



Covenant Carriers, Inc

6235 Hwy 305

Olive Branch, MS

APPLICATION FOR DRIVER QUALIFICATION

AS REQUIRED BY §391 FMCSR (DOT SAFETY REGULATIONS)

Applicants are considered for job without regard to race, color, creed, age, sex, handicap, or national origin.

Date: _____ Cell # (____) _____

Name: _____ Home # (____) _____
First PRINT Middle Last (Area)

Current Address

Number Street City ST Zip

Other

Address

(Past 3 Years) Number Street City ST Zip

Date of Birth

Social Security #

Drivers License # / State

Exp. Date

_____-_____-_____/_____-_____-_____/_____-_____-_____-

First CDL Class A:

Original State CDL issued

Original Date issued

Spouse / Emergency Contact: Name

Address

Phone #

TO BE READ AND SIGNED BY APPLICANT / DRIVER

This certifies that I completed this application and all entries and information is true and correct to the best of my knowledge.

I authorize this company to make such investigations and inquiries of my personal, employment, financial or medical history and other related matters as may be necessary in arriving at an employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended.) I hereby release employers, schools, health care providers and other persons from all liability in responding to inquiries and releasing information in connection with my application.

In the event of employment, I understand that false or misleading information given in my application or interviews may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the Company.

I understand that information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted, for the purpose of investigation my safety performance history as required by 49 CFR 391.23(d) and (e). I understand that I have the right to:

- Review information provided by previous employers
- Have errors in the information corrected by previous employers and for those previous employers to re-send the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information.

I understand that I am required to abide by all rules of this company, laws of the states, and regulations of the FMCSA.



x

Driver's Signature

Date

Applicant's Name: _____

EMPLOYMENT RECORD FOR PAST TEN (10) YEARS LISTING ALL EMPLOYERS

Begin with your present job or most recent job & work backwards. Keep dates in order. Last three years must be accounted for.

Current or Most Recent Employer: _____ **Supervisor's Name:** _____

Were you subject to Federal Motor Carrier Safety Regulations? ☐ Yes ☐ No
Were you subject to DOT regulated drug & alcohol testing? ☐ Yes ☐ No

Address: _____ Telephone (_____) _____ Date From ____/____/____ to ____/____/____

Position Held: _____ Reason For Leaving? _____ # of Accidents: _____ # of States driven in: _____

Second from Current Employer: _____ **Supervisor's Name:** _____

Were you subject to Federal Motor Carrier Safety Regulations? ☐ Yes ☐ No
Were you subject to DOT regulated drug & alcohol testing? ☐ Yes ☐ No

Address: _____ Telephone (_____) _____ Date From ____/____/____ to ____/____/____

Position Held: _____ Reason For Leaving? _____ # of Accidents: _____ # of States driven in: _____

Third from Current Employer: _____ **Supervisor's Name:** _____

Were you subject to Federal Motor Carrier Safety Regulations? ☐ Yes ☐ No
Were you subject to DOT regulated drug & alcohol testing? ☐ Yes ☐ No

Address: _____ Telephone (_____) _____ Date From ____/____/____ to ____/____/____

Position Held: _____ Reason For Leaving? _____ # of Accidents: _____ # of States driven in: _____

Forth from Current Employer: _____ **Supervisor's Name:** _____

Were you subject to Federal Motor Carrier Safety Regulations? ☐ Yes ☐ No
Were you subject to DOT regulated drug & alcohol testing? ☐ Yes ☐ No

Address: _____ Telephone (_____) _____ Date From ____/____/____ to ____/____/____

Position Held: _____ Reason For Leaving? _____ # of Accidents: _____ # of States driven in: _____

Firth from Current Employer: _____ **Supervisor's Name:** _____

Were you subject to Federal Motor Carrier Safety Regulations? ☐ Yes ☐ No
Were you subject to DOT regulated drug & alcohol testing? ☐ Yes ☐ No

Address: _____ Telephone (_____) _____ Date From ____/____/____ to ____/____/____

Position Held: _____ Reason For Leaving? _____ # of Accidents: _____ # of States driven in: _____

Sixth from Current Employer: _____ **Supervisor's Name:** _____

Were you subject to Federal Motor Carrier Safety Regulations? ☐ Yes ☐ No
Were you subject to DOT regulated drug & alcohol testing? ☐ Yes ☐ No

Address: _____ Telephone (_____) _____ Date From ____/____/____ to ____/____/____

Position Held: _____ Reason For Leaving? _____ # of Accidents: _____ # of States driven in: _____

**10-year history must be COMPLETE, if unemployed for any period of time - state unemployed.
Phone Numbers MUST be listed for Application to be processed.**

Continue on 2nd Copy if more room is needed.

LICENSE**List All Drivers license/permits held in the past 3 years**

State	License Number	Type	Expiration Date

Check Endorsements that you have: ☐ Combinations ☐ Hazardous Materials ☐ Air Brakes ☐ Tanks
 Indicate **ALL Restrictions** on your CDL: _____

TRAFFIC CONVICTIONS/FORFEITURES**List all vehicle moving traffic convictions and forfeitures for the past 3 years (If none write none)**

Date	Location (ST)	Charge	Penalty

ACCIDENT RECORD

List all accidents/incidents with vehicles for the past 3 years, include all preventable and non-preventable whether or not on MVR
 (IF NONE WRITE NONE)

Date	Type of Vehicle	Nature of Accident (Head on, rear end, etc.)	Preventable	Fatalities	Injuries	Amount of Damage
			Yes No	Yes No	Yes No	
			Yes No	Yes No	Yes No	
			Yes No	Yes No	Yes No	
			Yes No	Yes No	Yes No	

NATURE AND EXTENT OF EXPERIENCE

TYPE	Trailer Length	Years of Experience	Approximate Number Of Miles	States Operated in
Tractor w/ Flatbed				
Tractor w/ Van				
Tractor w/ Reefer				
Tractor with Tank				
Straight Truck				
Dump Truck				
Other (Specify)				

- 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 for driving while under the influence of alcohol or drugs? ☐ Yes ☐ No
 D. Have you ever been convicted for possession, sale, or use of a narcotic drug? ☐ Yes ☐ No
 E. Have you ever been refused liability insurance? ☐ Yes ☐ No
 F. Have you ever been convicted of a felony? ☐ Yes ☐ No
 G. Have you ever been convicted of a Misdemeanor? ☐ Yes ☐ No
 H. Have you ever been disqualified to drive by Federal Motor Carrier Safety Regulations? ☐ Yes ☐ No
 I. If "Yes" is marked on any of the above, give date & details: _____

- J. In the two years prior to the date of this application; Have you ever:
 1. Had an alcohol test with a result of 0.04 or higher? ☐ Yes ☐ No
 2. Had a verified positive drug test? ☐ Yes ☐ No
 3. Refused to be tested? ☐ Yes ☐ No
 4. Violated any DOT drug and alcohol test regulations? ☐ Yes ☐ No
 5. Tested positive or refuse to test, on any pre-employment drug or alcohol test administered by an employer to with you have applied for? ☐ Yes ☐ No
 If "Yes" was answered to any of the above items in section "J", do you have documents to show successful completion of the return-to-duty process? ☐ Yes ☐ No



INQUIRY TO PREVIOUS EMPLOYER

Release & Documentation of Testing Information by Previous Employer

Safety Performance History Investigation

§382.413 §40.25 §391.23

FMCSR §391.23(c)(3) & §386.12 – ALL failure to respond to this inquiry is recorded & reported.

Section I: To be signed by the applicant, completed by the previous employer, & transmitted to the company

Driver's Name: _____ **Driver's SS #** _____
PRINT

I hereby authorized my current & previous employers to furnish any & all information requested for previous employer verification to the employer listed, represented by US Safety & Compliance Team. This includes all information relating to every accident on my record & all information concerning my employment & pre-employment, alcohol & controlled substance testing records in accordance with 49 CFR Part 391.23, 382.413 & 40.25.



x _____ / ____ / ____
Driver's Signature **Date**

Previous Employer: _____ **Representative:** _____
Address: _____ **Phone #** _____ **Fax #** _____

Carrier Name: Covenant Carriers, Inc **Company Representative:** Safety- USSCT
Address: _____ **P. O. Box 618, Marion, AR 72364**
Phone # (870) 739-2275 - Safety - USSCT **Fax #** (870) 733-0040 - Safety - USSCT

Section II: To be completed by the previous employer and transmitted to the new employer.

Position Held: _____ **Period of Employment-From:** _____ **To:** _____, **From:** _____ **To:** _____

Type of equipment driven: ☐ Tractor Trailer ☐ Other: _____

Reason for leaving your employment: ☐ Laid off ☐ Resigned ☐ Discharged

If discharged, reason: _____

Would he/she be eligible for rehire? ☐ Yes ☐ No If "No", please explain: _____

List all DOT Recordable accidents in the last 3-years prior to the applicant's signature:

Date of accident	City or town	State	# of injuries	# of fatalities	H/M released

In the 3-years prior to the date of the applicant's signature, for DOT-regulated testing:

1. Did the employee have an alcohol test with a result of 0.04 or higher? ☐ Yes ☐ No
2. Did the employee have a verified positive drug test? ☐ Yes ☐ No
3. Did the employee refuse to be tested? ☐ Yes ☐ No
4. Did the employee have other violations of DOT agency drug and alcohol testing regulations? ☐ Yes ☐ No
5. If "yes" to any of the above items, did the employee complete the return-to-duty process? ☐ N/A ☐ Yes ☐ No
6. Did a previous employer report a drug and alcohol rule violation to you? ☐ Yes ☐ No

Note: Previous employer, if you answered "YES" to any item for DOT regulated testing, you must also transmit a copy(s) of the appropriate documentation (e.g., CCFs, MRO results report, BSTFs, SAP reports, follow-up testing) record to the new employer.

☐ **No regulated history available for driver named in Section I.**

Name & Signature of person providing information: _____ **Title:** _____

Please return this page via Fax to (870) 733-0040
Thank you for your immediate attention.

Phone: (____) _____ **Date:** ____/____/____



U.S. Department of Transportation
Motor Carrier Safety Regulations

CERTIFICATION of VIOLATIONS
§391.27

Name (Last, PRINT First, _____ MI) _____ (Social Security #) _____

I. **CERTIFICATE of VIOLATIONS.** I certify that the following is a true & complete list of traffic violations (other than parking violations) for which I have been convicted or forfeited bond or collateral during the past twelve months.

<u>Date</u>	<u>Offense</u>	<u>Location</u>	<u>Type of Vehicle Operated</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

If no violations are listed above, I certify I have not been convicted or forfeited bond or collateral as a result of any violation required to be listed during the past twelve months.

Drivers License No.: _____ ST _____ Expiration Date: ____/____/____



X

Driver's Signature

____/____/____
Date of Certification



U.S. Department of Transportation
Motor Carrier Safety Regulations

Annual Review of Driving Record
§391.25

II. **ANNUAL REVIEW** & Evaluation of Driver's Record

In accordance with §391.25, Motor Carrier Safety Regulations, all information pertinent to the above driver's safety of operations, including the list of violations furnished by him in accordance with §391.25 has been reviewed for the past twelve months.

- ☐ The driver meets the minimum requirements for safe driving, or
☐ The driver is disqualified to drive a motor vehicle pursuant to 391.25

Action Taken (if any): _____

____/____/____
Date of Review



Reviewed by: Signature & Title - **Safety**



U.S. Department of Transportation
Motor Carrier Safety Program

Inquiry to State Agency for
Driver's Record
§391.23

I, _____
(Driver's Name) Print

(Driver's Operators License # / State)

(Driver's Social Sec. #)



x _____
(Driver's Signature)

_____/_____/_____
Date

Do Hereby Authorize the Office of Driver Services to release my Driving Record to:

Covenant Carriers, Inc
6235 Hwy 305
Olive Branch, MS 38654

or U.S. Safety & Compliance Team, LLC
PO Box 618
Marion, AR 72364

Dear Sir or Madam:

The above listed individual has made an application with us as a driver. Applicant has indicated that the listed numbered operator's license or permit has been issued by your State to the applicant and that it is in good standing.

In accordance with §391.23(a)(1) and (b) of the Federal Motor Carrier Safety Regulations, we are required to make inquiry into the driving record during the preceding 3 years of every State in which an applicant-driver has held a motor vehicle operator's license or permit during those 3 years.

Therefore, please certify to us what the individual's driving record is for the preceding 3 years, or certify that no record exists if that were the case.

In the event that this inquiry does not satisfy your requirements for making such inquiries, please send us such forms of yours as are necessary for us to complete our inquiry into the driving record of this individual.

Respectfully Yours,

(Signature of individual making inquiry)

(Print) Name of person making inquiry

Safety
Title of person making inquiry





Motor Vehicle Driver's Certificate of Compliance With Driver License Requirements

MOTOR CARRIER INSTRUCTIONS: The requirements in Part 383 apply to every driver who operates in intrastate, interstate, or foreign commerce and operates a vehicle weighing 26,001 pounds or more, can transport more than 15 people, or transports hazardous materials that require placarding.

The requirements in Part 391 apply to every driver who operates in interstate commerce and operates a vehicle weighing 10,001 pounds or more, can transport more than 15 people, or transports hazardous materials that require placarding.

DRIVER REQUIREMENTS: Parts 383 & 391 of the Federal Motor Carrier Safety Regulations contain some requirements that you as a driver must comply with. These requirements are in effect as of July 1, 1987. They are as follows:

1. You as a commercial vehicle driver may not possess more than one license. The only exception is if a state requires you to have more than one license. This exception is allowed until 1/1/90.

If you currently have more than one license you should keep the license from your state of residence and return the additional licenses to the state that issued them. DESTROYING a license does not close the record in the state that issued it, you must notify the state. If a multiple license has been lost, stolen, or destroyed, you should close your record by notifying the state of issuance that you no longer want to be licensed by that state.

2. §392.42 & §383.33 of the Federal Motor Carrier Safety Regulations require that you notify your employer the NEXT BUSINESS DAY of any revocation or suspension of your drivers' license. In addition, §383.31 requires that any time you violate a state or local traffic law (other than parking), you must report it to your employing motor carrier and the state that issued your license within 30 days.

DRIVER CERTIFICATION:

I certify that I have read and understood the above requirements.

The following license is the only one I will possess:

Driver's License No: _____ **State:** _____ **Exp. Date** ____/____/____



x

Drivers Signature

Date



PRE-EMPLOYMENT URINALYSIS NOTIFICATION

The Federal Motor Carrier Safety Regulations §382.301 pre-employment testing requirements, apply to driver-applicants of this company.

§382.301 - Pre-employment testing requirements

- (a) A motor carrier shall require a driver-applicant who the motor carrier intends to hire or use to be tested for the use of controlled substances as a pre-qualification condition.
- (b) A driver-applicant shall submit to controlled substance testing as a pre-qualification condition.
- (c) Prior to collection of urine sample under §382.601 of this subpart. A driver applicant shall be notified that the sample will be tested for the presence of controlled substance.

As a condition of my employment, I agree to the urine sample collection and controlled substance testing. I understand a positive test for controlled substance based on the Urinalysis Test will medically disqualify me from the operation of a commercial motor vehicle for this company.

The Medical Review Officer will maintain the results of the Urinalysis Test. Negative and positive test results will be reported to the company.

My written authorization is required for the Urinalysis Test results to be given to other parties.

I have read and understand the above conditions for the Pre-employment Urinalysis Notification.



X

Driver's Name (PRINT)

Driver's Signature

Date

Drug & Alcohol Testing Program Consent Form

I hereby release this company, its officers, agents, employees & attorneys from any and all liability that may in any way arise from, or in any way be connected with the company's drug & alcohol testing program, disciplinary program, or allowing me to continue to work with the company. I specifically waive any rights of action under any theory of the law and the like, including, specifically, but not limited to, theories of negligent, &/or intentional infliction of emotional distress, negligence, invasion of privacy, wrongful discharge, defamation, slander, or any like or similar theory.

By my signature below I acknowledge that I have read, understand & agree to comply with the drug & alcohol testing program of, this company as well as the U.S. Department of Transportation regulations as contained in 49 CFR Part 382.

I also understand that it is a condition of being considered for employment, of continued employment by the company that I agree to abide by the company policy. By my signature I consent to urine &/or breath testing for controlled substances &/or alcohol prior to and at any time during my employment when requested by my employer on a random or event triggered basis. I hereby specifically authorize the company to have all and immediate access to any and all of my urine &/or breath custody and control forms and the results thereof.

I understand and agree that I may not be under any degree of influence of alcohol or controlled substance at any time during my employment. Should any level of alcohol or controlled substance be detected in any of my breath or urine at any time while employed, the company shall have grounds for immediate termination of my employment. This authorization specifically covers any random, or event triggered testing as may be required by U.S. Department of Transportation regulations or company policy.

Any positive test results or refusal to submit to any type of test shall constitute my automatic resignation from this company.



X

Driver's Name (PRINT)

Driver's Signature

Date



Seven-Day Prior HOS Record

Instructions: When using a driver for the first time or intermittently, a signed statement must be obtained, giving the total time on duty (Driving & On-Duty, Not Driving) during the immediate preceding seven-days and the time at which the driver was last relieved from duty prior to beginning work.

Name _____

(Print) First

Middle

Last

Day

Total Time on Duty

1

2

3

4

5

6

7

Total

I hereby certify that the information contained herein is true to the best of my knowledge & belief, & I was last released from duty at: _____:____ a.m. / p.m. on ____/____/____



X

Driver's Signature

____/____/____
Date

Driver Certification for Other Compensated Work

Instructions: When employed by a motor carrier, a driver must report to the carrier all on-duty time including time working for other employers. The definition of on-duty time found in §395.2 (8) & (9) of the Federal Motor Carrier Safety Regulations includes time performing any other work in the capacity of, or in the employment or service of, a common, contract or private motor carrier, also performing any compensated work for any non-motor carrier entity.

Are you currently working for another employer?

☐ Yes ☐ No

At this time, do you intend to work for another employer while still employed by this company?

☐ Yes ☐ No

I hereby certify that the information given above is true & I understand that once I become employed with this company, if I work for any additional employer(s) for compensation, I must inform this company immediately of such employment activity.



X

Driver's Signature

License #

State

____/____/____
Date