

TALLEY OIL INC.

12483 Road 29
Madera, Ca 93638

Phone: 559-673-9011

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Driver Qualifications

A person shall not drive a commercial motor vehicle unless he/she is qualified to drive a commercial motor vehicle. Except as provided in 391.63 a motor carrier shall not require or permit a person to drive a commercial motor vehicle unless that person is qualified to drive a commercial motor vehicle.

A person is qualified to drive a commercial motor vehicle if he/she:

- (1) Is at least 21 years old
- (2) Can read and speak English language sufficiently to converse with the general public, to understand highway traffic signs and signals in the English language, to respond to official inquiries, and to entries on reports and records: (holders of a California Drivers License)
- (3) Can, by reason of experience, training, or both, safely operate the type of commercial motor vehicle he/she drives.
- (4) Can, by reason of experience, training, or both, determine whether the cargo he/she transports has been properly located, distributed, and secured in or on the commercial motor vehicle he/she drives.
- (5) Is familiar with methods for securing cargo in or on the commercial motor vehicle he/she drives.
- (6) Is physically qualified to drive a commercial motor vehicle in accordance with subpart E-Physical Qualifications and Examinations of part 391:
- (7) Has a currently valid commercial motor vehicle operator's license issued only from one State of jurisdiction.
- (8) Has prepared and furnished the motor carrier that employs him/her with a list of violations or the certificate as required by 391.27; furnish and original DMV print out obtained within the last 30 days.
- (9) Is not disqualified to drive a commercial motor vehicle under the rules in 391.15
- (10) Has successfully completed a driver's road test and has been issued a certificate of drivers road test in carrier accordance with 391.31 or has presented an operator's license or certificate of road test which the motor that employs him/her has accepted as equivalent to road test in accordance with 391.33; a person must be qualified to operate each commercial motor vehicle he/she drives,
- (11) Has completed and furnished the motor carrier that employs him/her with an application for employment in accordance with 391.21
- (12) Able to pass drug test as required.

Applicant is Insurable at standard rates.

Willing to:

- Work when necessary
- Drive equipment as assigned
- Be on time
- Cooperate with others
- Obey all Federal, State, and Local Laws and Regulations
- Abide by Company policies

Applicants must understand that this company has a reputation of excellence with our customers, law enforcement and the general public. We expect each and everyone to do all that is possible to build upon that reputation. Applicants must also understand that due to the nature of our business you may not be employed all 12 months of the year. Please understand that Talley Oil Inc. is an "at will" company. We do not imply nor do we intend to imply by written policy of by practice that we are other than an "at will" company.

The above information contains our driver's qualifications and in parts what we expect from our drivers.

When you have read and understand the above information please sign and date where indicated.

SIGNATURE

DATE