

Driver Selection Criteria

S A M P L E

All company vehicle drivers must hold current state driver's licenses. They must also have clean or acceptable motor vehicle records. We monitor motor vehicle records every six months.

We categorize motor vehicle records as Clean, Acceptable, Marginal and Inferior. We base these categories after reviewing violations and at-fault accidents during the last three years.

At-fault accidents are any accident on a motor vehicle record in which the driver is cited with a violation or negligently contributes to the incident. They also include any single vehicle accident that equipment failure does not cause. Any major violation in the last three years makes a driving record automatically inferior.

Major violations are:

- ◆ Driving Under the Influence of Alcohol or Drugs (on **or** off work)
- ◆ Failure to Stop or to Report an Accident
- ◆ Homicide, Manslaughter, Assault or Car Theft
- ◆ Reckless Driving or Speed Contest
- ◆ Driving with a Suspended or Revoked Driver's License
- ◆ Driving While Impaired
- ◆ Careless Driving
- ◆ Making a False Accident Report
- ◆ Attempting to Elude Police

If a driver's motor vehicle record becomes Inferior, he or she loses his or her privilege to drive a company vehicle permanently. If a driver's motor vehicle record becomes Marginal, he or she loses his or her privilege to drive a company vehicle. Before the driver can regain it, his or her record must qualify as acceptable. He or she must also satisfactorily complete a state-approved defensive driving course at his or her expense.

Number of Minor Violations	Number of At-Fault Accidents			
	0	1	2	3
0	Clean	Acceptable	Marginal	Inferior
1	Acceptable	Acceptable	Marginal	Inferior
2	Acceptable	Marginal	Marginal	Inferior
3	Marginal	Marginal	Inferior	Inferior
4	Inferior	Inferior	Inferior	Inferior