



DRIVER SELECTION & APPROVAL – GENERAL OVERVIEW

Drivers are selected based on their experience with similar work, technical knowledge, physical ability to complete the task, and a safe attitude toward vehicle operations.

To be approved to operate a vehicle owned, leased or operated by TF Truckload & Logistics, a driver shall:

- Provide an accurate, complete, signed and dated application for employment.
- Meet our minimum age requirement of 21 years; and experience requirement of 2 years.
- Possess a valid license of the appropriate class and conditions for the vehicle they are hired or required to operate.
- Meet the U.S. D.O.T. Driver Requirements (*if required*).
- Provide a Driver's License Abstract for the preceding 3 years, obtained within 30 days of application date. The Driver's Abstract must not exceed 6 points.
- Provide or consent to a Criminal Record Check by Police of Jurisdiction.
- Have a driving record that is in line with TF Truckload & Logistics safety standards with regard to preventable motor vehicle accidents and violations of motor vehicle laws.
- Be able to read and speak the English language sufficiently to converse with the general public; to understand highway/road traffic signs and signals in the English language, to respond to official inquiries, and to make entries on reports, logs and records, as required by company policy and as where applicable required by §391.11(b)(2) of FMCSR.
- Be physically qualified to drive commercial motor vehicles in accordance with company policy.
- Not be disqualified to drive a commercial motor vehicle by any jurisdiction throughout North America.
- Submit to a pre-employment drug screen as required by company policy. No driver applicant shall perform any work or activity for the company until a verified 'Negative' test result has been obtained for the applicant.
- Comply with a pre-hire/annual review road test examination.

All Drivers must:

- Be able, by reason of experience, training or both, safely operate the type of motor vehicle he/she drives.
- Be able, by reason of experience, training or both, determine whether the cargo he/she transports has been properly located, distributed and secured in or on the motor vehicle he/she drives.
- Be familiar with methods and procedures for securing cargo in or on the motor vehicle he/she drives.

A TransForce Company