



Job Description – Driver Position

Principle Function

Driver will safely drive the tractor/trailer between FLASH locations and FLASH customers, per the assigned dispatch. Driver must load and unload the commodity from the trailer in a manner that meets both the customers' and FLASH's policies and procedures. As a FLASH driver, he/she will be expected to go to all FLASH customers, regardless of location and country, per customer demands. If needed, driver may have to report for duty at a FLASH terminal other than the one he/she primarily works out of. Driver must operate any and all FLASH equipment and/or transport any commodity, per his/her training.

Minimum Requirements

1. At least 21 years of age.
2. One year of verifiable tractor-trailer driving experience within the last three years.
3. Have and maintain a good driving record; zero preventable accidents within one year, and zero O.W.I or D.U.I. convictions within the last five years.
4. Must have a permanent address. Driver's license must be issued by state of residence.
5. U.S. Passport or U.S. Passport Card is highly preferred, and may be required for certain driving positions.
6. Must provide a telephone number where FLASH can contact you.
7. Must pass a D.O.T. physical examination and drug screen.
8. Must be able to pass both a written test and a comprehensive road test, including road driving, hooking a trailer, dropping a trailer, pre-trip inspection, parking, and reversing.
9. Must be completely knowledgeable of the rules and regulations governing the operation of a commercial vehicle on highways.
10. Must be able to read and write the English language and able to calculate standard mathematical computations.
11. Must be able to enter data into an onboard computer system, accurately and timely.
12. Must be able to account for employment and unemployment periods for the last ten years.

13. Must submit a complete and accurate application for employment.
14. Must have a valid Commercial Driver License (CDL) with a class "A" endorsement.

Essential Functions of all Driver Positions:

Drivers must be able to perform the following functions and should expect to do such on a consistent basis throughout the course of his/her shift. This list is not comprehensive and may include other functions.

1. Ability to drive for as many as 11 hours in one shift (12 hours with certain state exceptions).
2. Ability to perform pre-trip and post-trip inspections of tractor and trailer.
3. Ability to sit for extended periods of time in the tractor.
4. Report to Dispatch at a specified time.
5. Maintain communication with Dispatch via on-board computers throughout shift.
6. Lift and carry hoses up to 50 lbs.
7. Climbing in and out of tractor, on top of trailer, and on top of railcars.
8. Bending repeatedly.
9. Crouching, walking, standing, and sitting for extended periods of time.
10. Comply with all other company policies and procedures as outlined in the Employee Handbook and New Hire Guide.