

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 Westfreight, a driver shall:

- Provide an accurate, complete, signed and dated application for employment.
- Meet our minimum age and experience requirement of 21 years of age.
- Possess a valid license of the appropriate class and conditions for the vehicle they are hired or required to operate.
- All Drivers must meet the U.S. D.O.T. Driver Requirements.
- Provide a Driver's License Abstract for the preceding 3 years, obtained within 30 days of application. The Driver's Abstract must not exceed 6 points.
- Provide a Criminal Record Check by Police of Jurisdiction.
- Have a driving record that is in line with Westfreight's safety standards with regard to preventable motor vehicle accidents and violations of motor vehicle laws.
- Be able to read and speak English sufficiently as required by §391.11(b)(2) of FMCSR.
- Be physically qualified to drive a company vehicle. All applicants applying for a position driving with Westfreight shall be medically examined and certified as physically qualified to operate a commercial motor vehicle by a licensed medical examiner.
- Not be disqualified to drive a commercial motor vehicle under the rules set forth in §391.15 of FMCSR.
- Submit to a pre-employment drug screen as required by §382.301, and 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.
- All drivers must meet D.O.T. requirements as per 49 CFR Part 396.25 to be allowed to adjust air brakes.

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