

## Tractor Trailer Driver Minimum Eligibility Requirements

<b>Driver Qualifications</b>	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.
<b>Age</b>	Candidates must be a minimum 21 years of age.
<b>License</b>	Candidates must have a valid Class A CDL <u>with</u> Hazardous Material endorsement.
<b>Driving Record</b>	<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"> <li>• More than one [1] moving violation conviction within the previous 12 months;</li> <li>• More than three [3] moving violation convictions within the previous 36 months;</li> <li>• Involvement in more than one [1] motor vehicle accident within the previous 12 months;</li> <li>• Involvement in more than two [2] motor vehicle accidents within the previous 36 months;</li> <li>• Any combination of more than three [3] of the above within the previous 36 months;</li> <li>• 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 24 months: <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></li> <li>• Involvement in any serious preventable accident 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></li> <li>• Any driving license suspension or revocation for more than 60 days, for any reason, within the previous 36 months;</li> <li>• 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 10 years while operating a non-commercial motor vehicle;</li> <li>• 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;</li> <li>• Any conviction of a violation listed below within the previous 10 years             <ol style="list-style-type: none"> <li>1. Transportation, possession or unlawful use of a Schedule 1 drug or other substance as defined by the Department of Transportation</li> <li>2. Violation of an open container law or similar statute</li> <li>3. Public intoxication</li> <li>4. Reckless homicide or involuntary manslaughter</li> <li>5. Leaving the scene of an accident</li> <li>6. Speed exhibition, contest, or drag-racing on a public highway</li> <li>7. Assault with a motor vehicle</li> <li>8. Careless endangerment</li> <li>9. Fleeing or eluding a police officer</li> <li>10. 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></li> </ol> </li> </ul> <p style="text-align: center;"><b>**All driving records will be carefully reviewed by the YRC Glen Moore Safety Department</b></p>

<b>Criminal Record</b>	<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"> <li>• Any felony conviction within the previous 10 years; (<i>under the US Patriot Act, certain felonies are lifetime disqualifiers for a Hazardous Material endorsement</i>)</li> <li>• Any conviction involving theft, drugs, violence or dishonesty within the previous 10 years;</li> <li>• More than one misdemeanor within the previous five [5] years;</li> <li>• 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.</li> </ul> <p><b><i>**All criminal records will be carefully reviewed by the YRC Glen Moore Safety Department</i></b></p>
<b>Driving Experience</b>	<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 three [3] 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;"><b><u>or</u></b></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><b><i>**All driving experience will be carefully reviewed by the YRC Glen Moore Safety Department</i></b></p>
<b>Work History</b>	<p>All candidates must have a work history of no more than six [6] 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><b><i>**All previous employment will be carefully reviewed by the YRC Glen Moore Safety Department</i></b></p>
<b>Physical Ability</b>	<p>All candidates must successfully pass a Physical Ability Test (PAT), administered by a Certified Test Administrator at a YRC Glen Moore approved medical facility.</p>
<b>Drug-Free</b>	<p>All candidates must submit to and successfully pass a DOT pre-employment drug screen.</p>
<b>Medical Certification</b>	<p>Must have a valid DOT medical examiners certificate issued by a YRC Glen Moore approved physician or medical facility.</p>
<b>Driving Ability</b>	<p>All candidates must take and successfully pass a comprehensive road skill evaluation.</p>
<b>General Requirements</b>	<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>