

Driver Hiring Standards

Royal Carrier LLC

At Royal Carrier LLC., we are committed to maintaining the highest safety standards and ensuring a skilled workforce. To help us achieve this, we have established comprehensive guidelines for hiring CDL drivers. Below are the key requirements for all applicants.

1. Basic Requirements

- **Age:** Applicants must be at least 23 years of age.
- **Appearance:** Drivers are expected to consistently present themselves in a neat and professional manner.
- **Application:** A fully completed and accurate application must be submitted.



2. CDL & Experience Criteria

- **Valid CDL:** Applicants must have a valid CDL from their state of residence, which must be submitted within 30 days of hiring.
- **Experience:** A minimum of two years of experience is required.
- **Transmission Proficiency:** Experience with standard transmissions is necessary, where applicable.

3. Documentation Required for CDL Drivers

- **CDL:** the applicant's valid CDL is required.

- **Completed Employment Application:** The application form must be signed and filled out accurately.
- **Motor Vehicle Record (MVR):** MVRs from all states where the applicant has held a driver's license in the past three years must be provided. The following will disqualify candidates:
 - DUIs
 - Felony use of a vehicle
 - At-fault accidents
 - Two minor traffic violations may be acceptable.



4. Background and Consent Requirements

- **Employment History Release:** Signed authorization is needed to investigate the applicant's employment background.
- **Drug and Alcohol Testing History:** A signed release to review the applicant's drug and alcohol testing results for the past two years is required.
- **Consent for Drug Testing:** Written consent for drug and alcohol testing must be provided.

5. Employment Eligibility & Safety Compliance

- **I-9 Form:** A signed Employment Eligibility Verification (I-9) form must be submitted.
- **Roadside Inspection:** Applicants must be briefed on and acknowledge the company's Roadside Inspection Policy in writing.

6. Driver Qualification (DQ) File Documentation

The following documents must be maintained in each driver's DQ file:

- **MVR:** A Motor Vehicle Record for the last three years.
- **Road Test Certification:** Documentation of successful road test results.
- **Safety Performance History:** A complete safety record.

- **Medical Certification:** Proof of medical certification and registration in the national registry.
- **Drug & Alcohol Test Results:** Negative test results along with previous testing documentation.
- **Regular Record Reviews:** Driver records will be reviewed every six months.

7. Additional Information

Any additional relevant information about the applicant's qualifications or professional background will be considered as part of the hiring process.