



Driver Qualification Criteria

*These are the minimum driver qualification standards subject to DOT requirements and Safety review.
The Evans Network of Companies may impose more stringent requirements at its option.*

General Requirements

- Must be at least twenty-two (22) years of age at the time of qualification
- Hold a valid Class A CDL from State of Residence
- Must be medically qualified with appropriate DOT physical certification
- Must have one (1) year verifiable Class A commercial driving experience in the previous three (3) years
flatbed applicants must have a minimum six (6) months pulling a flatbed
- No more than 1 DOT preventable crash or Serious Traffic Offense (as defined by FMCSA) or a combination thereof within the previous 1 year of commercial driving
- No handheld mobile device / texting violations within the previous six (6) months

Background Requirements

- No positive drug or alcohol tests including pre-employments and test refusals within the previous ten (10) years.
Not eligible until at least 10 years from the successful completion of a Substance Abuse Program (SAP)
- Non-commercial felonies and misdemeanors reviewed on a case-by-case basis
- Roadside history will be approved by Safety utilizing a driver's PSP
 - Total PSP score exceeding 150 total CSA points requires Safety Management's approval
- Habitual suspension history reviewed on a case-by-case basis
- Three (3) year moving violation review and Five (5) year accident review (chart below)
 - 3 points or less – pre-qualified
 - 4 or 5 points need Safety Management approval
 - 6 points or more will not be qualified

1 Point	2 Points
Speeding 1–10 mph	Speeding 11–14 mph
Seatbelt	Improper turn/U-turn
Failure to obey a traffic control device	Improper passing
Restricted lane usage/failure to maintain lane	Failing to signal
Failure to yield	Preventable crash
Other miscellaneous traffic convictions	
3 Points	3 Year Prohibition
Speeding 15–19 mph	Speeding 20+ mph
Following too closely	Passing a school bus or speeding through a school/work/construction zone
Using a handheld mobile telephone or texting	Violation of a driver or vehicle out-of-service order
Violations involving a railroad	Fleeing or eluding a police officer
Using or equipping a CMV with radar detector	
Improper/erratic lane changing	

Five Year Prohibition - Any violations or convictions listed below will not be considered

- DUI/DWI
- Drug or Alcohol use/possession/intent
- Preventable DOT recordable accident resulting in a fatality
- Leaving the scene of an accident/hit & run
- Using a CMV in the commission of a felony
- Negligent homicide, manslaughter or assault involving a vehicle
- Reckless / Careless Driving