



Standards of Qualifications for Operators of Commercial Motor Vehicles

Any new employee who will operate a commercial vehicle with a manufacturer's gross vehicle weight rating of over 10,000 lbs. (or one that meets the definition of a commercial motor vehicle as found in the U.S. DOT Regulations in 49 CFR Part 390.5), must meet the following minimum standards:

- 1) Be at least 21 years old with a clean driving record,
- 2) Be able to read and speak the English language as required by the U.S. DOT in 49 CFR 391.11(b) (2),
- 3) Have a minimum of two (2) years experience (2,080 hours or 100,000 miles) operating a commercial vehicle of at least the type and size that will be operated for Otto Transportation, LLC,
- 4) Successfully complete an Otto Transportation/DOT Road Test,
- 5) Be physically qualified to drive a motor vehicle in accordance with the DOT Requirements and possess a valid Medical Examiner's Certificate,
- 6) Have a valid Commercial Driver's License of the proper type under which to operate assigned vehicles,
- 7) Not be disqualified to drive a motor vehicle under the rules of 49 CFR Part 391.15.
- 8) Have a motor vehicle record that meets the following Otto Transportation pre-employment and driving record criteria:
 - A. During the preceding sixty (60) months, the applicant had no convictions in either a private or commercial vehicle of the following violations (or their state's equivalent):
 - i. Driving while intoxicated,
 - ii. Refusing to take or failing an alcohol or drug test, or
 - iii. Reckless driving.
 - B. During the preceding thirty-six (36) months, the applicant had no more than one (1) motor vehicle accident, in a private or commercial vehicle, that was determined to be preventable using the National Safety Council's "Guidelines to Determining Motor Vehicle Accident Preventability" or for which the applicant received a moving traffic citation.
 - C. During the preceding thirty-six (36) months, the applicant had no more than three (3) convictions for a moving traffic violation committed in a private or commercial motor vehicle.
- 9) Not have been convicted of a felony during the preceding sixty (60) months unless written approval is received from the Fleet Manager prior to an offer of employment being extended.