

# Hiring Qualifications

When hiring operators, we look for the following:

## Personality Types

- Safety oriented
- Friendly, “people person” type personality
- Customer service oriented
- Reliable, responsible, and loyal
- Positive attitude toward the general public
- Accommodating and sensitive to people’s needs
- Well groomed and clean cut
- Non smoking

## Physical Requirements

- Drivers need to be physically qualified to drive a motor vehicle for Windstar Lines. Applicants need to be in good health by being able to pass a D.O.T. Physical.
- Need to pass a pre-employment drug screen and be enrolled in our random pool
- Need to be able to lift 50 pounds
- Need to be able to drive 6 straight hours without stopping
- Drivers must be at least 25 years of age,

## Work History

- Need to provide past work history so we can check references for:
  - Any CDL work for the past 10 years
  - Drug and Alcohol testing for the past 3 years
- Drivers need to submit information regarding prior employment, allowing Windstar Lines to investigate the driver’s work history.

## Personal History

- We will have a criminal background check done
- High School Diploma
- US Citizen or permanent VISA
- Must have had a vehicle license for at least 3 years.
- Must have no conviction of a felony that could show poor character around older adults or children.
- Drivers must submit a current driving record listing all driving violations for the past five (5) years. Driving record will need to be approved by National Interstate Insurance Company prior to employment
- We will check your driving record every year

In addition to the above, operators must qualify for a number of items to satisfy D.O.T company, and insurance requirements. They are as follows:

- Need to have or obtain a Class B CDL with a passenger endorsement
- Needs to demonstrate acceptable driving behaviors during initial road test
- Driving record will need to be approved by our insurance company if more than two moving violations, accidents, or combination of the two in the preceding 3 years
- Monthly attendance at safety meetings is mandatory

- Drivers shall be required to be able to read and speak English well enough to converse, understand traffic signs and signals, to respond to official inquiries, and to make entries on reports and records.
- Drivers must meet all other D.O.T. requirements.
- Drivers must be able to safely operate vehicles as a result of experience and/or training. Windstar Lines prefers drivers with a minimum of one-year experience in a commercial vehicle of similar size. Company training may be available in certain instances in lieu of experience.

#### Ineligible Drivers – Not To Be Considered

1. Any driver without a valid driver's license or a disqualified driver.
2. Any driver with more than one (1) at fault accidents in the last three (3) years.
3. Any driver with more than two (2) moving violations (including at-fault accidents) in the last three (3) years.
4. Any driver with any of the following violations regardless of the time period:
  - a. Homicide involving a vehicle.
  - b. Using a vehicle to elude an officer.
  - c. Hit and run.
  - d. Manslaughter with a vehicle.
  - e. Felony with a vehicle.
  - f. False report to law enforcement.
  - g. Permitting an unlicensed driver to drive.
  - h. Any alcohol/controlled substance violation in a commercial motor vehicle
5. Any driver convicted of any of the following within the last five (5) years:
  - a. Driving while under the influence of alcohol or drugs.
  - b. Refusal to submit to an alcohol or drug test.
  - c. Reckless driving.
6. Any driver convicted of more than two (2) driver log-book violations in any 12 month period.

If you feel qualified, or can qualify to join our team, please fill out an application or call our office. Thank you for your interest in our company!

Windstar Lines