



Newly Graduated Driver Hiring & Training Policy

Hunter Express US Inc.

FMCSA-DOT & OSHA Compliant (United States)

1. Purpose

This policy establishes procedures and safeguards for the hiring, onboarding, and training of newly licensed commercial motor vehicle (CMV) drivers in accordance with FMCSA regulations and OSHA safety principles.

Hunter Express US Inc. is committed to public safety, regulatory compliance, and responsible entry-level driver development.

2. Scope

This policy applies to all personnel involved in recruiting, hiring, training, and supervising newly licensed drivers operating under Hunter Express US Inc. authority.

3. Regulatory Authority

49 CFR Part 380 – Entry-Level Driver Training (ELDT)

49 CFR Part 391 – Driver Qualification

49 CFR Part 382 & 40 – Drug & Alcohol Testing

49 CFR Part 390 – FMCSA General Requirements

OSHA General Duty Clause (29 USC §654)

4. Eligibility Requirements

Drivers must hold a valid Class A CDL issued by a U.S. State Licensing Agency.

Drivers must have completed FMCSA-recognized Entry-Level Driver Training (ELDT).

CDL issuance must be within the previous 90 days.

Driver must meet DOT medical qualification requirements.

Driver must pass drug and alcohol testing and FMCSA Clearinghouse requirements.

5. Seasonal Hiring Limitations

To promote safety, newly graduated drivers may be hired between April 1 and August 31 each calendar year, unless otherwise approved by Safety & Compliance.

Weather-related risk assessments may suspend new graduate hiring outside of this window.

6. Fleet Ratio Limitation

Newly graduated drivers shall not exceed 1% of the total active driver workforce at any time.

7. Training Program Requirements

All newly graduated drivers must complete a minimum 30-day structured training program.

Training includes supervised driving, safety coaching, and milestone evaluations.

Progress reviews are conducted by Safety & Compliance at designated intervals.

8. Road Testing & Certification

Drivers must successfully complete a DOT-compliant road test prior to solo operation. Final certification requires Safety Department approval and documented road test results.

9. Trainer Qualifications

Trainer drivers must have a minimum of 3 years of verifiable CMV experience. Trainers must complete a Train-the-Trainer program. Trainers must demonstrate mentoring competency and safety compliance.

10. Promotion & Advancement

After successful completion of supervised driving and three months incident-free operation, drivers may advance from New Graduate to Trainee status. No DOT-reportable violations or Out-of-Service events are permitted during the evaluation period.

11. Waivers & Exceptions

Any deviation from this policy must be approved in writing by the Director of Safety & Compliance. All waivers must include justification and supporting documentation.

12. Non-Retaliation & Equal Opportunity

Hunter Express US Inc. prohibits retaliation for safety reporting or refusal to operate unsafely. All hiring decisions comply with EEOC, OSHA, and FMCSA non-discrimination requirements.