

## Qualifications of Drivers

### Hiring Qualified Drivers (Part 391)

Motor carriers must ensure and verify that their CMV drivers meet the minimum requirements specified in 49 CFR 391 before operating a vehicle. CMV owners-operators must comply with both rules that apply to motor carriers and rules that apply to drivers. An owner-operator is a person who operates his or her own CMV under Hi-Jacked LLC authority USDOT Number: 3052723, as both a motor carrier and/or self-employed driver.

To drive a CMV in interstate commerce, drivers must comply with the general qualifications outlined in 49 CFR 391.11, including:

- At least 21 years old.
- A valid CDL. Your CDL must be from the state that you declare to be your point of permanent domicile.
- Must provide no less than 5 months of driving work history, non-driving work history for the past ten years.
- Previous employers and references will be checked for a 3-year period immediately prior to joining the company. All time periods exceeding 30 days must be accounted for (verifiable).
- A stable work history and good references.
- No Abandoned Trucks at previous employers.
- Successfully complete the starting classes for Contractors or Orientation for employees.

### Safety Issues:

- No failed or refused drug or alcohol test in the last three years.
- No reckless driving convictions in the last three years.
- No license suspensions for points in the last 12 months.
- No more than three moving violations during the last year.
- Must have no more than three moving violations and/or accidents during the last three years.

### Documents:

- Have required documents to complete the US Department of Justice INS 1-9 work form, or certified state copy of birth certificate or US Passport and if not US Citizen, all required valid work authorization documents.

Criminal History:

- No felony convictions within the last seven years. Convictions older than seven years will be considered on a case-by-case basis.
- No Controlled substance events in the past seven years.
- Misdemeanors involving dishonesty, theft, or fraud are disqualifying events, other issues will be considered on a case-by-case basis.
- No DWI, DUI, BAC, or Open Container convictions in the last three years Reduced charges from DWI (careless, reckless, imprudent, i.e.) will be examined closely.
- Any incarcerations within the last five years will be carefully reviewed.

(These qualifications are effective immediately and may be changed by Hi-Jacked LLC without notification)