

# Driver Hiring Standards

## Hero Truck Line Inc

At Hero Truck Line Inc., we place the highest priority on safety, quality, and reliability in all aspects of our operations. Our driver hiring standards are designed to ensure that every individual behind the wheel is highly qualified, responsible, and compliant with both DOT regulations and company policies. Both new and existing drivers must meet these standards in order to operate company vehicles.

To maintain a safe and efficient environment, candidates must meet the following requirements, regardless of experience level or vehicle type:

### Hiring Requirements for CDL Drivers:

#### 1. Valid CDL and Endorsements:

- All drivers must hold a valid Commercial Driver's License (CDL) with the necessary endorsements required for the vehicle type they will be operating.

#### 2. Clean Driving Record:

- Candidates must have a clean driving record with no major violations, including DUIs, reckless driving, or excessive speeding. Minor violations may be considered on a case-by-case basis, depending on the severity and frequency.

#### 3. Drug and Alcohol Testing:

- All applicants must pass a pre-employment drug screening and will be subject to random drug and alcohol testing throughout their employment with Hero Truck Line Inc.

#### 4. Minimum Experience Requirement:

- Drivers must have a minimum of 2 years of verifiable commercial driving experience. This includes driving large trucks or any other applicable commercial vehicle.

#### 5. Background Check:

- All candidates will undergo a thorough background check, including a review of any criminal convictions and employment history. A clean background is essential for ensuring the safety and reliability of our operations.

#### 6. Medical Examination:

- Drivers must pass a comprehensive medical examination to verify that they are physically fit to perform long-distance driving tasks and remain healthy throughout their employment.

#### 7. DOT Regulations Knowledge:

- Applicants must demonstrate a solid understanding of DOT regulations, including but not limited to hours of service, vehicle inspections, and maintenance. Knowledge of how to properly maintain driving logs is essential.

#### **8. Soft Skills and Professionalism:**

- Candidates should possess a strong work ethic, reliability, and excellent communication skills. We value professionalism and expect our drivers to represent Hero Truck Line Inc. with integrity and respect.

#### **Additional Requirements:**

- **Consent for Drug and Alcohol Testing:**

- In addition to the Motor Vehicle Record (MVR), the driver must provide consent for drug and alcohol testing and allow the company to access their employment records for the past two years to confirm that they have a clean drug and alcohol testing history.

- **Employment Eligibility Verification (I-9):**

- All drivers must complete and sign the Employment Eligibility Verification Form (I-9) to confirm that they are legally eligible to work in the United States.

- **Roadside Inspection Training:**

- Drivers must receive a general overview of roadside inspection procedures. A signed receipt acknowledging the training will be required as part of the documentation.

#### **Driver Qualification (DQ) File Requirements:**

To ensure compliance with DOT regulations and Hero Truck Line Inc.'s standards, the following documents are mandatory for each driver's Driver Qualification (DQ) File:

##### **1. Motor Vehicle Records (MVR):**

- The driver's MVR for the past three years must be obtained and reviewed to verify the applicant's driving history.

##### **2. Road Test and Certification:**

- All drivers must successfully complete a road test, with certification of their driving ability and safety practices.

##### **3. Safety Performance History:**

- A report detailing the driver's safety performance with previous employers will be reviewed. This will include any history of accidents, violations, or disciplinary actions.

##### **4. Medical Certification:**

- The driver must present a valid medical certificate confirming they meet physical fitness standards. The certification must come from a medical examiner listed in the FMCSA National Registry.

#### **5. Negative Drug and Alcohol Test Results:**

- A negative result from a drug and alcohol test must be provided, along with any necessary documentation from previous employers concerning past drug and alcohol testing.

#### **6. Drug and Alcohol History:**

- The driver must provide documentation showing their drug and alcohol test history over the past two years.

#### **7. Other Relevant Documentation:**

- Any other company-specific information related to the driver's qualifications, such as additional certifications or training, will be reviewed to ensure the candidate is a good fit for Hero Truck Line Inc.

At Hero Truck Line Inc., our driver hiring standards are designed to ensure the highest levels of safety, compliance, and professionalism. By adhering to rigorous DOT regulations and thorough vetting processes, we guarantee that every driver is qualified, reliable, and capable of upholding our commitment to operational excellence. These standards help us maintain a safe environment for both our drivers and the public, supporting the continued success and integrity of our operations.