



Main Office  
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1903 N US Hwy 71, PO Box 786  
Carroll, IA 51401

## **Hiring Qualifications**

When hiring motorcoach operators, we look for he or she to exhibit the majority of our core values. We want individuals to exhibit Dedication, Reliability, Integrity, Versatility, and Excellence.

### **Personality Types**

- Safety Oriented
- Friendly, “people person” type personality
- Customer service oriented
- Reliable, responsible, and loyal
- Positive attitude toward the public
- Accommodating and sensitive to people’s needs.
- Well-groomed and clean cut
- Non-smoking

### **Physical Requirements**

- Drivers need to be physically qualified to drive a motor vehicle for Windstar Lines. Applicants need to be in good health and be able to pass a D.O.T. Physical.
- Need to pass a pre-employment drug screen and will be enrolled in our random pool.
- Need to be able to lift 50 pounds.
- Need to be able to drive 4 straight hours without stopping.
- Drivers must be at least 22 years of age.

### **Work History**

- Need to provide work history so we can check references for:
  - Any CDL work for the past 10 years.
  - Drug and Alcohol testing for the past 3 years.
- Drivers need to submit information regarding prior employment, allowing Windstar Lines to investigate the driver’s work history.

### **Personal History**

- We will have a criminal background check done.
- High School Diploma or G.E.D.
- US Citizen or permanent VISA
- Must have had a vehicle license for at least 3 years.
- No conviction of a felony that could show poor character around older adults or children.
- We will check your driving record every year.



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In addition to the above, operators must qualify for several items to satisfy D.O.T., company, and insurance requirements. They are as follows:

- Need to have or obtain a Class B CDL with a passenger endorsement.
- Needs to demonstrate acceptable driving behaviors during initial road test.
- Driving records will need to be approved by our insurance company if more than two moving violations, accidents, or combination of the two in the preceding 3 years.
- Drivers shall be required to be able to read and speak English well enough to converse, understand traffic signs and signals, to respond to official inquiries, and to make entries on reports and records.
- Drivers must meet all other D.O.T. requirements.

#### **Ineligible Drivers – Not to be Considered**

1. Any driver without a valid driver's license or a disqualified driver.
2. Any driver with more than one (1) at fault accidents in the last three (3) years.
3. Any driver with a serious at fault accident in a commercial vehicle.
4. Any driver with more than two (2) moving violations (including at-fault accidents) in the last three (3) years.
5. Any driver with any of the following violations regardless of time-period:
  - a. Homicide involving a vehicle.
  - b. Using a vehicle to elude an officer.
  - c. Hit and run.
  - d. Manslaughter with a vehicle.
  - e. Felony with a vehicle.
  - f. False report to law enforcement.
  - g. Permitting an unlicensed driver to drive.
  - h. Any alcohol/controlled substance violation in a commercial vehicle
6. Any driver convicted of any of the following within the last five (5) years:
  - a. Driving while under the influence of alcohol or drugs.
  - b. Refusal to submit to an alcohol or drug test.
  - c. Reckless driving.
7. Any driver convicted of more than two (2) driver hours of service violations in any twelve-month period.
8. Any driver with a prior positive drug and/or alcohol test or any refusal to test as follows:
  - a. Not eligible for hire if positive or refusal is within the past 2 years
  - b. Positive tests beyond 2 years needs to be reviewed and approved by Safety

If you feel qualified, or can qualify to join our team, please call our office or you can start the process online here: <https://www.gowindstarsafety.com/thank-you-for-your-interest/>

Thank you for your interest in our company!