

## Employee Requirements and Essential Functions:

- Can legally work in the United States
- Can speak, read, write, and understand English
- Must be at least 23 years of age
- Ability to pass: DOT drug and alcohol testing; pre-employment and recurring DOT medical examination; random drug and alcohol testing; physical demand evaluation
- Available to work scheduled on-call hours and report to the office within one hour of notification
- Must be available for runs during specified on-call hours
- Must be able to perform driving, delivery, and safety functions
- Must be able to perform runs that require multiple days away from home
- Must be able to drive in all conditions, including at night and in inclement weather
- Must meet regulatory requirements, physical demands and work environment requirements

## MVR Requirements:

- You have a current driver license and have held that license for a minimum of 2 years
- You must be at least 23 years old
- You have had none of the following traffic violations in the last 3 years:
  - excessive speeding (15 mph or more above the posted speed limit)
  - reckless driving
  - improper or erratic lane changes
  - following too closely
  - DUI
  - hit and run
  - leaving the scene of an accident
  - failure to report an accident
- You have no more than 4 moving violations in the last 36 months and
- You have no more than 2 moving violations in the previous 12 months
- In the last 3 years you have had, no:
  - more than 1 accident
  - preventable accidents involving fatality
  - bodily injuries treated away from the scene
  - or disabling damage to a motor vehicle