involvement in more than one [1] motor vehicle preventable accident within the previous 12 months in any vehicle • Involvement in more than two [2] motor vehicle preventable accidents within the previous 36 months in any vehicle • Any combination of more than three [3] of the above within the previous 36 months; • Any conviction of a serious CDL violation, as defined in Part 383.5 of the US Department of Transportation, Federal Motor Carrier Safety Regulations, within the previous 12 months in any vehicle: <i>(a) excessive speeding of more than 14 miles per hour above the posted speed limit, (b) reckless driving, (c) improper or erratic lane change, (d) following too closely, (e) violation in connection with a fatal accident, (f) driving a CMV without a proper license;</i> • Involvement in more than one [1] serious preventable accident in a commercial vehicle within the previous 36 months <i>(i.e., an accident involving a fatality, an injury requiring immediate medical treatment away from the accident scene, or disabling damage to any involved vehicle requiring a tow away);</i> • Any driving license suspension or revocation for more than 60 days, driving related, within the previous 36 months; • Any DUI/DWI <i>(drug or alcohol)</i> conviction or any conviction based on the driver's refusal to participate in a test for the use of alcohol or controlled substances, within the previous 3 years while operating a non-commercial motor vehicle; • Any DUI/DWI <i>(drug or alcohol)</i> conviction or any conviction based on the driver's refusal to participate in a test for the use of alcohol or controlled substances, <u>ever</u>, if it occurred while operating a commercial motor vehicle; • Any conviction of a violation listed below within the previous 36 months. More than one conviction of the same violation listed below is a permanent disqualification. <ol style="list-style-type: none"> 1. Transportation, possession or unlawful use of a Schedule 1 drug or other substance as defined by the Department of Transportation. 2. Violation of an open container law or similar statute 3. Being Under the influence of alcohol as prescribed by State Law. 4. Reckless homicide or involuntary manslaughter 5. Leaving the scene of an accident 6. Driving a CMV when, as a result of prior violations committed operating a CMV, the driver's CDL is revoked, suspended or canceled, or the driver is disqualified from <u>operating</u> a CMV. • A motor vehicle record by which its nature and content may suggest that the candidate is a habitual offender <i>(as determined by the Director of Safety)</i> <p style="text-align: center;">**All driving records will be carefully reviewed by the YRC Glen Moore Safety Department</p>



<p>Criminal Record</p>	<p>Candidates must not have a conviction record indicating possible problematic character traits. Specifically, candidates will be disqualified based on the following:</p> <ul style="list-style-type: none"> • Any felony conviction within the previous 7 years; (<i>under the US Patriot Act, certain felonies are lifetime disqualifiers for a Hazardous Material endorsement</i>) • Any conviction involving theft, drugs, violence or dishonesty within the previous 7 years; • More than one misdemeanor within the previous 3 years; • The Director of Safety and the Director of Human Resources must review all candidates with any pending charges for offenses involving theft, drugs, violence, or dishonesty. <p>**All criminal records will be carefully reviewed by the YRC Glen Moore Safety Department</p>
<p>Driving Experience</p>	<p>All candidates must have a minimum one [1] year of recent, verifiable, multi-state, over-the-road, tractor-trailer driving experience within the previous five [5] years; (<i>only verified commercial driving experience within the previous 10 years will be considered when calculating starting rate of pay</i>)</p> <p style="text-align: center;"><u>or</u></p> <p>Must be a recent graduate of a YRC Glen Moore approved truck-driving school, and then will go into our driver-training program. Duration of training will be determined by the YRC Glen Moore Safety Department.</p> <p>**All driving experience will be carefully reviewed by the YRC Glen Moore Safety Department</p>
<p>Work History</p>	<p>All candidates must have a work history of no more than seven [7] jobs in the previous three [3] years. All gaps in employment must be explained and validated. Documentation must be provided to validate all periods of self-employment. Candidates with military service within the past five [5] years, must provide a long form DD-214.</p> <p>**All previous employment will be carefully reviewed by the YRC Glen Moore Safety Department</p>
<p>Drug-Free</p>	<p>All candidates must submit to and successfully pass a DOT pre-employment drug screen.</p>
<p>Medical Certification</p>	<p>Must have a valid DOT medical examiners certificate with at least 6 months until it expires for recertification.</p>
<p>Driving Ability</p>	<p>All candidates must take and successfully pass a comprehensive road skills evaluation and completion of the driver orientation class.</p>
<p>General Requirements</p>	<p>Applications containing falsification of employment or otherwise false information, or deliberately omitted information, will not receive consideration.</p> <p>All candidates must meet all the requirements as outlined in Part 391 of the Federal Motor Carrier Safety Regulations, US Department of Transportation, Federal Highway Administration.</p> <p>All candidates must be capable of reading, writing and speaking the English language sufficiently to converse with the general public, to understand highway traffic signs and signals in the English language, to respond to official inquires, and to make entries on reports and records.</p> <p>All candidates must present and maintain a neat, professional appearance and practice good personal hygiene at all times.</p>