



**Western Distributing Transportation
Minimum Eligibility Requirements
For Tractor-Trailer Driving Candidates**

Driver Qualifications	Western Distributing Transportation driver candidates must meet or exceed specific requirements relating primarily to safety record, driving experience, work history, and personal evaluations, including physical ability, medical examination, and mandatory drug testing.
Age	Candidates must be a minimum 25 years of age.
License	Candidates must have a valid Class A Commercial Driver's License.
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 two [2] moving violation convictions within the previous 36 months; • Involvement in more than two [2] preventable motor vehicle accidents within the previous 36 months; • Any combination of more than two [2] 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 24 months <i>(a) excessive speeding 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 any serious preventable accident within the previous 36 months <i>(an accident involving a fatality, or an injury requiring immediate medical treatment away from the accident scene, or disabling damage to any involved vehicle requiring tow away)</i> • Any driving license suspension or revocation for more than 60 days, for any reason, within the previous 36 months; • Any DUI/DWI <i>(drug or alcohol)</i> conviction or any conviction based on the driver's refusal to submit to a test for the use of alcohol or controlled substances, within the previous 10 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 submit to 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 10 years: <ul style="list-style-type: none"> – Transportation, possession or unlawful use of a Schedule 1 drug or other substance as defined by the Department of Transportation; – Violation of an open container law or similar statute; – Public intoxication; – Reckless homicide or involuntary manslaughter; – Leaving the scene of an accident; – Speed exhibition, contest or drag racing on a public highway; – Assault with a motor vehicle; – Careless endangerment; – Fleeing or eluding a law enforcement officer; – 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> • In addition to the above driving related behavior, all candidates must have an acceptable PSP records check, as it relates to roadside inspection activity for the previous 36 months. <p align="center">**All driving records and safety related behaviors will be reviewed by the Safety Department</p>

Criminal Record	<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 10 years; • Any conviction involving theft, drugs, violence or dishonesty within the previous 10 years; • More than one misdemeanor within the previous seven [7] 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; • Certain divisions of Western Distributing may elect or be required to have more stringent requirements regarding criminal histories <p><i>**All criminal records will be carefully reviewed by the Safety and Human Resources Departments</i></p>
Driving Experience	<p>All candidates must have the equivalent of a minimum of three [3] years or 300,000 miles of recent, verifiable, over-the-road tractor-trailer driving experience. Recent experience is generally defined as within the previous six [6] years.</p> <p><i>**All driving experience must be validated and subject to review by the Safety Department</i></p>
Work History	<ul style="list-style-type: none"> • All candidates must have a work history of no more than five [5] employers in the previous three [3] years; • All gaps in employment must be explained and verified; • No safety related terminations within the previous three [3] years; • Documentation must be provided to validate all periods of self-employment; • Candidates with military service within the previous six [6] years must provide a long form DD-214 <p><i>**All previous employment will be reviewed by the Human Resources Department</i></p>
Physical Ability	<p>All candidates must successfully pass a physical abilities evaluation administered by a Western Distributing approved medical facility.</p>
Drug Test	<p>All candidates must submit to and successfully pass a DOT pre-employment drug screen.</p>
Medical Certification	<p>Must obtain a DOT medical examiners certificate issued by a Western Distributing approved physician or medical facility.</p>
Driving Ability	<p>All candidates must successfully pass a road skills evaluation.</p>
General Requirements	<ul style="list-style-type: none"> • Applications containing falsification of employment or otherwise false information, or deliberately omitted information, will not receive further consideration of employment; • All candidates must meet all of the requirements as outlined in Part 391 of the Federal Motor Carrier Safety Regulations, US Department of Transportation, Federal Highway Administration; • 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, to respond to official inquiries, and to make entries on reports and records; • All candidates must present and maintain a neat, professional appearance and practice good personal hygiene at all times