



## **DRIVER RECRUITING GUIDELINES**

(Insurance Underwriter Minimums)

- COMPLETE **CCS** APPLICATION FOR QUALIFICATION
  
- DRIVER QUALIFICATIONS AND EXPERIENCE
  - Twenty-three years of age and three years verifiable driving experience.
  - List types of equipment and dates operated.
  - Commercial Drivers License with Haz-Mat Endorsement.
  
- TRAFFIC AND VEHICLE OPERATING REQUIREMENTS
  - No serious traffic violations in last three years, including...
    - ..Reckless/Careless driving.
    - ..Driving intoxicated or under influence of drugs.
    - ..Hit and Run, leaving scene of accident or failure to report an accident.
    - ..Excessive speeding (15 mph above posted limit.
    - ..Multiple violations within three years.
    - ..One moving and one non-reportable accident within three years.
    - ..Two or more moving violations within past twelve months.
  
- CLEAR AND ACCEPTABLE BACKGROUND AND CRIMINAL REVIEW
  
- FINAL COMPANY REVIEW
  - ..Acceptable interview to determine maturity, professional knowledge and communications skills.
  - ..Successfully complete and pass company road test.
  - ..Satisfy permanent requirement for a residential telephone.