



New Driver Onboarding Policy

Hunter Express US Inc.

Purpose

This policy establishes a consistent, lawful, and FMCSA-compliant onboarding process for company drivers and independent contractor owner-operators operating under Hunter Express US Inc. authority.

Scope

This policy applies to all personnel involved in driver hiring, onboarding, and qualification, including Safety & Compliance, Recruiting, and Management.

Regulatory Authority

This policy complies with 49 CFR Parts 390, 391, 382, and 40, DOT Medical Certification standards, OSHA General Duty Clause, and applicable EEOC and FCRA requirements.

Driver Classification

Drivers may be engaged as Company Drivers (employees) or Independent Contractors/Owner-Operators. This policy does not alter driver classification.

Minimum Hiring Criteria

Drivers must meet experience, MVR, PSP, accident history, medical certification, licensing, language proficiency, and background screening requirements in accordance with FMCSA regulations.

Road Test & Evaluation

All drivers must successfully complete a DOT-compliant road test and pre-trip inspection evaluation.

Orientation & Training

Orientation is mandatory and includes HOS, ELD, Drug & Alcohol Policy, safety procedures, and company policies.

Waivers & Exceptions

Any exception to hiring criteria must be documented and approved in writing by Safety & Compliance Management.

Reference Checks

Employment verification and safety performance history for the previous three years are required pursuant to 49 CFR Part 391.

Final Approval

Safety & Compliance must review and approve the complete Driver Qualification File before dispatch authorization.

System Setup

Driver profiles and equipment must be created in TMW and communicated to Operations and Dispatch.

Non-Discrimination & Non-Retaliation

Hunter Express US Inc. prohibits discrimination and retaliation in compliance with OSHA 11(c), STAA, and EEOC requirements.