

## Minimum Driver Qualifications

1. At least 22 years of age
2. A valid driver's license
3. Minimum of three (3) year's driving experience (Commercial or private)
4. Able to lift up to 100 pounds
5. Must be able to obtain a passport to cross the Canadian border.
6. Good character and positive work history
  - Consent to a background check and alcohol/drug screen
  - Pass a background check (MVR, Criminal, Extended Employment Verification)
  - Dishonorable discharge and felony convictions will be reviewed by the hiring team at the home office
7. Good driving record
  - No more than two (2) moving convictions/accidents in the past three (3) years or no more than three (3) moving convictions/accidents in the past five (5) years) (Speeding, tailgating, improper passing, failure to yield, Illegal turns, running a red light/stop sign are examples of moving violations)
  - No license suspensions in the past ten years (Suspensions for physicals, insurance lapses, failure to pay fine and failure to appear are exempt under the ten-year rule)
  - No driving convictions related to alcohol or illegal drugs