

<p style="text-align: center;">OLD GUIDELINE</p>	<p style="text-align: center;">TEMPORARY GUIDELINE (05-13-21)</p>
<p>General Requirements:</p> <ul style="list-style-type: none"> No positive alcohol or controlled substances tests at previous employers No alcohol or controlled substances test refusals at previous employers 	<ul style="list-style-type: none"> General Requirements: For any DOT drug or alcohol violations with a prior employer (including refusals), complete and successful completion of an SAP program is required
<ul style="list-style-type: none"> Work Experience Guidelines: Drivers discharged for safety reasons by a prior employer require 18 months of subsequent safe driving in a CMV in order to be eligible for employment consideration 	<ul style="list-style-type: none"> Work Experience Guidelines: Drivers discharged for safety reasons by a prior employer require 6 months of subsequent safe driving in a CMV in order to be eligible for employment consideration
<ul style="list-style-type: none"> Group 1 (DOT Major Offenses): DUI/DWI or Refusal while operating POV: 1st conviction – Disqualified if holding CDL. Without CDL, lifetime max of 2; most recent has to be 5 years old, oldest has to be 10 years old 	<ul style="list-style-type: none"> Group 1 (DOT Major Offenses): DUI/DWI or Refusal while operating POV: 1st conviction – 3 Years; 2nd conviction – Disqualified while holding CDL. Without CDL, lifetime max of 2; most recent has to be 3 years old, oldest has to be 7 years old
<ul style="list-style-type: none"> Group 2 (DOT Serious Traffic Violations): For a first conviction of any Group 2 violation in past 36 months – 6 month to 3 year waiting period. For a second conviction of any combination of Group 2 violations within the past 36 months – 3 Year while holding CDL, 2 Years if not holding CDL 	<ul style="list-style-type: none"> Group 2 (DOT Serious Traffic Violations): For a first conviction of any Group 2 violation in past 36 months – no waiting period. For a second conviction of any combination of Group 2 violations within the past 36 months – 1 Year while holding CDL, 3 months if not holding CDL
<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Speeding in a School or Construction Zone while operating CMV or POV – 1 year if holding CDL, 6 months if not holding CDL 	<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Speeding in a School or Construction Zone while operating CMV or POV – 6 months if holding CDL, 3 months if not holding CDL

<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Open Container while operating POV – Disqualified if holding CDL, 2 years if not holding CDL 	<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Open Container while operating POV – 3 years if holding CDL, 1 year if not holding CDL
<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Fleeing or Evading Law Enforcement while operating POV – Disqualified if holding CDL, 2 years if not holding CDL 	<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Fleeing or Evading Law Enforcement while operating POV – 3 years if holding CDL, 1 year if not holding CDL
<ul style="list-style-type: none"> Group 5 (Other Serious Violations): License Suspension for Moving Violations – 3 years if holding CDL, 1 year if not holding CDL 	<ul style="list-style-type: none"> Group 5 (Other Serious Violations): License Suspension for Moving Violations – 1 year if holding CDL, 6 months if not holding CDL
<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Railroad Crossing Violation while operating POV – 1 year if holding CDL, 6 months if not holding CDL 	<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Railroad Crossing Violation while operating POV – 6 months if holding CDL, 3 months if not holding CDL
<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Operating a CMV while ill or fatigued – Review for Approval; Minimum 2 years 	<ul style="list-style-type: none"> Group 5 (Other Serious Violations): Operating a CMV while ill or fatigued – Review for Approval; Minimum 1 year
<ul style="list-style-type: none"> Group 6 (All Other Moving Violations): While Holding CDL – Max of 3 combined Group 1-6 violations in past 2 years. Without CDL – Max of 3 combined Group 1-6 violations in past 3 years. 	<ul style="list-style-type: none"> Group 6 (All Other Moving Violations): While Holding CDL – Max of 3 combined Group 1-6 violations in past 12 months. Without CDL – Max of 3 combined Group 1-6 violations in past 12 months.

<ul style="list-style-type: none"> • PSP (CSA Violation) History Guidelines: Maximum number of CSA Points = 19 over the past 1 year 	<ul style="list-style-type: none"> • PSP (CSA Violation) History Guidelines: Maximum number of CSA Points = 19 over the past 6 months
<ul style="list-style-type: none"> • Accident History Guidelines: Preventable CMV Key Crash with or without citation: Requires 12 months of subsequent safe driving 	<ul style="list-style-type: none"> • Accident History Guidelines: Preventable CMV Key Crash with or without citation: Requires 6 months of subsequent safe driving
<ul style="list-style-type: none"> • Criminal Record Guidelines: Sale/Possession of a Controlled Substance – 5 Years if holding CDL, 5 years if not holding CDL 	<ul style="list-style-type: none"> • Criminal Record Guidelines: Sale/Possession of a Controlled Substance – 3 Years if holding CDL, no waiting period if not holding CDL
<ul style="list-style-type: none"> • Criminal Record Guidelines: Armed Robbery – 10 Years if holding CDL, 10 years if not holding CDL 	<ul style="list-style-type: none"> • Criminal Record Guidelines: Armed Robbery – 5 Years if holding CDL, 5 years if not holding CDL
<ul style="list-style-type: none"> • Criminal Record Guidelines: Felony Theft – 10 Years if holding CDL, 10 years if not holding CDL 	<ul style="list-style-type: none"> • Criminal Record Guidelines: Felony Theft – Review by Safety/HR