

Western Distributing Transportation Minimum Eligibility Requirements For Tractor-Trailer Driving Candidates

Criminal Record	 Candidates must not have a conviction record indicating possible problematic character traits. Specifically, candidates will be disqualified based on the following: Any felony conviction within the previous 10 years; Any conviction involving theft, drugs, violence or dishonesty within the previous 10 years; More than one misdemeanor within the previous seven [7] years; The Director of Safety and the Director of Human Resources must review all candidates with any pending charges for offenses involving theft, drugs, violence, or dishonesty; Certain divisions of Western Distributing may elect or be required to have more stringent requirements regarding criminal histories
Driving Experience	All candidates must have the equivalent of a minimum of three [3] years or 300,000 miles of recent, verifiable, over-the-road tractor-trailer driving experience. Recent experience is generally defined as within the previous six [6] years.
	**All driving experience must be validated and subject to review by the Safety Department
Work History	 All candidates must have a work history of no more than five [5] employers in the previous three [3] years; All gaps in employment must be explained and verified; No safety related terminations within the previous three [3] years; Documentation must be provided to validate all periods of self-employment; Candidates with military service within the previous six [6] years must provide a long form DD-214 **All previous employment will be reviewed by the Human Resources Department
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Physical Ability	All candidates must successfully pass a physical abilities evaluation administered by a Western Distributing approved medical facility.
Drug Test	All candidates must submit to and successfully pass a DOT pre-employment drug screen.
Medical Certification	Must obtain a DOT medical examiners certificate issued by a Western Distributing approved physician or medical facility.
Driving Ability	All candidates must successfully pass a road skills evaluation.
General Requirements	 Applications containing falsification of employment or otherwise false information, or deliberately omitted information, will not receive further consideration of employment; All candidates must meet all of the requirements as outlined in Part 391 of the Federal Motor Carrier Safety Regulations, US Department of Transportation, Federal Highway Administration; All candidates must be capable of reading, writing and speaking the English language sufficiently to converse with the general public, to understand highway traffic signs and signals, to respond to official inquiries, and to make entries on reports and records; All candidates must present and maintain a neat, professional appearance and practice good personal hygiene at all times