

PACKAGE DELIVERY / COURIER PROGRAM

DRIVER QUALIFICATIONS

Minimum age: 21 years old on last birthday

Minimum (verifiable by state MVR) driving experience in **United States**: 3 years

Drivers over the age of 65 years are required to document physical qualifications equal to those found in Part 391 of the Federal Motor Carrier Safety Regulations.

Less than 16 points on the driver's last 36 month motor vehicle record and within the requirements described below

MOTOR VEHICLE RECORD REQUIREMENTS

POINT ASSIGNMENTS

Ordinary Violation = 4 points

Serious Violation = 6 points

Accident (with no corresponding Violation) on MVR = 8 points

Accident concurrent with Ordinary Violation on MVR = 10 points

Accident concurrent with Serious Violation on MVR = 12 points

Disqualifying Violation = 16 points

Maximum Ordinary Violations: 2 in past twelve months, 3 in past 36 months

Maximum Serious Violations: 1 past 36 months

Combination of Serious & Ordinary Violations: 1 Serious, 2 Ordinary past 36 months

Maximum accidents on MVR (all considered at fault unless shown otherwise): 1 past 36 months

Combination of an Accident & a Violation: 1 each past 36 months (as long as totals points does not exceed 15)

Ordinary violations: Speeding 15 mph or less, failure to yield, failure to obey traffic control device, failure to signal, improper lane usage, etc. Most violations not listed below as Serious or Disqualifying.

Serious violations: Following too closely, speeding >15 MPH, speeding in school zone, careless operation (when state points are assigned), improper or erratic lane change. Each conviction for a Serious Violation in the last 36 months is assigned 6 points. Driver applicants with 2 or more Serious Violations in the last 36 months are disqualified until the first Serious Violation becomes older than 36 months.

Disqualifying violations: Fleeing & eluding, drag racing, driving while under the influence (alcohol or drugs), any felony with motor vehicle, any DOT disqualification, failure to stop for school bus, reckless driving, any violation in connection with a fatal accident, leaving the scene of an accident, refusal to take a drug or alcohol test, possession of alcohol or illegal drugs, etc. **Any driver whose over-all record displays a repeated disregard for traffic laws and safety regulations is subject to disqualification.** Disqualifying violations on a case by case basis may not be disqualifying if they are at least 60 months from conviction date. Any driver failing to meet experience or age minimum is disqualified.

Driving records requiring a Debit: Any driver with a Serious Violation; or involvement in an injury producing accident (all accidents are considered at fault until shown otherwise); or drivers older than maximum age; or drivers below age 25 unless they present an MVR with not more than 1 ordinary violation and no accidents; or drivers with 1 ordinary violation and 1 accident in the past 36 months.

Any exceptions to the guidelines contained herein would require a referral to and prior approval by a Company Underwriter. Any driver allowed by exception would be subject to additional requirements: a written probationary warning would be issued, quarterly MVR reports would be pulled (until the driver was in compliance with the guidelines), and the driver would be terminated immediately upon any subsequent Ordinary Violation, Serious Violation or Accident (as defined in the guidelines) during the probationary period.

Examples: 4 ordinary violations = **disqualified**
2 serious violations = **disqualified** (only 12 points, but an exception to the "16-point" disqualification rule)
1 accident + 2 violations = **disqualified**
2 accidents, no violations = **disqualified**