



SECTION 22

DRIVER RECRUITING GUIDELINES

(Insurance Underwriter Minimums)

COMPLETE CCS APPLICATION FOR QUALIFICATION

DRIVER QUALIFICATIONS AND EXPERIENCE

- Minimum of Twenty-three years of age.
- Three years verifiable driving experience preferred.
- ****Two years of verifiable driving experience accepted, but must meet more stringent guidelines below where applicable.**
- Intermodal Container experience preferred, but not required.
- Class "A" Commercial Drivers License.
- **Haz-Mat Endorsement and Tanker Endorsement a plus.**

TRAFFIC AND VEHICLE OPERATING REQUIREMENTS

- No serious traffic violations in last three years, including...
 - ..Reckless/Careless driving.
 - ..Driving intoxicated or under influence of drugs.
 - ..Hit and Run, leaving scene of accident or failure to report an accident.
 - ..Excessive speeding (15 mph above posted limit)
 - ..Multiple violations within three years.
 - ..2 accidents within 3 years. Eligibility depends on fault and/or severity.
 - ** (Applicants with 2 years experience can only have one non-recordable accident within three years).**
 - ..Two or more moving violations within past twelve months.
 - ** (Applicants with 2 years experience cannot have any moving violations within the past 2 years).**

CLEAR AND ACCEPTABLE BACKGROUND AND CRIMINAL REVIEW

FINAL COMPANY REVIEW

- ..Acceptable interview to determine maturity, professional knowledge and communications skills.
- ..Pass the pre-employment DOT drug screen and Physical.
- ..Successfully complete and pass company road test.