

HAULBIKES

It's who we are. It's what we do.

1-888-HAUL-BIKES

www.haulbikes.com

Minimum Driver Qualifications & Requirements:

1. Must be at least 23 years old, and drivers 25 years old and older are encouraged.
2. Must have only one current and valid Class A Commercial Drivers License (CDL).
3. Must have a valid motorcycle license, and must be a motorcycle rider and enthusiast.
4. Must have a minimum of two (2) **verifiable** years experience operating tractor trailer equipment.
5. Must have a record of safe and competent driving (personal and commercial) as demonstrated on state Motor Vehicle Records, and must **not** have a current license suspension or revocation.
6. Must meet all the qualification requirements of, and must **not** be disqualified under, the United States Department of Transportation Federal Motor Carrier Safety Regulations, Parts 383 and 391.
7. Must **not** have any preventable accidents involving a fatality, bodily injuries treated away from the scene, or disabling damage to a motor vehicle within three (3) years. (Disabling damage means damage that precludes departure of any motor vehicle from the scene of and accident in its usual manner in daylight after simple repairs. This includes damage vehicles that are drivable, but would incur further damage, if so driven.)
8. Must **not** have more than four (4) moving violations in the past 36 months, and **not** have more than two (2) moving violations in the previous 12 months.
9. Must **not** have any serious or disqualifying traffic violations within the last three (3) years, such as: excessive speeding, involving any single offense for any speed of 15 MPH or more above the posted speed limit; reckless driving, as defined by state or local law or regulation, including but not limited to the offense of driving a motor vehicle in willful or wanton disregard for the safety of persons or property; improper or erratic lane changes; following the vehicle ahead too closely; driving while intoxicated or under the influence of drugs; or hit and run, leaving the scene of an accident, or failure to report an accident.
10. Must be able to read, write, communicate and comprehend the English language sufficiently to perform the various tasks of the job, including, but not limited to communicating with coworkers and the general public; understanding oral and written instructions, highway traffic signs and signals, Company policies and governmental regulations; responding to questions and inquiries from management and government representatives; and accurately completing various shipping papers, reports and records required of the position.
11. Must be able to accurately and efficiently perform mathematical calculations necessary to do the work, including weight calculation, hours of service determination, time and mileage computation, etc.
12. Must possess the good judgment necessary to perform the functions of the job, including operating a commercial motor vehicle in a safe and lawful manner; handling customers'



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goods safely and efficiently; and communicating tactfully and diplomatically with those persons with whom the employee will be in contact as a Company representative.

13. Must have **no** conviction record indicating that the applicant cannot reasonably be expected to properly fulfill the duties of the job.
14. Must have a satisfactory past work record.
15. Must be able to drive and/or work to the maximum number of hours allowed under D.O.T. Hours of Service Regulations.
16. Must be available to start work on short notice, at any time, twenty-four hours a day, seven days a week, to work irregular hours in stressful situations, and to report on time as scheduled.
17. Must be physically qualified to drive a commercial motor vehicle as demonstrated by a current medical examiner's certificate.
18. Must **not** use any drugs or substances that would interfere with the ability to drive safely, and must pass any Company directed drug/alcohol test.
19. Must be capable of working independently, without constant supervision.
20. Must be able to work on unforgiving surfaces such as concrete, wood and metal, and sometimes on slippery and wet surfaces, as may be necessary in loading, handling, securing, unloading and delivering motorcycles and other powered recreational vehicles and associated equipment.
21. Must be able to pass a Company directed physical performance test.
22. Must be physically able to safely push, pull, or drag heavy items and handle bulky, and/or cumbersome motorcycles and other powered recreational vehicles and associated equipment.
23. Must be able to work in all weather conditions and elements; to work at different times of day; to work on different days of the week; to work on knees or bent over from the waist for an extended time on a recurring basis; to work using the hands by squeezing, grasping and pulling on a recurring basis; and to work in a limited height environment.
24. Must be able to meet the following EXPECTATIONS: be physically able to handle all of the demands of the job; be able to demonstrate basic mechanical and electrical aptitude and experience; be able to complete the 14 day trip cycle when presented for dispatch (note – each trip presented is for 11-12 days of work, with 1-3 days of home time per trip); be able to provide professional service, with an excellent attitude, while operating in a safe and efficient manner; and be able to go above and beyond the normal to provide superior service to Daily Direct customers and associates.
25. Owner/Operators tractor must be five years old or newer and equipped with ECM.

PRINT _____ SIGN _____ DATE _____



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