



**PACER**  
*Making Your World Run Smoother*

**Independent Contractor  
Driver Qualification Standards**

Effective:  
January 2009 - Update 2.4.09

**MINIMUM AGE - 23**

**DRIVING EXPERIENCE** - At least 24 months of verifiable experience, within the previous three years, operate a tractor and trailer combination to include at least one year of intermodal experience.

Note: Class A CDL must be issued from applicant's state of residence.

Note: Driver must not have been disqualified by any state.

**PHYSICAL QUALIFICATION** - Driver must meet **federal DOT** medical requirements as defined in FMCSR 391 Subpart E and pass a DOT physical at a company qualified clinic prior to leasing on with Pacer Cartage.

**DRIVING RECORD: ACCIDENTS** - No more than one preventable accident within the preceding thirty-six months. Note: one accident may disqualify an applicant based on the circumstances and severity.

**DRIVING RECORD: TICKETS** - Drivers may not have more than four points, as assessed by the DMV, in the last three years. If points are not provided on the MVR, applicant will be required to obtain an official MVR from the state DMV that holds their CDL. If the applicant can not provide their points or points were removed, the default measure is no more than 2 moving violations in the past 36 months and no more than 1 moving violation in the past 24 months. In addition, drivers having any violations listed below within the previous five years are disqualified:

- Exceeding posted speed limit by more than 10 mph in a school, hospital, or construction zone.
- Exceeding the posted speed limit by more than 30 mph.
- Driving with a suspended or revoked license.
- Multiple driver licenses, not reported to the company.
- Suspended license by a state for serious violations (see FMCSR Part 383.51 Table 2).
- Exhibition of speed or engaging in a speed contest (i.e. racing)
- Violation of Out of Service Orders.
- Fleeing or attempting to elude a police officer.
- Railroad grade crossing offenses (see FMCSR Part 383.51, Table 3).

**DRIVING UNDER THE INFLUENCE** - Individuals convicted of DWI, DUI, refusal to test, or open container while operating a commercial or private motor vehicle (CMV) will be disqualified.

**DISQUALIFYING VIOLATIONS** - Drivers having any of the following violations are disqualified from driving for Pacer Cartage:

- Felony involving a motor vehicle and felony hit and run
- Manslaughter or negligent homicide involving a motor vehicle
- Sexual offenses, assault, battery, aggravated battery, or mayhem
- Any felony conviction within previous 10 years
- Any drug-related, theft, fraud, or dishonesty conviction within previous 10 years

**ENGLISH LANGUAGE SKILLS** – As outlined in 49 CFR section 391.11, drivers must be able to speak English sufficiently to converse with the general public, to understand highway traffic signs and signals, to respond to official inquiries, and to make entries on reports and records;

**TRACTOR QUALIFICATION** – Pacer Cartage requires, prior to lease, a DOT inspection within the last 30 days. California terminals only will accept DOT or C.H.P. inspection within the last 30 days.

**REGULATORY COMPLIANCE** – Owner Operators and/or drivers must be in compliance with Title 49 FMCSR and all federal, state, and local rules and regulations. Applicants will be reviewed, approved or disqualified based on an overall evaluation of qualifications, experience, investigative information, and safety performance. Final approval related to qualifying, leasing, disqualifying, or de-leasing any applicant or independent contractor will be at the sole discretion of Pacer Cartage Management.