

INDEPENDENT CONTRACTOR ELIGIBILITY STANDARDS



The following rules supersede all current written rules regarding contractor guidelines... Please do not submit paperwork to Safety for contractor(s) who do not meet the following criteria:

Criteria for an eligible contractor (MVR):

- Contractor(s) must have a current valid driver's license in order to operate scheduled vehicles.
 - Class A: For combination vehicles with Gross Combined Weight > 80,000 lbs/equipment over 26,000 lbs or if hooked up to a fifth wheel
- Minimum age of 23
- Minimum of 18 months verifiable CDL class A experience; must have some OTR experience in 2 of the last 5 years
- Review includes 3 years moving and 5 years of accident

Tier A (1 point each violation)

- Speeding (1 to 10 mph over the limit)
- Seatbelt violation
- Other unspecified violations
- Traffic Control Device
- Failure to yield violation
- Red light or stop sign violation

Tier B (2 points for each violation)

- Speeding (10 mph – 20 mph)
- Following too closely
- Chargeable accident (state deemed or accident report)
- Improper Lane Change
- Improper pass/turn - failure to signal
- Careless Driving
- Improper Cell Phone use/Texting

Tier C (Management review)

- Reckless Driving
- Driving with a suspended CDL
- Age over 65
- Open failure to appear &/or unpaid fines
- Theft on criminal background check
- Multiple accidents
- Felony
- 4-5 points
- Repetitive violation history

Tier D (PROHIBITED)

- DUI/DWI- drug or alcohol possession
- Fraudulent use of driver's license
- Negligent homicide, manslaughter or assault involving a vehicle
- Hit & Run / leaving the scene of accident
- Unlawful use of vehicle
- Passing a school bus or speeding in a school/construction zone
- Failure to report an accident
- Speeding (21 + over the limit)
- PSP over 200 points

Any other violations refer to safety

- ❖ Contractor(s) with less than 3 points per the tier system qualify for the program.
- ❖ All accidents will be charged unless proof of non-fault is provided. Acceptable proof is a copy of police report.
- ❖ Contractor(s) with more than 2 speeding tickets that do not exceed point max in 3 years will be placed on one (1) year probation.
- ❖ Tickets dismissed for traffic school are counted without regard for traffic school
- ❖ **Note: The Company Safety Department reserves the right to determine an acceptable, insurable risk. The Company will review the MVR, Criminal Background Check, Application, Employer References and all other paperwork available to the company to determine risk and eligibility.**