



## SUMMARY OF DRIVER QUALIFICATIONS STANDARDS

### 1. MINIMUM

- a. Individual must be (23) years or older, per insurance requirements.
- b. Must possess a CDL, Class A in the state where the Driver resides.

### 2. DRIVING EXPERIENCE

- a. Must possess at least (2) two years of verifiable tractor-trailer driving experience within the past (5) five years.
  - i. A driver with not more than (2) two CDL jobs during the previous (3) three years will be considered for approval with (20) to (23) months of verifiable tractor-trailer driving experience, pending all other qualification results.
  - ii. Experience must include interstate driving with tandem axle tractor to include (53) foot trailers and/or chassis-containers.
- b. **Specialized Operations**
  - i. Require at least (2) two years of verified Reefer and/or Flatbed operating experience during the previous (5) five years to qualify pulling this type of freight.
- c. **Military Veteran Exception**
  - i. Minimum of (1) one year of verifiable tractor-trailer driving experience with a North American motor carrier during the previous (2) two years.
  - ii. Must have valid DD-214 and honorable discharge.
  - iii. Must be approved by Director of Safety.

### 3. PHYSICAL QUALIFICATION

- a. Driver must meet federal DOT medical requirements as defined in *FMCSR 391 Subpart E*.
- b. Driver must possess a minimum (1) one-year medical qualification DOT physical exam from a current, qualified clinic on the DOT National Registry.
  - i. A new physical may be required, completed at a Company-approved clinic prior to the first dispatch. If requested by the Company, this physical would be at **no cost** to the Driver.
  - ii. BCB Transport, LLC will conditionally accept an initial (3) three-month DOT physical for High Blood Pressure and/or Sleep Apnea only. Driver must qualify for a minimum (1) one-year physical within (90) days or Driver will be disqualified.

### 4. DRIVING RECORD

- a. **Accidents**
  - i. No more than (3) three minor preventable accidents during the previous (3) three years.
    1. Examples of minor preventable accidents: Backing, Hit Fixed Object, Low speed with minor property damage.
  - ii. No involvement in a Preventable, DOT Recordable accident during the previous (12) months.
  - iii. *Any accident may disqualify an applicant based on the circumstances and severity.*
- b. **Citations**
  - i. No more than (2) two moving violations during the previous (3) three years.
  - ii. Disqualifying Violations
    1. *Within previous (3) three years:*
      - a. Exceeding posted speed limit by more than (10) MPH in a *school, hospital, or construction zone.*



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- b. Exceeding the posted speed limit by (15) MPH or more.
    - c. Possession of a radar detector in a Commercial Motor Vehicle.
    - d. Cited for improper lane change and/or following to close.
  2. *Within previous (5) five years:*
    - a. Driving with a suspended or revoked license.
    - b. Multiple driver licenses, not reported to the company.
    - c. Suspended license by a state for serious violations (*FMCSR Part 383.51 Table 2*).
    - d. Exhibition of speed or engaging in a speed contest (*Racing*).
    - e. Violation of Out-of-Service Orders.
    - f. Fleeing or attempting to elude a police officer.
    - g. Railroad grade crossing offenses (*see FMCSR Part 383.51, Table 3*).
    - h. Reckless and/or careless driving.
  3. *Regardless of time frame:*
    - a. Felony involving a motor vehicle.
    - b. Leaving the scene of an accident.
    - c. Manslaughter or negligent homicide involving a motor vehicle.
    - d. Involvement in a Hit and Run.
    - e. Any offense that would disqualify an applicant from obtaining Hazmat endorsement or TWIC card as issued by Transportation Security Administration.
5. **DRIVING UNDER THE INFLUENCE**
  - a. Disqualification if occurrences was within the previous (10) years:
    - i. Individuals convicted of DWI, DUI, (driving under the influence of alcohol and/or a controlled substance), while operating a Commercial or Private Motor Vehicle.
    - ii. Refusal to submit to DOT alcohol or controlled substance test.
6. **ENGLISH LANGUAGE SKILLS**
  - a. As outlined in *49 CFR section 391.11*, drivers must be able to speak English sufficiently to converse with the public, to understand highway traffic signs and signals, to respond to official inquiries and, to make entries on reports and records.
7. **TRACTOR QUALIFICATIONS**
  - a. BCB Transport, LLC requires Independent Contractors bringing their own tractor(s) to have a DOT FHWA Inspection within (30) days to complete a contract.
    - i. Inspection must be completed from a BCB Transport qualified and approved vendor.  
*Please see Maintenance Department for a list of vendors.*
8. **REGULATORY COMPLIANCE**
  - a. Drivers, regardless of employee or independent contractor status, must follow *Title 49 FMCSR* and all federal, state, and local rules and regulations.
  - b. Applicants will be reviewed, and approved or disqualified, based on an overall evaluation of qualifications, experience, investigative information, and safety performance, according to DOT guidelines and requirements.
  - c. Qualification and final approval of all Drivers, Company, Independent Contractor and/or Fleet,



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will be at the sole discretion of BCB Transport, LLC Management.

### 9. CRIMINAL OFFENSES

- a. Felony conviction for one of the below offenses is disqualifying if the applicant was *convicted, pled guilty* (including *no contest*), or found *not guilty by reason of insanity* during previous (10) years. This follows the *conviction date, or disposition date*, and not the file date.
- b. Applicant will be disqualified if they were released from prison after conviction during the previous (5) five years. This follows the *conviction date, or disposition date*, and not the file date.
  - i. Unlawful possession, use, sale, manufacture, purchase, distribution, receipt, transfer, shipping, transporting, delivery, import, export of, or dealing in a firearm or other weapon. A firearm or other weapon includes, but is not limited to, firearms as defined in *18 U.S.C. 921(a) (3) or 26 U.S.C. 5 845(a)*, or items contained on the *U.S. Munitions Import List at 27 CFR 447.21*.
  - ii. Extortion, Perjury.
  - iii. Dishonesty, fraud, or misrepresentation, including identity fraud and money laundering, where the money laundering is related to a crime listed in Parts A or B (*excludes welfare fraud and passing bad checks*).
  - iv. Bribery.
  - v. Smuggling.
  - vi. Immigration violations.
  - vii. Distribution, possession with intent to distribute, or importation of a controlled substance (*to include misdemeanors*).
  - viii. Arson.
  - ix. Robbery.
  - x. Fraudulent entry into a seaport as described in *18 U.S.C. 1036*, or a comparable State law.
  - xi. Violations of the *Racketeer Influenced and Corrupt Organizations Act under 18 U.S.C. 1961, et seq.*, or a comparable state law, other than any permanently disqualifying offenses.
  - xii. Conspiracy or attempt to commit crimes (*in this section*).

### 10. DISQUALIFYING CRIMINAL OFFENSES

- a. Applicant will be disqualified if they were convicted, *pled guilty* (including *no contest*), or found *not guilty by reason of insanity*, regardless of time if their conviction is for any of the following:
  - i. Kidnapping or hostage taking.
  - ii. Armed Robbery.
  - iii. Rape or aggravated sexual abuse.
  - iv. Assault with intent to kill.
  - v. Voluntary manslaughter.

### 11. (FMSCA) PRE-EMPLOYMENT SCREENING PROGRAM (PSP)

- a. Record Information
  - i. Record cannot exceed the Driving Record guidelines.
  - ii. Crash Events will fall under the Accident guidelines.
  - iii. Controlled Substance Violations will fall under the Criminal Offense guidelines.
- b. PSP can have not more than (1) one of the following violations (*and is without citation*), regardless of time:



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- i. Seatbelt
  - ii. Using a hand-held mobile device
  - iii. Speeding (2) and/or Speeding (3), HM Related.
- c. Not more than (2) two critical Hours of Service violations during the previous (2) two years:
  - i. Logs not current.
  - ii. False logs.
  - iii. (11, 14, 70, 30 min) violation.
- d. Vehicle Maintenance Violations
  - i. No more than (3) three OOS violations during the previous (2) two years.
  - ii. No more than (1) one Load Securement violation during the previous (2) two years.
- e. Disqualifying Violations
  - i. Unsafe Driving (*during the previous (2) two years*).
  - ii. Speeding 4 (*15 MPH or more and within a school or construction zone*).
  - iii. Dangerous and/or Reckless Driving.
  - iv. Using a handheld mobile device (*with citation*).
  - v. Violating HOS Out-of-Service orders.
- f. Disqualifying Violations from Driver CSA Roadside Inspections:
  - i. Driver Fitness 383.21 *Operating a CMV with more than one driver's license.*
  - ii. Driver Fitness 383.23(a)(2) *Operating a CMV without a valid CDL.*
  - iii. Driver Fitness 383.51(a) *Driving a CMV while disqualified.*
  - iv. Driver Fitness 383.91(a) *Operating a CMV with improper CDL group.*
  - v. Driver Fitness 391.11 *Unqualified driver.*
  - vi. Driver Fitness 391.11(b)(5) *Driver lacking valid license for type of vehicle operated.*
  - vii. Driver Fitness 391.11(b)(7) *Driver disqualified from operating a CMV.*
  - viii. Driver Fitness 391.15(a) *Driving a CMV while disqualified.*
  - ix. Drug/Alcohol 392.4(a) *Driver uses or is in possession of drugs.*
  - x. Drug/Alcohol 392.5(a) *Possession/use/under the influence of alcohol less than 4 hours prior to duty.*
  - xi. Fatigued Driving 395.13(d) *Driving after being declared out-of-service.*
  - xii. Vehicle Maintenance 396.9(c)(2) *Operating an OOS vehicle.*