

### Minimum Hiring Standards

Updated: 08/16/2024					
	FMCSA		WEL Cadets/ELDT	WEL Company (A)	WEL Company (B)
<b>Age (in years)</b>	≥ 21	≥ 23	≥ 21	≥ 23	≥ 23
<b>Expereince Driving Skill</b>	< 1 Year	2 years	< 1 Year	>2 years	>1.5 years
<b>Knowledge of Regulations</b>	Must be familiar with rules and regulations pertaining to driving of motor vehiclces	Same as FMCSA	Same as FMCSA	Same as FMCSA	Same as FMCSA
<b>English Knowledge</b>	Must be able to READ and SPEAK the English language sufficiently to understand highway signs/signals/directions given in English and respond to official inquires.	Same as FMCSA	Same as FMCSA	Same as FMCSA	Same as FMCSA
<b>CDL</b>	Possess a valid license quailifying the driver to operate the type of vehicle driven	Possess a valid license in state of residence quailifying the driver to operate the type of vehiucle driven.	Same as FMCSA	Same as FMCSA	Same as FMCSA
<b>DWI / DUI / OWI</b>	Not specified	None in past 5 years	None for life	None in past 5 years	None in past 5 years
<b>Moving Violations</b>	Not specified	No more than four in the past three years; two in the past 12 months	None in past 12 months No more than 2 in past 3 years	No more than 2 in the past 12 months No more than 4 in the past 3 years;	No more than 1 in the past 12 months No more than 4 in the past 3 years;
<b>Serious Moving Violations</b>	Excessive speed (15mph + ), reckless/careless driving, leaving the scene, hit and run, failure to report, violation as a result of an accident, improper or erratic lane change, following too close, operating a commerial motor vehicle without a valid CDL or possession of a CDL or without proper class or endorsement, texting in violation of state or local law, the use of a hand-held moblie telephone while driving, speeding in a work/construction zone	None in the past three years	None in the past 3 years	None in the past 3 years	None in the past 3 years
<b>Non DOT Preventable Accidents</b>	Not specified	Not specified	None in past 12 months No more than 3 in past 3 years <small>(None in past 7 years: ran off road, dropped trailer, topped trailer, jackknife, rollover)</small>	None in past 12 months No more than 3 in past 3 years <small>(None in past 7 years: ran off road, dropped trailer, topped trailer, jackknife, rollover)</small>	None in past 12 months No more than 3 in past 3 years <small>(None in past 7 years: ran off road, dropped trailer, topped trailer, jackknife, rollover)</small>
<b>DOT Preventable Accidents</b>	Not specified	No preventable DOT-recorded in the past three years (Accident involving towed vehicle; injury treated away from scene; or fatality.)	None in past 7 years	None in the past 3 years (Accident involving towed vehicle; injury treated away from scene; or fatality.)	None in the past 3 years (Accident involving towed vehicle; injury treated away from scene; or fatality.)
<b>Drug-Alcohol Violation</b>	Not specified	None in past 5 years	None for life	None in past 5 years	None in past 5 years
<b>Safety Compliance</b>	Not specified	Not specified	N/A	Accpetable history of roadside inspections over past 3yrs, citations/warnings over past 3yrs, & crashes over past 5yrs. {per FMCSA PSP}	Accpetable history of roadside inspections over past 3yrs, citations/warnings over past 3yrs, & crashes over past 5yrs. {per FMCSA PSP}
<b>Job History</b>	Not specified	3 in 12 months; 9 in past 3 years	3 in 12 months, 8 in 3 years	3 in 12 months; 9 in past 3 years	4 in 12 months (if at least 1 was 4 months +) 12 in past 3 years (if at least 3 were 4 months +)