

# QUALIFICATIONS

## U.S. Xpress Requirements

### Independent contractor hiring criteria



- Must be 21 years old
- Must hold a Class A CDL
- Must pass a D.O.T. physical
- Must pass a company road test
- Must not have tested positive on a drug test or refused a drug test within the last 3 years
- Must not have tested positive for drugs or alcohol while operating a Commercial Motor Vehicle (CMV)
- Must be a United States citizen or possess an appropriate work visa
- Must be able to read, speak and write the English language in accordance with D.O.T. regulations
- Must be able to perform the functions described in the OTR driver job description

### Driving and accident record

- May not have more than 3 moving violations in the past 3 years
- May not have more than 2 moving violations in the last 12 months
- May not have any license suspensions in the last 3 years related to moving violations
- May not have any DUI or DWI convictions in the last 3 years
- May not have multiple DUI or DWI convictions
- May not have a DUI conviction in a CMV
- May not have a conviction or citation for the following:
  1. Leaving the scene of a crime in a vehicle
  2. Possession of alcohol in a CMV
  3. Possession of a controlled substance in a vehicle in the last 10 years
  4. Use of a vehicle in the commission of a felony
  5. Citation in connection with a fatality accident
- May not have more than one of the following convictions or citations in the last 3 years:
  1. Driving 15 MPH or more above the posted speed limits
  2. Reckless driving
  3. Improper lane change
  4. Following too closely
  5. Use or possession of a radar detector
  6. Possession of alcohol in a vehicle
- May not have a key crash (defined as lane changes, jack knives, rear-end impact, side impact, left turn run-under or rollover) or a preventable major accident involving an injury or fatality in the last 3 years (preventability of an accident to be determined by the Safety Department)
- May not have more than 3 preventable minor accidents within the last 3 years
- Total number of preventable accidents and moving violations may not exceed 4 in the last 3 years

[www.usxjobs.com](http://www.usxjobs.com) • 800-233-5652 •  U.S. Xpress Drivers



## Criminal history

An applicant may not have any of the following convictions:

- Sale of a controlled substance
- Possession of a controlled substance within the last 5 years (any convictions for possession beyond 5 years will be reviewed by the Safety Department)
- Murder
- Sexual assault of any kind, including against a minor
- Armed robbery or felony theft
- Perjury
- Any other "aggravated" conviction

All other felonies and misdemeanors will be evaluated for substantial relationship to the job.

## General work history

The Recruiting Department will review and evaluate the following points of your work history:

- Multiple violations of company policy
- Termination from previous employer
- Indication that applicant is not eligible for rehire by previous employer
- Documentation of late pick-ups and deliveries or excessive complaints

An applicant with a dishonorable discharge or discharge for bad conduct from the the military will not be considered for employment.

## Experience requirements

- To qualify as an independent contractor, you must have a minimum of 6 months verifiable over-the-road (OTR) experience.
- To qualify as a lease purchase contractor, you must have a minimum of 12 months verifiable OTR experience, six months of which must have been within the last 36 months.
- Driving experience must be a combination of a tractor and separate trailer at least 40 ft. long.
- The proposed criteria includes flatbed or tanker experience.
- Experience must be multi-state OTR experience or experience driving in California between Los Angeles and San Francisco on a regular basis.
- Experience must be verifiable
- Experience may be verified by a reference check with a former employer.

Note: If you ran under your own authority, you must provide your D.O.T. number, loss run from your insurance company and name and phone number of your drug consortium.

## Equipment requirements

- 15 years or newer
- 48-inch 5th wheel height (maximum)
- Must pass complete D.O.T. inspection at time of leasing
- 270-inch wheel base or less
- Must pull company trailers
- Stacks must be at least 13 feet high
- Should weigh less than 19,500 lbs full of fuel
- D.O.T.-mandated safety equipment