

Driver Employment Application

Company Name:	Email:
Address:	Phone Number:

An Equal Opportunity Employer

COMPLETE IN FULL OR IT WILL NOT BE CONSIDERED

APPLICANT INFORMATION		
First Name:	Middle Name:	Last Name:
Date of Birth:	Social Security #:	Email:
Date of Application:	Date Available for Work:	Phone Number:
Position Applied for:		Do you have legal right to work in the US? <input type="checkbox"/> Yes <input type="checkbox"/> No

PREVIOUS THREE YEARS RESIDENCY					Attach additional sheet if more space is needed
	Street	City	State	Zip Code	# of Years at Address
Current					
Previous					
Previous					
Previous					

DRIVERS LICENSE INFORMATION					Attach additional sheet if more space is needed
No person who operates a commercial motor vehicle shall at any time have more than one driver's license (49 CFR 383.21). I certify that I do not have more than one motor vehicle license, the information for which is listed below. Include all licenses held for the past 3 years;					
State	License #	Type/Class	Endorsements	Expiration Date	
Previously Held Licenses					

DRIVER EXPERIENCE					Attach additional sheet if more space is needed
	Class and Type of Equipment (Van, Tank, Flat, Etc.)	Date from:	Date to:	Approx # of Miles (total)	

ACCIDENT RECORD FOR THE PAST 3 YEARS*Attach additional sheet if more space is needed.*Check this box if none ☐

Dates (List most recent first)	Nature of Accident (Head-on, Rear-end, Upset, Etc.)	# Fatalities	# Injuries	Chemical Spills
				<input type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS)Check this box if none ☐

Date Convicted (month/year)	Violation	State of Violation	Penalty (Forfeited Bond, Collateral and/or Points)

REQUIRED QUESTIONS*Applicant must answer*

Question	Yes or No
Have you ever been denied a license, permit or privilege to operate a motor vehicle?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has any license, permit or privilege ever been suspended or revoked?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever been convicted of any criminal act involving the use of CMV or while driving a CMV?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever been convicted of any law violation? (Include ANY pleas of "Guilty" or "No Contest" except for minor traffic violation)	<input type="checkbox"/> Yes <input type="checkbox"/> No

If answered 'Yes' to ANY of the above 4 questions, applicant **MUST** attach a statement of explanation.**EDUCATION**

School	Name and Location	Course of Study	Details	Years Completed	Graduate
High School					<input type="checkbox"/> Yes <input type="checkbox"/> No
College					<input type="checkbox"/> Yes <input type="checkbox"/> No
Other					<input type="checkbox"/> Yes <input type="checkbox"/> No

OTHER QUALIFICATIONS

Please list any other qualifications that you have and which you believe should be considered.

NOTES:

EMPLOYMENT HISTORY*Attach additional sheet if more space is needed.*

§391.21 (b)(10) A list of the names and addresses of the applicant's employers during the 3 years preceding the date the application is submitted, together with the dates he/she was employed by, and his/her reason for leaving the employ of, each employer;

(b)(11) For those drivers applying to operate a commercial motor vehicle as defined by Part 383 of this subchapter, a list of the names and addresses of the applicant's employers during the 7 year period preceding the 3 years contained in paragraph (b)(10) of this section for which the applicant was an operator of a commercial motor vehicle, together with the dates of employment and the reasons for leaving such employment.

A TOTAL OF 10 YEARS WORK HISTORY IS REQUIRED. ALL GAPS IN TIME MUST BE SHOWN.

CURRENT OR MOST RECENT EMPLOYER

Business Name:	Name of Supervisor:	Employment Start Date:	Employment End Date:	
Phone Number:	May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No	Address:	City:	State: Zip Code:
Position:	Salary:	Reason for Leaving/ Explain Any Gaps		
Were you ever employed in a safety sensitive function subject to DOT Drug & Alcohol testing?		<input type="checkbox"/> Yes <input type="checkbox"/> No		
Were you subject to Federal Motor Carrier Safety Regulations?		<input type="checkbox"/> Yes <input type="checkbox"/> No		

NEXT PREVIOUS EMPLOYER

Business Name:	Name of Supervisor:	Employment Start Date:	Employment End Date:	
Phone Number:	May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No	Address:	City:	State: Zip Code:
Position:	Salary:	Reason for Leaving/ Explain Any Gaps		
Were you ever employed in a safety sensitive function subject to DOT Drug & Alcohol testing?		<input type="checkbox"/> Yes <input type="checkbox"/> No		
Were you subject to Federal Motor Carrier Safety Regulations?		<input type="checkbox"/> Yes <input type="checkbox"/> No		

NEXT PREVIOUS EMPLOYER

Business Name:	Name of Supervisor:	Employment Start Date:	Employment End Date:	
Phone Number:	May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No	Address:	City:	State: Zip Code:
Position:	Salary:	Reason for Leaving/ Explain Any Gaps		
Were you ever employed in a safety sensitive function subject to DOT Drug & Alcohol testing?		<input type="checkbox"/> Yes <input type="checkbox"/> No		
Were you subject to Federal Motor Carrier Safety Regulations?		<input type="checkbox"/> Yes <input type="checkbox"/> No		

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Phone Number:	May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No	Address:	City:	State: Zip Code:
Position:	Salary:	Reason for Leaving/ Explain Any Gaps		
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NEXT PREVIOUS EMPLOYER

Business Name:		Name of Supervisor:		Employment Start Date:		Employment End Date:	
Phone Number:		May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No		Address:		City:	
				State:		Zip Code:	
Position:		Salary:		Reason for Leaving/ Explain Any Gaps			
Were you ever employed in a safety sensitive function subject to DOT Drug & Alcohol testing?				<input type="checkbox"/> Yes <input type="checkbox"/> No			
Were you subject to Federal Motor Carrier Safety Regulations?				<input type="checkbox"/> Yes <input type="checkbox"/> No			

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Phone Number:		May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No		Address:		City:	
				State:		Zip Code:	
Position:		Salary:		Reason for Leaving/ Explain Any Gaps			
Were you ever employed in a safety sensitive function subject to DOT Drug & Alcohol testing?				<input type="checkbox"/> Yes <input type="checkbox"/> No			
Were you subject to Federal Motor Carrier Safety Regulations?				<input type="checkbox"/> Yes <input type="checkbox"/> No			

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Phone Number:		May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No		Address:		City:	
				State:		Zip Code:	
Position:		Salary:		Reason for Leaving/ Explain Any Gaps			
Were you ever employed in a safety sensitive function subject to DOT Drug & Alcohol testing?				<input type="checkbox"/> Yes <input type="checkbox"/> No			
Were you subject to Federal Motor Carrier Safety Regulations?				<input type="checkbox"/> Yes <input type="checkbox"/> No			

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Business Name:		Name of Supervisor:		Employment Start Date:		Employment End Date:	
Phone Number:		May We Contact? <input type="checkbox"/> Yes <input type="checkbox"/> No		Address:		City:	
				State:		Zip Code:	
Position:		Salary:		Reason for Leaving/ Explain Any Gaps			
Were you ever employed in a safety sensitive function subject to DOT Drug & Alcohol testing?				<input type="checkbox"/> Yes <input type="checkbox"/> No			
Were you subject to Federal Motor Carrier Safety Regulations?				<input type="checkbox"/> Yes <input type="checkbox"/> No			

TO BE READ AND SIGNED BY APPLICANT

I authorize you to make investigations (including contacting current and prior employers) into my personal, employment, medical history, and other related matters as may be necessary in arriving at an employment decision. I hereby release employers, schools, health care providers, and other persons from all liability in responding to inquiries and releasing information in connection with my application.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I also understand that I am required to abide by all rules and regulations of the Company.

I understand that the information I provide regarding my current and/or prior employers may be used, and those employer(s) will be contacted for the purpose of investigating my safety performance history as required by 49 CFR 391.23. I understand that I have the right to:

- Review information provided by current/prior employers;
- Have errors in the information corrected by previous employers, and for those previous employers to resend the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information.

This certifies that I completed this application, and that all entries on it and information in it are true and complete to the best of my knowledge.

Note: A motor carrier may require an applicant to provide more information than that required by the Federal Motor Carrier Safety Regulations.

Applicant Signature

Date

Print Name

Certification of Compliance With Driver License Requirements

MOTOR CARRIER INSTRUCTIONS:

The requirements in Part 383 apply to every driver who operates in intrastate, interstate, or foreign commerce and operates a vehicle weighing 26,001 pounds or more, can transport more than 15 people, or transports hazardous materials that require placarding.

The requirements in Part 391 apply to every driver who operates in interstate commerce and operates a vehicle weighing 10,001 pounds or more, can transport more than 15 people, or transports hazardous materials that require placarding.

DRIVER REQUIREMENTS:

Parts 383 and 391 of the Federal Motor Carrier Safety Regulations contain some requirements that you as a driver must comply with. These requirements are in effect as of July 1, 1987. They are as follows:

1. You, as a commercial vehicle driver, may not possess more than one license.
2. If you currently have more than one license, you should keep the license from your state of residence, and return the additional licenses to the states that issued them. Destroying a license does not close the record in the state that issued it; you must notify the state. If a multiple license has been lost, stolen, or destroyed, you should close your record by notifying the state of issuance that you no longer want to be licensed by that state.
3. Sections 392.42 and 383.33 of the Federal Motor Carrier Safety Regulations require that you notify your employer the NEXT BUSINESS DAY of any revocation or suspension of your driver's license. In addition, Section 383.31 requires that any time you violate a state or local traffic law (other than parking), you must report it to your employing motor carrier and the state that issued your license within 30 days.

DRIVER CERTIFICATION:

I certify that I have read and understand the above requirements.
The following license is the only one I will possess:

Driving License #	State	Expiration
Driver Signature		Date

Consent for Queries of the FMCSA Drug and Alcohol Clearinghouse

I, _____, hereby provide consent to to conduct a limited query of the FMCSA Commercial Driver’s License Drug and Alcohol Clearinghouse (Clearinghouse) to determine whether drug or alcohol violation information about me exists in the Clearinghouse.

This consent applies to any and all Drug and Alcohol Clearinghouse queries that may be conducted throughout the duration of my employment relationship with this motor carrier.

I understand that if the limited query conducted by indicates that drug or alcohol violation information about me exists in the Clearinghouse, the FMCSA will not disclose that information to this company without first obtaining additional specific consent from me.

I further understand that if I refuse to provide consent for this motor carrier to conduct a limited query of the Clearinghouse, then the company must prohibit me from performing safety-sensitive functions, including driving a commercial motor vehicle, as required by the FMCSA’s drug and alcohol program regulations.

_____	_____
Applicant Signature	Date

_____	_____
Driving License #	State

Important Disclosure

Regarding Background Reports from The PSP Online Service

THE BELOW DISCLOSURE AND AUTHORIZATION LANGUAGE IS FOR MANDATORY USE BY ALL ACCOUNT HOLDERS

In connection with your application for employment with **3A Trucking Co, LLC** ("Prospective Employer"), Prospective Employer, its employees, agents or contractors may obtain one or more reports regarding your driving, and safety inspection history from the Federal Motor Carrier Safety Administration (FMCSA).

When the application for employment is submitted in person, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer will provide you with a copy of the report upon which its decision was based and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. If any final adverse action is taken against you based upon your driving history or safety report, the Prospective Employer will notify you that the action has been taken and that the action was based in part or in whole on this report.

When the application for employment is submitted by mail, telephone, computer, or other similar means, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer must provide you within three business days of taking adverse action oral, written or electronic notification: that adverse action has been taken based in whole or in part on information obtained from FMCSA; the name, address, and the toll free telephone number of FMCSA; that the FMCSA did not make the decision to take the adverse action and is unable to provide you the specific reasons why the adverse action was taken; and that you may, upon providing proper identification, request a free copy of the report and may dispute with the FMCSA the accuracy or completeness of any information or report. If you request a copy of a driver record from the Prospective Employer who procured the report, then, within 3 business days of receiving your request, together with proper identification, the Prospective Employer must send or provide to you a copy of your report and a summary of your rights under the Fair Credit Reporting Act.

Neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. You may challenge the accuracy of the data by submitting a request to <https://dataqs.fmcsa.dot.gov>. If you challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. Your request will be forwarded by the DataQs system to the appropriate State for adjudication.

Any crash or inspection in which you were involved will display on your PSP report. Since the PSP report does not report, or assign, or imply fault, it will include all Commercial Motor Vehicle (CMV) crashes where you were a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, all inspections, with or without violations, appear on the PSP report. State citations associated with Federal Motor Carrier Safety Regulations (FMCSR) violations that have been adjudicated by a court of law will also appear, and remain, on a PSP report.

The Prospective Employer cannot obtain background reports from FMCSA without your authorization.

Authorization

IF YOU AGREE THAT THE PROSPECTIVE EMPLOYER MAY OBTAIN SUCH BACKGROUND REPORTS, PLEASE READ THE FOLLOWING AND SIGN BELOW:

I authorize 3A Trucking Co LLC, ("Prospective Employer") to access the FMCSA Pre-Employment Screening Program (PSP) system to seek information regarding my commercial driving safety record and information regarding my safety inspection history. I understand that I am authorizing the release of safety performance information including crash data from the previous five (5) years and inspection history from the previous three (3) years. I understand and acknowledge that this release of information may assist the Prospective Employer to make a determination regarding my suitability as an employee.

I further understand that neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. I understand I may challenge the accuracy of the data by submitting a request to <https://dataqs.fmcsa.dot.gov>. If I challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. I understand my request will be forwarded by the DataQs system to the appropriate State for adjudication.

I understand that any crash or inspection in which I was involved will display on my PSP report. Since the PSP report does not report, or assign, or imply fault, I acknowledge it will include all CMV crashes where I was a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, I understand all inspections, with or without violations, will appear on my PSP report, and State citations associated with FMCSR violations that have been adjudicated by a court of law will also appear, and remain, on my PSP report.

I have read the above Disclosure Regarding Background Reports provided to me by Prospective Employer and I understand that if I sign this Disclosure and Authorization, Prospective Employer may obtain a report of my crash and inspection history. I hereby authorize Prospective Employer and its employees, authorized agents, and/or affiliates to obtain the information authorized above.

Signature

Date

Print Name

<p>NOTICE:</p> <p>This form is made available to monthly account holders by NIC on behalf of the U.S. Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA). Account holders are required by federal law to obtain an Applicant's written or electronic consent prior to accessing the Applicant's PSP report. Further, account holders are required by FMCSA to use the language contained in this Disclosure and Authorization form to obtain an Applicant's consent. The language must be used in whole, exactly as provided. Further, the language on this form must exist as one stand-alone document. The language may NOT be included with other consent forms or any other language.</p>	<p>NOTICE:</p> <p>The prospective employment concept referenced in this form contemplates the definition of "employee" contained at 49 C.F.R. 383.5.</p>
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Alcohol and Controlled Substance

Consent and Release

APPLICANT MUST ANSWER:

Question	Yes or No
Have you ever refused to be tested for drugs or alcohol?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever tested positive for drugs or alcohol?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever tested positive for any pre-employment drug or alcohol test for a job which you applied for but did not obtain?	<input type="checkbox"/> Yes <input type="checkbox"/> No

*****If 'Yes' to any of the above questions,
*****applicant must attach a statement of explanation and provide proof of Return to Duty Process.

I understand that, as required by the Federal Motor Carrier Safety Regulations or company policy, all drivers must submit to alcohol and controlled substance testing as a condition of employment. I also understand that any offer of employment will be contingent upon the results of an alcohol and controlled substance test.

Applicants for positions that require driving a commercial motor vehicle (CMV) requiring a CDL at any time will be required to undergo controlled substances and at our discretion, alcohol testing prior to employment and will be subject to further testing throughout their period of employment.

The company's policy is that if a person has ever been in violation of the rules in part 40 (DOT) or 382 (FMCSA) they will NOT be considered eligible for any job which includes operation of a CMV (Greater than 10,000 GVWR) unless they have completed the return to duty process.

CDL drivers will be subject to random and reasonable suspicion drug testing each day they report for work.

Therefore, I agree to submit to the following alcohol and controlled substance tests in accordance and as defined by the Federal Motor Carrier Safety Regulation and this company's policies:

- Pre-Employment, to determine employment eligibility
- Random
- Reasonable Suspicion
- Post Accident
- Follow Up (see company policy)
- Return-to-duty (see company policy)

I certify that I have read, understand, and agree to abide by the condition of this consent and release form.

Failure to sign this form will prevent this employer from using you as a CMV driver.

Applicant Signature

Date

Print Name

Social Security Number

Employer Witness

Title