



Welcome to Stevens Transport, Inc.

Established in 1980

Get Your Career Rolling and Join Our Family!



Stevens Transport Worldwide Headquarters

9757 Military Parkway

Dallas, TX 75227

Apply online: www.becomeadriver.com

Driver Recruiting: (800) 333-8595

Local Recruiting Office: (972) 216-9254

Fax: (800) 434-7068

www.stevenstransport.com



Stevens Transport



Facebook.com/StevensTransport



@StevensTransport



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About Stevens Transport, Inc.

- Largest Refrigerated trucking company in Texas
- Top 4 largest temperature-controlled carrier in the U.S.
- Annually recognized by shippers for consistent service and unbeatable on-time performance record
- Have never had a layoff in 31 years
- Industry leader in Miles per Load
- Unrivaled Equipment: Kenworth and Peterbilt
- Privately owned, extremely stable company
- Best training, equipment, technology, and most stable freight in the industry
- Exceptional benefits, bonuses, facilities, and people

Stevens Transport World Headquarters

9757 Military Parkway
Dallas, TX 75227





Our Customers

Stevens Transport services the likes of some of the top **Fortune 500** companies and the finest **food distributors** in America. Family-owned and operated since 1980, Stevens Transport has maintained a stellar reputation as one of the top, most reliable transportation companies in North America. Our reputation for premier service continuously allows us to run countless trips and miles, 365 days a year.



Stevens Recruiting Team

Walter Collins - Denver, CO
Rockies & Western U.S.
wcollins@stevenstransport.com
(720) 331-6884

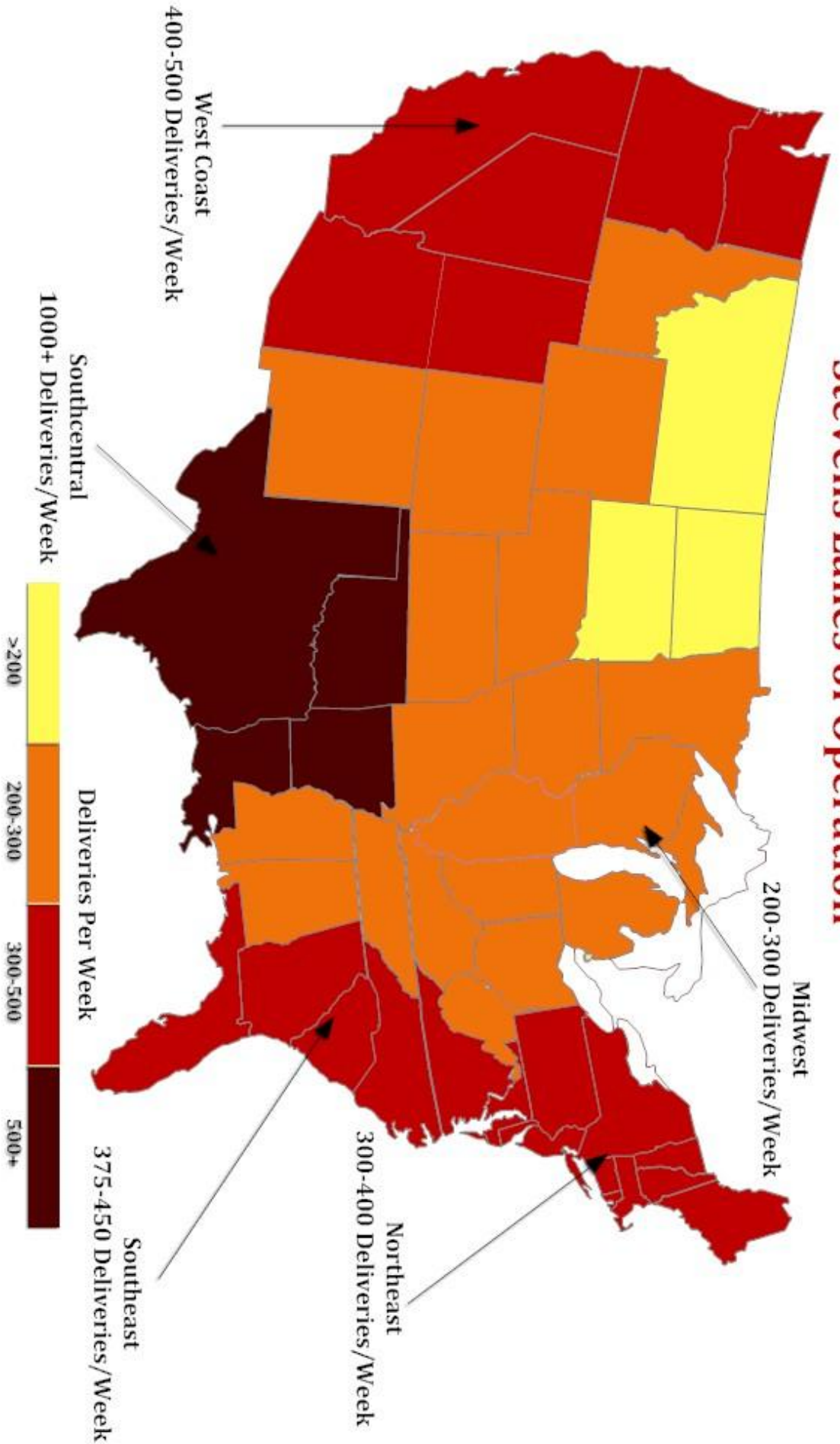
Alfredo Esparza - Houston, TX
Houston & South Texas
aesparza@stevenstransport.com
(832) 584-1954

Katrina Spencer - Dallas, TX
Dallas/Ft. Worth, East, West, & North Texas
kspencer@stevenstransport.com
(800) 333-8595

Ronnie Andrews
Southeast
randrews@stevenstransport.com
(678) 357-4523

Jim Potter
Midwest & East Coast
jpotter@stevenstransport.com
(678) 438-5478

Stevens Lanes of Operation





Payscale

Three raises in the first 12 months:

0-6 months	.26/mile = \$800/week
6-9 months	.28/mile = \$850/week
9-12 months	.29/mile = \$900/week
1 year	.30/mile = \$1,000/week

Raises after first 12 months and all subsequent years:

Solo Pay

Team Pay

Experience	Pay Rate
2 years	.31/mile
3 years	.32/mile
4 years	.325/mile
5 years	.33/mile
6 years	.335/mile
7 years	.345/mile
8 years	.355/mile
9 years	.365/mile
10 years	.375/mile
11 years	.385/mile
12 years	.395/mile
13 years	.40/mile
14+ years	.405/mile

Experience	Pay Rate
0-1 year	.36/mile
1-2 years	.37/mile
2-3 years	.38/mile
3-4 years	.39/mile
4-5 years	.40/mile

Contractor Pay

Experience	Pay Rate
0-1 year	.85/mile
1-4 years	.86/mile
4-8 years	.87/mile
8+ years	.88/mile

Obtainable pay raises:

- Loading + unloading (lumper fees)
- Extra pickups or stops
- Fuel bonus conservation program
- Driver trainer bonus pay
- Experience driver referral bonus

Miles

Length of trips

- Solo drivers: Average up to 3,000 miles/week
- Team drivers: 4,400-5,200 miles/week

Average length of haul

- 1,500-1,600 miles (for solo drivers)
- 2 hauls/week = average 3,000 miles/week

Home time

- Stevens Transport values **family** first and wants to make sure you receive quality home time in any city in America
- For every 3-4 week you are out, you have 3-4 days off, potentially 48 days off the whole year



Benefits

- Comprehensive health plans with medical, dental, vision, short & long term disability program
- 401 (K) Savings Plan
 - Eligible after 1 year of continuous employment
- Excellent life insurance (\$50,000)
- Long-term/short-term disability
- Prescription card

****Benefits begin 90 days into employment****

Additional Features

- Assigned personal fleet manager and career counselor
- Personal voicemail and in-cab e-mail
- Turn-by-turn navigation inside vehicles - MAP TUIT
- Superior technology - Qual COMM satellite communication

Rider policy

- Year round: adult, 18+ years old
- Summer: rider, 10+ years old
- Costs: \$30/month for insurance

Emergency Driver Assistance Fund

- \$1 to join, \$1/week, \$1/emergency

Stevens Bank Card (T-Check Card)

- Payroll side
 - Checking-company account
 - Savings- personal account
 - Direct deposit program
 - Online settlements
- Expense Advances
 - May receive maximum \$50 twice/week in advance
 - Deducted from your next paycheck

No relocation required

- You can live anywhere in the United States and drive for Stevens Transport
- You can take your off days in any city in America

Paid Vacation

- 1 year, 5 paid days off
- 3 years, 10 paid days off



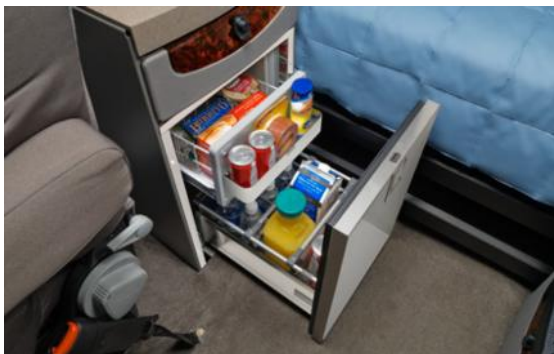
Top of the Line Equipment



Kenworth T700



Peterbilt 587



Join Stevens Transport and receive the opportunity to drive the most prestigious, **luxurious**, and fuel efficient trucks on the road. Our tractors have an average age of just **16 months** in service



Stevens Driving Academy of Texas, L.P.

Training Drivers since 2004

Stevens Transport proudly boasts one of the top training programs in the industry.

Stevens Transport Learning Center has been training drivers since 1992. The Training Program lasts three weeks and is designed to teach you everything you need to know about the road ahead and how to lead a successful career as a professional driver. By providing our drivers with the best equipment, technology, and tools, we give all employees limitless resources to earn a great living.

Getting Started – 3 Week Training Course

- 3 Week driver training course starts every Monday in Dallas, TX
- All transportation and lodging in Dallas can be arranged, provided, and financed
- No money down, no credit checks for school or training
- Trainee will need \$70 for CDL testing and license
- \$100 for registration on 1st day—*non-refundable*
- Money for meals until \$70 per week meal money begins first Wednesday of school.

Boarding

- Lodging at Crosslands Extended Stay Hotel (Mesquite, TX)
- Fully equipped kitchen, on-site laundry, wireless internet access





Over the Road Training

8-Week OTR Training Program - Earning a weekly salary

Orientation I

- 3 days in Dallas, TX
- Transportation Overview
- Skills Review

Trainer/Trainee Phase 5 Weeks

- OTR with a senior trainer driving to all 5 regions of the US + Canada
- Experience different terrains, mountain ranges, and urban surroundings
- Meticulous training of all operating functions in order to succeed as a safe professional driver
- Bonus pay: For loading or unloading freight if you choose.

Orientation II

- 2 days in Dallas, TX
- Continued education and broader knowledge of specific trip planning (Super Trip), Thermo King units, and map reading skills
- Driving skills enhancement test
- Preparing you to drive independently

Finishing Phase 3 weeks

- OTR with a finisher trainer (evaluation)
- Driver is in control, but has a mentor there for assistance
- Ensuring you are comfortable and ready to drive solo
- Bonus pay: unloading freight

Grad Phase

- After completion of training and drivers are assigned their own tractor, and can begin driving solo earning mileage pay (average \$800/week)





Commercial Driver's License (CDL)

Class A Study Guide Handbook

Grab a **free** CDL handbook at your local DMV or find the same copy online:

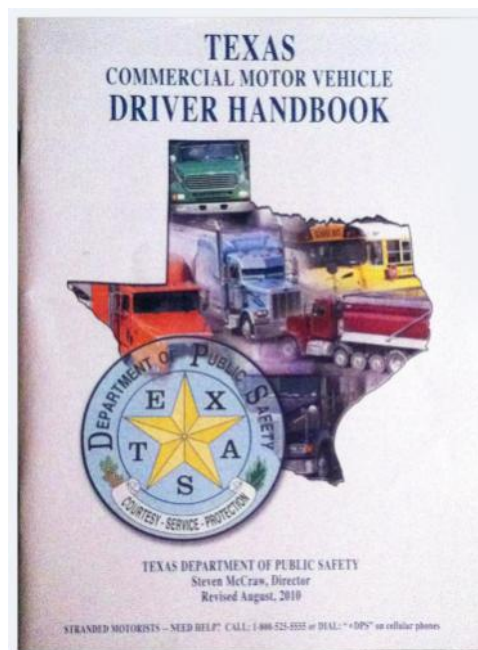
[Google: CDL Handbook](#)

Read these chapters in order:

1. Chapter 14: Special Requirements
2. Chapter 2: General Knowledge
3. Chapter 5: Air Brakes
4. Chapter 6: Combination Vehicles
5. Chapter 9: HAZ-MAT (encouraged not required)
6. Chapter 11: Pre-Trip Inspection

**** If you live in Texas, please try to obtain your permit for Chapter 14 before the first day of school.****

****If you reside in another state, please try to obtain your CDL study guide and begin reviewing. Do NOT take any written tests, you will do this in Texas.****





Alliance Lease Program

Established in 2000

Stevens Transport will gladly assist you with all career aspirations. If you want to reach your earning potential and own your own truck, Stevens will give you the tools to succeed with our **Alliance Lease program**.

Alliance drivers receive :

- \$.85 PER MILE ON ALL DISPATCHED MILES
- FUEL PROTECTION PAY based on National Fuel Index
- FULL MAINTENANCE SUPPORT PACKAGE
- BONUS for completing your lease
- BRAND NEW EQUIPMENT with FULL WARRANTY PACKAGES
- Personal Business Manager
- Personal Driver Manager
- Personal Maintenance Manager
- Personal Book Keeping Services Available
- Hands on training to become an Owner-Operator
- MORE FREEDOM, BE YOUR OWN BOSS!

Alliance offers business training and a business management team with over 80 years of combined knowledge, experience, and success. Take the next step toward owning your own truck by becoming an Alliance Lease Operator.

For more information call Alliance Leasing Recruiter:

Thom Stephens (800) 366-0167, ext. 1248

tstephens@stevensontransport.com





FAQs: Training

Q: How much will training cost me?

A: Depending upon which training school you attend, you can be fully reimbursed. If you choose Stevens or a select partner, then a large part of your tuition will be covered. If you attend another approved institute, with a 120 hour minimum training program, then Stevens offers reimbursement up to \$6,000. We also provide 100% financing for our students so there is no up-front cost to you.

Q: Is there housing available if I am going through the Dallas driving school?

A: Low-cost housing is available with no-interest financing, if needed. Housing is also provided in Denver, Colorado. *Housing not available in Houston.*

Q: Are my meals paid for by Stevens while I am attending the Stevens Driving Academy?

A: Payment for meals is the students' responsibility. If needed, Stevens will provide a no-interest loan of \$70 per week to cover cost of meals in Dallas location only.

Q: How do I get to the Stevens Driving Academy?

A: If you do not provide your own transportation, we'll send you a bus ticket to get you to Dallas, Texas. We'll also finance the cost of that ticket.

FAQs: CDL

Commercial Drivers License (CDL)

Q: Can Stevens guarantee that I will receive my CDL?

A: There are no guarantees whatsoever. Your success at earning your CDL is up to you. Stevens does provide a highly-regarded training program that teaches you everything you need to learn and increases your odds of success.

Q: Must I have my CDL before driving for Stevens?

A: Yes. By law, Stevens cannot hire you to drive a commercial vehicle without your CDL. Stevens Driving Academy provides all the training necessary to earn your certification.

Q: Am I required to have a HAZMAT endorsement on my CDL?

A: Although it is BENEFICIAL to do so, it is not required. See Chapter 9 of CDL Handbook for information about the HAZMAT endorsement.



FAQs: Pay

Q: How often do I get a paycheck?

A: Stevens company drivers receive pay within 48 hours or two business days from the time they turn in their load verification paperwork. Pay will be either mailed, wired or sent to direct deposit.

Q: How do I get paid?

A: Stevens uses Transflow to pay our drivers. Transflow is located at most truck stops and allows you to scan and send your trips to Stevens, so that you can get paid quicker. Transflow is more reliable than mail, and takes 48 hours or two business days.

Q: How is my pay calculated?

A: Drivers are paid based on the number of miles driven. Stevens has the longest length of haul in the industry, so our drivers can earn a great salary. We have one of the highest miles-per-driver averages in the industry, the average solo driver drives 2,600-3,100 miles/week. Plus drivers receive extra pay and bonuses for various situations.

Q: Does Stevens provide layover pay?

A: Yes, drivers receive \$25 a day for typical layovers. While waiting for a trailer in Laredo, Texas, drivers receive \$75 per day.

Q: Do I get paid while I am training?

A: No, you do not get paid while training to earn your commercial drivers license (CDL). However, once you have received your CDL, Stevens will pay you \$350 per week for up to 8 weeks while you gain Over-the-Road experience with a Stevens certified trainer. During that time, you can earn up to an additional \$100 per week if you choose to help load and unload the trailers.

Q: Does Stevens pay for extra stop-offs?

A: Yes, you are paid \$15 for your 2nd and 3rd stop-offs or pick-ups and \$25 for each one after that.

Q: Do I get paid for all of the miles I drive?

A: Stevens pays for all dispatched miles – whether loaded or empty.

FAQs: Making More Money

Q: Is there a way to increase my income as a driver?

A: Yes, we have several career paths that allow you to make more money. As a company driver, you can increase your income by driving more miles. You can also join our Alliance Lease program that makes it easy for you to run your own business by leasing one of our top-of-the-line trucks. Or, become an owner-operator with Stevens providing you with all the miles you need to be successful. You can make more money by maximizing miles, earning a fuel bonus by running efficiently, or by becoming a trainer.

Q: What if I want to make even more money?

A: Company drivers, Alliance drivers and Owner-Operators are all eligible to become Stevens over-the-road trainers. Trainers receive extra weekly pay, plus they get paid for all the miles driven—including those of the students. Stevens trainers average \$15,000 to \$20,000 more a year. What a great increase!



FAQs: Life On the Road

Q: How often can I expect to get home when driving for Stevens?

A: You'll get home on a regular basis, depending on the type of route you are assigned. Local routes get you home every night, regional and dedicated routes allow drivers to get home every 7 to 10 days, and drivers on national routes get home every 3 to 4 weeks.

Q: What if I need to get home for an emergency or special occasion?

A: Stevens Transport's dispatchers work with our drivers to ensure they get home for these situations. We usually have a load heading near to where you need to be when you need to be there.

FAQs: Miscellaneous

Q: Does Stevens have forced dispatch?

A: Stevens Transport's company drivers are assigned loads based on greatest utilization, efficiency and profitability for both Stevens and the driver.

Q: Does Stevens have forced routing?

A: We assign drivers the best up-to-the-moment routes that minimize safety hazards, fuel consumption and travel time.

Q: Does Stevens provide toll cards?

A: Yes, Stevens uses E-Z Pass toll cards for most toll roads.

Q: How do you become a dedicated driver?

A:

- Seniority
- Positive attitude
- Clean driving/safety record
- On-time deliveries
- Takes around 6 months (if you qualify)

Q: What is the advantage of dedicated routes?

A: Regular quality home time and familiarity with route.

Q: When are you eligible to apply for Stevens in-house financing to purchase a truck of your own from Stevens?

A: You must drive for Stevens for 2 years to apply for Stevens in-house financing.

Q: What is trip planning?

A: After you are dispatched, you will route the best path to get from point A to point B.

Q: What types of Hazmat does Stevens haul?

A: Stevens hauls household cleaning products and medical supplies.



Qualifications

Qualifications for Drivers

- Good references from past employers
- Minimum 22 years of age
- No D.W.I, D.U.I in the past 5 years or felony convictions in the last 7 years
- No reckless or careless driving citations in the last 3 years
- No more than 3 moving violations in the last 3 years
- No major preventable accidents within the past 12 months (or 2 in the last 3 years)
- Misdemeanors are reviewed case by case
- No probation or parole
- Must be able to pass or meet all D.O.T. drug screen, road test, and qualifications
- At least 3 years verifiable employment, self-employment, or unemployment
- Verifiable military experience if discharged within the past three years





Testimonials

"I came to Stevens with basically nothing and look at me now. My father was a driver and he is proud of my success with Stevens."

Jose Alberto – Stevens driver since Jan. 2009

"I found an esprit de corps at Stevens that I had not expected. The focus is on the driver."

William Nichols – Stevens driver since Jan. 2009

"Stevens has changed a lot in a good way since I came here over 14 years ago. They strive to make it a good company."

Geddings Beard – Stevens driver since Oct. 1998

"I was a construction worker most of my life and due to the economy I had to find other work. I came to Stevens and in only two years I am 80% debt free."

Kevin Rogers – Stevens driver since Mar. 2009

"It's a great business and a great company. Stevens has been very good to me as a company driver and on the lease program. I like what I do and I have been very successful here."

Stephen Tomacelli – Stevens driver since Apr. 2010

"They teach you everything you need to know at Stevens. From safety to fuel efficiency; they have a great training process."

Scott Kruse – Stevens driver since Oct. 2006

"From the younger drivers to retirees like myself; there is a place for everyone at Stevens. We have a diverse group of drivers from all backgrounds and it's a great place to work."

Bennie Holbrook – Stevens driver since Dec. 2007



Testimonials

Dudley Hutchison

Employed: 10/12/89—Present

I started back in 1989 and have since claimed Stevens Transport my “second home.” It was my brother, Allen Hutchinson (Employed 5/27/88—Present), who originally referred me to Stevens. I was a Company Driver for about 1.5 years before I received my Trainer Certification in 1991 and I have been training students ever since. I average 3,500 miles per week and get home every 5-weeks, for 5 days. You definitely have to be open-minded in this industry, be patient, and be willing to learn if you want to have a long, successful career. I really love what I do! Most importantly, I love teaching my students everything I have learned while working at Stevens. I am a 2 million mile driver, so I consider myself extremely knowledgeable about this industry. What do I like most about Stevens? I like two things: Stevens is extremely “Safety Oriented” and their training program speaks for itself. Second, and equally important, I love the people that I work with. When I return to the yard or speak to an associate on the phone, I am treated like an individual, not just as a number. I am welcomed into the executive office any time and they even know my name. That is definitely important to me and certainly says a great deal about the company.

Antwon Bracey

Employed: 3/7/01—Present

I was hired directly into the Alliance Lease program (only 45 days of solo driving), without any prior long haul, driving experience. In the past, I have worked for other carriers (I won't mention any names), but I really like the 2-year lease program that Stevens offered. After completing my first lease in March of 2003, I received a bonus check for \$10,050.71- after which, I was finally able to pay off my debts. Next, I was offered an in-house position in the corporate office working in the Operation Department and eventually relocated my family from Columbus, Ohio to Dallas, Texas. I am now a salary employee and get home each night to spend time with my family. If I ever decide to change my mind, I know Stevens will always support my decision, and that really means the world to me!

Oladapo Oyewolfe

Employed: 8/20/03—Present

Originally, I was born and raised in Africa by my father who worked as a “transporter.” I received both my Bachelor's degree and Master's degree in Africa before moving to the United States. Initially, I looked into other career fields, but I could never get rid of my inherited desire and passion to drive big rigs! What drew me to Stevens Transport was their immaculate equipment! They have the very best trucks on the road- a factor that made my decision easy- I knew I wanted the best “home away from home.” The Stevens training program was also great because they gave me the tools and confidence that I needed to run countless miles. Personally, I prefer to stay out 7 weeks at a time because I am always interested in maximizing my miles and salary. More importantly, 7 weeks on the road allows me 7 quality days at home with my wife. What do I like most about Stevens Transport? Everything! Absolutely everything! Stevens has the best equipment, technology, support, and staff in the industry! I am very blessed to have found Stevens Transport early in my career, thank you Steve Aaron for the opportunity you granted me!



Stevens Driving Academy of Texas, L.P. Packing List **Dallas Location**

Required:

- \$100 cash or money order: non-refundable registration processing fee
 - For pulling work history, criminal/legal record, and driving record
- Valid driver's license
- If you have an out-of-state license, it must be changed to a Texas license in order to get a Class A driving permit—this will be done while in school in Dallas.
- Social security card/Birth Certificate (Original Only) or U.S. Passport (cannot be expired)

Recommended:

- Toiletry items, Pillow, sleeping bag, sheets, blanket
- School supplies: pen, paper, notebook, calculator
- 1 week of clothing
- Flashlight, gloves
- Dress appropriately and professionally for all climates
- Additional spending money for meals
- Money to feed you until \$70 the first Wednesday of school.

Out of state students:

- Driver's license
- Social security card
- Birth certificate (original only)
OR
- U.S. Passport (cannot be expired)

Dress code:

- Non-skid shoes or work boots
- Pants or blue jeans, no shorts
- Comfortable work shirt

Not allowed (during classroom hours):

- Sandals, open toe or open back shoes
- Tank top or sleeveless shirts
- Clothing with suggestive or obscene words or graphics on them
- Shorts of any kind! Pants must reach your ankles

Please visit these websites to obtain materials you may not have:

Driver's license: <http://www.dmv.org/drivers-license.php>

Social security: <http://www.simplefilings.gov-tax.net/SSN-Card/>

Birth certificate: <http://www.usbirthcertificate.com>

Passport: <http://www.uspassportnow.com/>

****You will be administered a Stevens Transport drug screen and physical on the first day of school. If you are on any prescription medication, please bring your prescription or medicine bottle with you on the first day of school****

Check out our Facebook page for daily updates and pictures!



P.O. Box 279010 • DALLAS, TEXAS 75227-9010 • (800) 333-8595
 FAX (800) 434-7068 • WEBSITE: WWW.STEVENSTRANSPORT.COM

POSITION: Tractor/Trailer Operator

APPLICATIONS FOR EMPLOYMENT

Referred by: Stevens Employee: **Katrina Spencer - Senior Recruiter**

APPLICANTS ARE CONSIDERED WITHOUT REGARD TO RACE, CREED, COLOR, SEX, RELIGION, AGE, OR NATIONAL ORIGIN.

Advertising Source:
 Check as many as apply: Newspaper Seminar TV Radio Driver Trade Magazine
 Number of Trailer School Recommended Rehire Other

Date: _____

PLEASE PRINT PLAINLY AND COMPLETE ALL BLANKS

NAME: _____ Social Security No. _____
First Middle Last

Present Address: _____ Phone: _____
Street City State-Zip

Permanent Address: _____ Cell: _____
Street City State-Zip

Residence for Past 3: Years: _____ E-Mail: _____
Street City State-Zip

Date of Birth: _____ Place of Birth: City _____ State _____ Country _____

Citizenship: (Circle One) Proof of Immigration Status Y N Work Permit Y N
 US Citizen Y N Alien Registration Card Y N Nationalized Citizen Y N

Name of Father _____ Address (St, City, State, Zip) _____ Tel.# _____ Occupation _____ Company-Employed _____

Name of Mother _____ Address (St, City, State, Zip) _____ Tel.# _____ Occupation _____ Company-Employed _____

Name of Spouse _____ Address (St, City, State, Zip) _____ Tel.# _____ Occupation _____ Company-Employed _____

Have you worked for this company before? _____ When? _____

Have you previously applied for employment with this firm? _____ When? _____

Names of relatives in our employ _____ Who referred you? _____

LICENSE

List all drivers licenses held in past five (5) years.

STATE	LICENSE NUMBER	TYPE	EXPIRATION DATE	BIRTH DATE

DRIVING RECORD

TRAFFIC CONVICTIONS/FORFEITURES

List **ALL** vehicle moving and non moving traffic convictions and forfeitures for the past five years, **WHETHER OR NOT ON MVR (IF NONE, WRITE NONE)**

DATE	LOCATION (STATES)	CHARGE	PENALTY

Persons to be notified in case of EMERGENCY

1) NAME _____ RELATION _____
First Middle Last

ADDRESS _____ TELEPHONE _____
Street City State-Zip

2) NAME _____ RELATION _____
First Middle Last

ADDRESS _____ TELEPHONE _____

ACCIDENT REPORT

List **ALL** accidents/incidents with vehicles for the past five years, include preventable and non-preventable, **WHETHER OR NOT ON MVR.**
(IF NONE, WRITE NONE)

Date	Type of Vehicle	Nature of Accident (Head on, rear-end, upset, etc.)	Indicate Preventable or Non-Preventable	Fatalities	Injuries	Amount of Property Damage
				<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
				<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
				<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
				<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	

- Yes No A. Have you ever been denied a license, permit or privilege to operate a motor vehicle?
- Yes No B. Have you ever had any license, permit or privilege suspended or revoked?
- Yes No C. Have you ever been convicted or charged for driving while under the influence of alcohol or drugs?
- Yes No D. Have you ever been convicted or charged for possession, sale, or use of a narcotic drug, amphetamine, or derivative thereof?
- Yes No E. Have you ever been refused liability insurance?
- Yes No F. Have you ever been convicted or charged of a Felony?
- Yes No G. Have you ever been convicted or charged of a Misdemeanor?
- Yes No H. Have you ever been disqualified to drive by Federal Regulations?
- Yes No I. Have you ever been refused a security bond?
- If answer to any question is yes, state details, circumstances, and date _____

EDUCATIONAL BACKGROUND

Type of School	Name and City/State	Graduated	Years attended	Major
Grade		<input type="checkbox"/> Yes <input type="checkbox"/> No		
High School		<input type="checkbox"/> Yes <input type="checkbox"/> No		
College		<input type="checkbox"/> Yes <input type="checkbox"/> No		
Graduate		<input type="checkbox"/> Yes <input type="checkbox"/> No		
Trade School		<input type="checkbox"/> Yes <input type="checkbox"/> No		
Driving School		<input type="checkbox"/> Yes <input type="checkbox"/> No	Graduation Date: _____	

MILITARY STATUS

Have you served in the U.S. Armed Forces? Yes No Branch _____ Dates: From _____ To _____

DD214 Narrative reason for discharge _____

FMCSA (DOT) PHYSICAL QUALIFICATIONS

PLEASE READ CAREFULLY AS THE FOLLOWING REQUIREMENTS APPLY TO ALL COMMERCIAL MOTOR VEHICLE DRIVERS AND MOTOR CARRIERS ALIKE.

FEDERAL MOTOR CARRIER SAFETY REGULATIONS SECTION 391.41 provides that a person shall not drive a commercial motor vehicle unless he/she is physically qualified to do so. A person is physically qualified to drive a commercial motor vehicle if that person meets the following requirements:

1. Has no loss of a foot, leg, hand, or an arm or has been granted a skill performance evaluation certificate pursuant to Section 391.49.
2. Has no impairment of:
 - (i) a hand or finger which interferes with prehension of power grasping; or
 - (ii) an arm, foot, or leg which interferes with the ability to perform the normal tasks associated with operating a motor vehicle; or any other significant limb defect which interferes with the ability to perform normal tasks associated with operating a motor vehicle; or has been granted a skill performance evaluation certificate pursuant to Section 391.49.
3. Has no established medical history or clinical diagnosis of diabetes mellitus currently requiring insulin for control.
4. Has no current clinical diagnosis of myocardial infarction, angina pectoris, coronary insufficiency, thrombosis, or any other cardiovascular disease of variety known to be accompanied by syncope, dyspnea, collapse, or congestive cardiac failure.
5. Has no established medical history or clinical diagnosis of a respiratory dysfunction likely to interfere with his/her ability to control & drive a commercial motor vehicle safely.
6. Has no current clinical diagnosis of high blood pressure likely to interfere with his/her ability to control & drive a commercial motor vehicle safely.
7. Has no established medical history or clinical diagnosis of rheumatic, arthritic, orthopedic, muscular, neuromuscular, vascular disease which interferes with his/her ability to control & drive a commercial motor vehicle safely.
8. Has no established medical history or clinical diagnosis of epilepsy or any other condition which is likely to cause loss of consciousness or any loss of ability to control a motor vehicle.
9. Has no mental, nervous, organic, or functional disease or psychiatric disorder likely to interfere with his/her ability to control & drive a commercial motor vehicle safely.
10. Has distant visual acuity of at least 20/40 (Snellen) in each eye without corrective lenses or visual acuity separately corrected to 20/40 or better with corrective lenses, distant binocular acuity of at least 20/40 in both eyes with or without corrective lenses, field of vision of at least 70° in the horizontal Meridian in each eye, and the ability to recognize the colors of traffic signals and devices showing standard red, green, and amber.
11. First perceives a forced whispered voice in the better ear at not less than 5 feet with or without the use of a hearing aid or, if tested by use of an audiometric device, does not have an average hearing loss in the better ear greater than 40 decibels at 500 Hz, 1,000 Hz, and 2,000 Hz with or without a hearing aid.
12. (i) Does not use a controlled substance identified in 21 CFR 1308.11 Schedule I, an amphetamine, a narcotic, or any other habit-forming drug.
 (ii) Does not use any prescribed or Over the Counter drug or substance that could adversely affect the driver's ability to safely operate a commercial Motor vehicle.
 (iii) Does not use an illegal or recreational drug or substance that could adversely affect the driver's ability to safely operate a commercial Motor vehicle.
13. Has no current clinical diagnosis of alcoholism, drug or chemical dependency.

As an applicant applying for a position to operate a commercial motor vehicle, in accordance with Section 391.11 of the FMCSR, by my signature on this application, I swear or affirm that I have familiarized myself with the requirements of section 391.41.

EMPLOYMENT RECORD FOR PAST 10 YEARS

Begin with your present or most recent job and work backward in order, listing your employers for at least the past 10 years including all full-time and part-time employment.

All time must be accounted for including military service, self-employment and periods of unemployment.

Use supplementary sheet if necessary. We must have telephone numbers, cities and states.

Current Or Most Recent Employer: Name _____ Supervisor _____

Are you presently employed? Yes _____ No _____ May we call your current employer? Yes _____ No _____

Address _____
Street City State-Zip Telephone _____

Position Held _____ From _____ To _____ Rate of Pay _____
(month, year) (month, year)

Why do you want to change employers? _____ Number of states Driven in _____

No. of Accidents _____ Please Explain _____

Second Last Employer: Name _____ Supervisor _____

Address _____
Street City State-Zip Telephone _____

Position Held _____ From _____ To _____ Rate of Pay _____
(month, year) (month, year)

Why do you want to change employers? _____ Number of states Driven in _____

No. of Accidents _____ Please Explain _____

Third Last Employer: Name _____ Supervisor _____

Address _____
Street City State-Zip Telephone _____

Position Held _____ From _____ To _____ Rate of Pay _____
(month, year) (month, year)

Why do you want to change employers? _____ Number of states Driven in _____

No. of Accidents _____ Please Explain _____

Fourth Last Employer: Name _____ Supervisor _____

Address _____
Street City State-Zip Telephone _____

Position Held _____ From _____ To _____ Rate of Pay _____
(month, year) (month, year)

Why do you want to change employers? _____ Number of states Driven in _____

No. of Accidents _____ Please Explain _____

Fifth Last Employer: Name _____ Supervisor _____

Address _____
Street City State-Zip Telephone _____

Position Held _____ From _____ To _____ Rate of Pay _____
(month, year) (month, year)

Why do you want to change employers? _____ Number of states Driven in _____

No. of Accidents _____ Please Explain _____

Sixth Last Employer: Name _____ Supervisor _____

Address _____
Street City State-Zip Telephone _____

Position Held _____ From _____ To _____ Rate of Pay _____
(month, year) (month, year)

Why do you want to change employers? _____ Number of states Driven in _____

No. of Accidents _____ Please Explain _____

Seventh Last Employer: Name _____ Supervisor _____

Address _____
Street City State-Zip Telephone _____

Position Held _____ From _____ To _____ Rate of Pay _____
(month, year) (month, year)

Why do you want to change employers? _____ Number of states Driven in _____

No. of Accidents _____ Please Explain _____

Eighth Employer: Name _____ Supervisor _____

Address _____
Street City State-Zip Telephone _____

Position Held _____ From _____ To _____ Rate of Pay _____
(month, year) (month, year)

Why do you want to change employers? _____ Number of states Driven in _____

No. of Accidents _____ Please Explain _____

Position Summary Will safely operate a commercial, combination, Class A vehicle unit in day-to-day interstate, intrastate and international operations providing customer service in the delivery of a variety of commodities to and from assigned locations and perform all related duties associated with the delivery of freight.

Essential Job Functions Experience and training in the operation of a commercial, combination, class A vehicle with satisfactory, verifiable job performance delivering interstate freight.

- Yes No 1. Must meet all federal and state requirements for certification and CDL licensing with or without a hazardous materials endorsements for a class A, combination vehicle with air brakes.
- Yes No 2. Must have a satisfactory, verifiable previous experience and/or appropriate training and/or must satisfactorily complete training in interstate commercial, class A vehicle operation and the transport of freight.
- Yes No 3. Must be able to satisfactorily perform all required in cab duties in safely operating a commercial motor vehicle, including, but not limited to; safely reach & operate all pedals, safely reach & operate all hand controls (switches, knobs, gear shift, etc); safely reach & properly & effectively operate the steering wheel without any restriction or over-extension in body movements and/or body contact with steering wheel; turn head, to see mirrors correctly without over-extending or twisting of body and without interference with other driving functions; and reach & properly & effectively operate the gear shift through all gears; and perform all of these functions with seat in normal position without any restriction or over-extension in body movements and without any restriction and/or body contact with gear shift & steering wheel without over-extending or twisting body.
- Yes No 4. Must be able to walk around tractor & trailer; bending, reaching, twisting as needed to conduct proper & complete DOT required safety inspection; safely get under the tractor & trailer and perform required duties, such as checking tractor & trailer brakes, trailer security valve, inspecting for leaks, wear & tear, etc; and safely climb onto and off of catwalk to properly connect air & electrical hoses.
- Yes No 5. Must be able to properly load, unload and secure cargo including all related duties. Must be able to lift up to a 100 lb. container as required, over four feet high. Must be able to balance 600 lb. drums on their rims and roll them into a place. Must be able to stow cartons or merchandise over head that weigh as much as 60 lb.
- Yes No 6. Able to accurately and legibly complete all required paperwork associated with delivery of freight in the English language.
- Yes No 7. With proper training, must be able to safely and correctly operate a combination, class A vehicle under all types of circumstances, including intercity travel and maneuvering in the close confines of customer facilities.
- Yes No 8. Must be able to perform duties requiring driver to repeatedly bend at the waist, neck, wrist, and shoulder: twist and rotate hands, elbows, and forearms. Ability to grip and grasp repeatedly and operate foot pedals.
- Yes No 9. Must be able to climb to a height of 4-10 feet; balancing and accelerated physical activity in awkward positions. Driver may enter and exit cab up to 8-10 times daily. Cab level is generally from 36-66 inches from ground level, with the entry and exit achieved by the assistance of one or two steps and/or hand holds.
- Yes No 10. With proper training, able to maintain a daily record of hours of service log according to the Federal DOT, State and company requirements.
- Yes No 11. With proper training, able to drive for extended periods of time, up to maximum allowable times (up to 11 hours in consecutive 24 hour periods) in safe manner under a variety of conditions, including night driving, spending up to 70% to 80% of on-duty time in the vehicle for a periods of 3-5 weeks.
- Yes No 12. Applying the English language, able to read, understand and apply information relating to trip planning for delivery of freight: able to read and use a road atlas, city maps and other geographical documents to plan trips and routing to deliver cargo in a timely manner with the minimum variance using the shortest, correct, legal routing. Able to communicate telephonically for assignments, directions and safety information.
- Yes No 13. Ability to positively respond to and interact with other company personnel, customers and the general public in day to day operations.
- Yes No 14. With proper training, ability to hook and unhook various tractor/trailer combinations lowering and raising landing gear, climbing in and out of trailers from ground level, opening and closing cargo doors.
- Yes No 15. Able to appraise, evaluate and adequately respond to environmental strain and emotional stress, Have memory, reasoning, attention, judgment, coordination and functional control.
- Yes No 16. Able to withstand abrupt duty hour changes, irregular work/rest cycles, noise and vibration, temperature and weather extremes, irregular meals and delays.

As an applicant applying for a position to operate a commercial motor vehicle, in accordance with the FMCSR and Stevens Transport's Essential Job Functions,

I _____ swear or affirm that I have familiarized myself with the Essential Job Functions as stated above and I affirm that I meet these requirements. _____

MINIMUM QUALIFICATION REQUIREMENTS:

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| <ul style="list-style-type: none"> 1. Good references from past employers. 2. Minimum 23 years of age. 3. No D.W.I., D.U.I. in the past 5 years or felony convictions in the past 7 years. 4. No reckless or careless driving citations in the last 3 years. 5. No more than 4 moving violations within the past 3 years. | <ul style="list-style-type: none"> 6. No major preventable accidents within the past 12 months (or 2 in the last 3 years). 7. Must supply social security card or birth certificate and state Commercial Driver's License with Hazardous Material Endorsement. *8. First seat drivers must have one year tractor-trailer, cross country, first seat driver experience with an irregular route carrier. We will not verify with an owner/operator we must verify through the Safety Department of a Company. 9. Must pass Company administered road test. | <ul style="list-style-type: none"> 10. Must meet all U.S. Department of Transportation Motor Carrier Safety Regulations regarding driver hiring requirements (including Physical Examination, Qualification and Drug Testing). 11. Must be a US Citizen or registered alien with full documentation including visa status and work permit.
<i>*Experience requirement is 1st driver only and does not apply for student applicants.</i> |
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TO BE READ AND SIGNED BY APPLICANT

I give Stevens Transportation, Inc., the right to investigate all references and to secure additional information about me, if job related. I release from liability the Company and its representatives for seeking such information and all other persons, corporations, or organizations for furnishing such information. A copy of this page serves as my authorization to seek/provide this information. I agree to sign all documents and consent forms which the Company deems necessary to verify the facts provided in this application. I give my consent, and release from liability to the Company and its representatives, to respond to any inquiries made about me as part of a reference check by any subsequent or potential employer. I authorize release of any information, including all information related to my alcohol and controlled substance testing and training records conducted under the Federal Highway Administration (FHWA) 49 CFR Parts 391 or 382, by any past or current employers to Stevens Transport, Inc. I consent to the procurement and use of any consumer reports, including reports from DAC Services, Inc., and any other personal background and employment reporting agencies deemed necessary by Stevens Transport, in their consideration of my employment.

From time to time the Company may find it necessary to conduct investigations. If it does, employees are expected to truthfully participate and cooperate in such investigations, including submission to searches of property. Failure to do so may subject employees to disciplinary action, which may include termination of employment.

I realize as a condition of employment I will be required to undergo a post offer/pre-employment medical examination and substance abuse screening test as prescribed by the Company, and that any offer of employment is conditioned upon the successful completion of these tests. I agree to furnish such additional information and undergo any other examinations or tests to complete the employment file, or to continue my employment with the Company, if employed. These tests may include, but are not necessarily limited to random, for cause, reasonable suspicion or post-accident alcohol and substance abuse screening tests. Further, I release the Company, its agents or employees from any and all claims or actions arising out of such alcohol and substance abuse tests including, but not limited to, the testing procedures, the analysis or the disclosure of test results. I understand that any offer of employment in contingent upon my ability to produce documentation verifying my identity and legal authorization to be employed, as required by the Immigration Reform & Control Act of 1986 (IRCA).

This application is active for sixty (60) days from the date it is completed, or until the specific position opening for which it was submitted is closed, whichever is earlier. Subsequent to the preceding consideration period, I must submit a new application to be considered for this or any other position.

I understand and agree that any misrepresented, inaccurate, misleading, incomplete, or omitted information provided by me in this application and in any supporting documents will be sufficient cause for cancellation of this application and/or separation from the Company's service, if employed. Further, I understand that just as I am free to resign at any time, for any reason, with or without prior notice, the Company reserves the right to terminate my employment at any time, for any reason, with or without prior notice. I understand that no representative of this Company has the authority to make any verbal or written assurances to the contrary. I recognize the employment relationship to be an at-will relationship and not for a specific period of time. This application represents the complete and final expression of the intent of the parties and may not be modified except by a writing duty executed by the undersigned and an officer of the Company.

I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this or other formal application. I further agree, in the event that I am offered employment by the Company, as a condition of that employment all disputes that cannot be resolved by informal internal resolution which might arise out of submission of this application or out of my employment with the Company, whether before, during, or after such employment, will be submitted to binding arbitration in lieu of any Federal or State investigative, administrative, civil or other legal proceeding. I agree that such arbitration shall be conducted in accordance with the Stevens Transport Alternative Dispute Resolution Program. A copy of The Program is available at Stevens Transport for review, upon request.

I have read carefully the above information, understand and accept the contents thereof.

Date: _____ Applicant's Signature: _____
I certify that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

Date: _____ Applicant's Signature: _____
I acknowledge that Stevens Transport conducts pre-employment background checks and consent to this and other checks.

Date: _____ Applicant's Signature: _____