



BUS DRIVER MINIMUM QUALIFICATIONS

In order to work with Pioneer Coach, you must meet the following minimum requirements*:

Age	Must be 25 years of age or older
License Required	• Class A CDL preferred. Class B accepted at the discretion of management • P (passenger) endorsement • Permits not accepted
Driving Experience	• 2 years minimum experience in passenger coaches within the previous 5 years • Experience must be verifiable through the employer or payroll records (paystubs, W2s)
Driving & Criminal Record	All candidates must have a record of safe and competent driving and a conviction record that does not indicate possible problematic character traits. A record the nature and content of which may suggest that the candidate is a habitual offender may be rejected at the discretion of the Safety Director and Pioneer Coach management. Except in those States that prohibit the consideration of personal automobile records by potential employers, "motor vehicle convictions" applies to convictions in both personal and commercial motor vehicles. Candidates must meet the following criteria: • No convictions for the violations listed below within the previous 5 years: – Driving while under the influence of alcohol or drugs – Refusal to take a test required by an implied consent or similar law – Violation of an open container or similar statute – Reckless homicide or involuntary manslaughter – Operating while under suspension or revocation – Leaving the scene of an accident, hit and run, or failure to report accident – Speed exhibition, contest or drag race – Use of motor vehicle in the commission of a felony – Assault with a motor vehicle – Reckless driving or careless endangerment – Operating a motor vehicle without the permission of the owner – Fleeing or eluding a police officer • No more than 1 serious moving violation conviction as defined by FMCSR 383.51(c) within the previous 3 years, which are as follows: – Speeding 15 mph or more above the regulated or posted speed limit – Making improper or erratic traffic lane changes – Following the vehicle ahead too closely – Violating State or local law relating to motor vehicle traffic control arising in connection with a fatal accident – Driving a CMV without obtaining a CLP or CDL – Driving a CMV without a CLP or CDL in the driver's possession – Driving a CMV without the proper class of CLP or CDL and/or endorsements for the specific vehicle group being operated or for the passengers or type of cargo being transported – Violating Federal law prohibiting texting while driving a CMV – Violating a State or local law restricting or prohibiting the use of a hand-held mobile telephone while driving a CMV • No more than 3 motor vehicle violation convictions within the previous 3 years. • No involvement in more than 2 at-fault traffic collisions while operating any motor vehicle within the previous 3 years • No license suspensions or revocations lasting more than 30 days within the previous 3 years. This applies only to suspensions/revocations that are a direct result of a conviction while operating a motor vehicle. • No drug or alcohol related convictions within the previous 5 years, including for public intoxication. • No felony convictions within the previous 5 years.

	• No convictions for theft, violence, or dishonesty within the previous 5 years. • PSP record: no more than 3 inspections with violations within the previous 3 years. • Clearinghouse: no violations within previous 3 years; must have completed any follow-up testing plan as issued by SAP.
Work History	• No safety related terminations within the previous 3 years. • No terminations for theft, dishonesty, aggressive behavior, or abandoning work duties within the previous 3 years. • No failed, refused, or adulterated drug or alcohol tests within the previous 3 years. • Must provide a long form DD-214 for military experience • Must show continuous employment for previous 3 years or be able to verify any periods of unemployment longer than 3 months with: – Unemployment Benefits records – Income tax records – Evidence of spousal support – Letter from a business owner, lawyer, or other reliable individual
Physical Ability	Candidates must be capable of performing the various duties of an entertainer motorcoach driver, including driving long hours, driving at night, and lifting up to 50 pounds.
Other Requirements	• Preference is given to applicants with a Class A license and P endorsement, a valid passport, and the ability to enter Canada. • Applications containing falsified or deliberately omitted information, including employment history information, will be rejected. • All candidates must meet the requirements as outlined in FMCSR §391.

*In rare cases, exceptions to some of these minimum qualifications may be granted at the discretion of management.