

## Swift Enterprises, Inc. Minimum Driver Hiring Guidelines

- 21 years of age
- Completed employment application
- Class A CDL
- Ability to read, speak and write the English language in accordance with DOT regulations
- Meet I-9 requirements
- Pass a DOT physical examination
- Pass a physical standards test
- Pass a company road test
- Pass DOT drug screen
- No positive drug or controlled substance tests at previous employers
- No alcohol or controlled substance test refusals at previous employers
- No previous alcohol test results with breath alcohol concentration of .04 or greater
- No refusals for drug and/or alcohol tests while operating a CMV
- No illegal substance drug use within the past 2 years
- Never been dependent on an illegal substance

## Work Experience Guidelines – Experienced Drivers

Over the Road (OTR) experience is considered as driving multiple states and being away from home multiple nights per week. The experience must consist of driving a combination of tractor and separate trailer at least 40 ft. minimum in length.

- 3-6 months experience: To be considered for employment as a first seat driver, an applicant should have 3 months OTR experience at one major carrier. OTR must be within the last 18 months with a major carrier and no preventable roadway accidents or moving violations in a CMV unless exception approved in advance by the VP of safety.
- 6 months + experience: To be considered for employment as a first seat driver, an applicant should have 6 months or more of OTR experience within the last 36 months. This experience can be with a smaller carrier or a combination of smaller and major carrier.