

Driver Qualification Policy

In keeping with the mission statement of **LIGHTNING LOGISTICS, LLC.**, it is the goal of this company to qualify only professional drivers. To assist in achieving this goal, the following hiring policy and procedures will apply. Following these procedures will insure that we hire only experienced, qualified drivers who can pass stringent D.O.T. requirements.

The safe, efficient transport of property is crucial to the success of our organization. In accordance with U. S. Department of Transportation (D.O.T.) regulations, as adopted by The State of Texas, and in support of **LIGHTNING LOGISTICS, LLC.**, commitment to safety, All driver applicants will be required to meet the following criteria to be considered for employment.

Driver applicants for driving positions, where the Gross Vehicle Weight (GVW) is greater than 26,000 pounds must meet the following requirements:

1. Must be at least 23 years of age for insurability purposes.
2. Must have a minimum of three (3) years of verifiable employment history.
3. Must have a minimum of three (2) years of verifiable commercial motor vehicle driving experience with at least one (1) year city driving experience.
 - a. Must have 10 years employment history, no gaps.
4. Current Commercial Drivers License (CDL).
5. No more than one (1) moving violations or one (1) accident within the last three (3) years. Combined number of moving violations and accidents cannot exceed two (2) in a three (3) year period. No more than One (1) accident in the past twenty-four (24) months.
6. Applicant must successfully pass a D.O.T. Physical examination (including drug screen). A D.O.T./SAMHSA drug screen is required of all applicants.
7. Submit evidence of eligibility for employment (I-9)

If found to be eligible to be qualified, the applicant will begin driving on a probationary status for a period of ninety-days (90). During the probationary period, the driver will be continually observed and evaluated.

The Safety Department is responsible for final qualification of driver applicants and will provide verification of eligibility. The Safety Department will qualify driver applicants according to D.O.T. requirements and **LIGHTNING LOGISTICS, LLC.** policy. **LIGHTNING LOGISTICS, LLC.** management can only make any exception to these policies.