



## Company Driver Requirements

### **Driver Requirements:**

- Authorized to work in the United States
- Must be 23 years of age or older
- 2 years over the road experience
- Valid class A CDL
- Must pass DOT Physical and NIDA drug screen
- If you have been driving for 10 years, 10 year of history must be provided – 3 years must be verifiable

### **Driver Disqualifications**

- More than 5 moving violations in the past 3 years and no more than 2 in any 12 month period
- More than 1 preventable accident in 12 months
- More than 2 avoidable accidents in the past 3 years
- Major violations in the last 3 years. Included by not limited to the below:
  - o Excessive speed – 15 mph or more above posted limit
  - o Reckless or careless driving
  - o Attempting to elude a police officer
  - o Driving on the wrong side of the road
  - o Following to close
  - o Hit and run or leaving the scene of an accident
- Major avoidable accidents in the last 3 years. Included by not limited to the below:
  - o Overturned vehicle
  - o Jackknife
  - o Rear-end collision
  - o Accident resulting in extensive property damage and/or injury and/or death.
- Drug or alcohol or drug related convictions for the past 7 years and more than 2 in the last 25 years.
- Felony Arrest in the past 10 years
- Currently on parole

### **Company Driver Pay and Benefits:**

- Long Haul Drivers – loaded \$.21/mile (taxable) \$.13/mile (non-taxable-per diem)
- Long Haul Drivers – empty miles \$.34/mile (taxable)
- Regional (Texas Only) – loaded \$.22/mile (taxable) \$.16/mile (non-taxable-per diem)
- Regional (Texas Only) – empty \$.38/mile (taxable)
- Local - \$45, \$35, or \$15 per move depending on location and if bumping a dock or drop and hook.
- Medical, Dental, Vision and Life insurance available
- Vacation available after 1 year of service
- Weekly payments
- Direct Deposit