11991 S. Main - 195, Houston, TX 77035 | (817) 908-5505 | (323) 702-1720 | grootlogisticsllc2026@gmail.com

# DRIVER APPLICATION

CDL & Non-CDL Hotshot Drivers | Company Driver / Owner-Operator / Lease-On

Groot Logistics, LLC ("Groot") is an equal opportunity employer. Please print or type and answer every item; write "N/A" where not applicable and attach extra sheets if needed. Applicants who will drive a commercial motor vehicle in interstate commerce must be at least 21 years old and meet 49 CFR Part 391.

## 1. APPLICANT INFORMATION

| Full legal name (first, middle, last) | Other names used (maiden / alias) | Date of application |
|---|---|---|
| | | |

| Street address | City | State | ZIP | Years at address |
|---|---|---|---|---|
| | | | | |

| Previous address (if less than 3 years at current) | City | State | ZIP | Years there |
|---|---|---|---|---|
| | | | | |

| Primary phone | Alternate phone | Email | Date of birth | Social Security No. |
|---|---|---|---|---|
| | | | | |

**Position:** ☐ CDL Hotshot ☐ Non-CDL Hotshot ☐ Other: _____

**Work arrangement:** ☐ Company driver ☐ Owner-operator (own truck/trailer) ☐ Lease-on to Groot authority ☐ Either

| Date available to start | Emergency contact name | Relationship | Emergency contact phone |
|---|---|---|---|
| | | | |

Are you legally authorized to work in the United States? ☐ Yes ☐ No

Are you at least 21 years of age, and able to read, write and speak English well enough to converse with the public, understand road signs and make entries on reports? (49 CFR 391.11) ☐ Yes ☐ No

Have you ever applied to or worked for Groot Logistics, LLC before? If yes, when/where: _____ ☐ Yes ☐ No

Are you willing to be away from home overnight / for multiple days and to be dispatched on short notice (hotshot / expedited loads)? ☐ Yes ☐ No

## 2. LICENSE & QUALIFICATIONS

| Driver's license number | State | Class (A / B / C / non-CDL) | Expiration date | Driving CMVs since (year) |
|---|---|---|---|---|
| | | | | |

**CDL endorsements:** ☐ H Hazmat ☐ N Tank ☐ P Passenger ☐ S School bus ☐ T Doubles/triples ☐ X Hazmat+Tank ☐ None

| Restrictions | DOT medical card expiration | Medical examiner name / registry no. | TWIC card? (Y/N, exp.) |
|---|---|---|---|
| | | | |

| Other licenses held in last 3 years: state | License number | Class | Expiration | Other licenses: state | License number |
|---|---|---|---|---|---|
| | | | | | |

Have you ever been denied a license/permit, or had a license/permit suspended, revoked or cancelled? (49 CFR 391.21) If yes, explain on a separate sheet. ☐ Yes ☐ No

Are you currently disqualified from operating a commercial motor vehicle under 49 CFR 391.15 or any state or federal rule? ☐ Yes ☐ No

## 3. DRIVING EXPERIENCE

| Type of equipment driven | From (year) | To (year) | Approx. total miles | Types of freight / loads hauled |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

**Equipment types:** straight truck / 1-ton dually pickup - tractor and semi-trailer - gooseneck / flatbed / deck-over trailer - enclosed / van / car hauler - other

## 4. ACCIDENT RECORD & TRAFFIC CONVICTIONS (PAST 3 YEARS)

☐ No accidents in past 3 years

| Accident date | Nature of accident (collision, rollover, etc.) | City, State | Injuries | Fatalities | Hazmat spill? |
|---|---|---|---|---|---|
| | | | | | |
| | | | | | |
| | | | | | |

☐ No traffic convictions in past 3 years

| Conviction date | Violation | State | Penalty / points | In a CMV? (Y/N) |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | | | |

In the past 5 years, have you been convicted of or pleaded to DWI/DUI, or refused a required alcohol or drug test? ☐ Yes ☐ No

In the past 3 years, have you had a positive DOT/federal drug or alcohol test result, refused a test, or committed any other drug and alcohol program violation (49 CFR Part 40) while working for any employer? If yes, has a return-to-duty process been completed? _____ ☐ Yes ☐ No

Have you been convicted of a felony or any theft/fraud/driving-related crime in the past 7 years? A conviction does not automatically bar employment; each case is considered individually and as the law allows. If yes, explain: ☐ Yes ☐ No

## 5. EMPLOYMENT HISTORY

List all employers for the past 3 years, and for any job driving a CMV, the past 10 years (49 CFR 391.21), starting with the most recent. Include self-employment and periods of unemployment (explain gaps below).

1. Employer / company name | Address, city, state | Phone | Position held | From (mo/yr) | To (mo/yr)

Supervisor / contact | Reason for leaving | Pay rate | Subject to FMCSRs? (Y/N) | Safety-sensitive DOT testing? (Y/N) | May we contact? (Y/N)

2. Employer / company name | Address, city, state | Phone | Position held | From (mo/yr) | To (mo/yr)

Supervisor / contact | Reason for leaving | Pay rate | Subject to FMCSRs? (Y/N) | Safety-sensitive DOT testing? (Y/N) | May we contact? (Y/N)

3. Employer / company name | Address, city, state | Phone | Position held | From (mo/yr) | To (mo/yr)

Supervisor / contact | Reason for leaving | Pay rate | Subject to FMCSRs? (Y/N) | Safety-sensitive DOT testing? (Y/N) | May we contact? (Y/N)

4. Employer / company name | Address, city, state | Phone | Position held | From (mo/yr) | To (mo/yr)

Supervisor / contact | Reason for leaving | Pay rate | Subject to FMCSRs? (Y/N) | Safety-sensitive DOT testing? (Y/N) | May we contact? (Y/N)

Explain any gaps in employment of 30 days or more

## 6. VEHICLE & TRAILER INFORMATION (owner-operators / applicants who will use their own equipment)

**Truck / tow vehicle**

Year | Make | Model | Color | VIN (17 characters) | Plate no. | State

**Type:** ☐ 3/4-ton pickup ☐ 1-ton single rear wheel ☐ 1-ton dually ☐ Medium-duty ☐ Tractor ☐ Other

GVWR (lbs) | Odometer | Owner of record | Lienholder (if financed/leased) | USDOT No. | MC / MX No.

**Ownership:** ☐ Owned, no lien ☐ Financed ☐ Leased ☐ Own operating authority: ☐ Yes ☐ No

**Trailer**

**Type:** ☐ Gooseneck flatbed ☐ Bumper-pull ☐ Deck-over ☐ Dovetail ☐ Enclosed ☐ Car hauler ☐ Other

Length (ft) | Year | Make | Model | VIN (17 characters) | Plate no. | State

GVWR (lbs) | No. of axles / axle rating | Hitch (gooseneck / 5th wheel / bumper) | Brakes (electric / air / hydraulic) | Deck length x width | Owned / leased?

**Equipment on hand:** ☐ Straps ☐ Chains & binders ☐ Tarps ☐ Load bars / edge protectors ☐ Wheel chocks ☐ Fire extinguisher & triangles ☐ ELD ☐ Dash cam

Insurance carrier (auto liability) | Policy number | Auto liability limit | Cargo limit | Policy expiration

Date of last annual DOT inspection | Physical damage coverage? (Y/N) | Occupational accident / WC coverage? (Y/N) | Equipment lender / lessor (if any)

## 7. REFERENCES (non-relatives)

Name | Relationship | Phone | Years known

## 8. APPLICANT AUTHORIZATIONS, DISCLOSURES & CERTIFICATION (read carefully before signing)

**A. Certification.** I certify that all information in this application and any attachments is true, complete and correct to the best of my knowledge. I understand that any false statement, misrepresentation or omission is cause for rejection of this application or, if discovered later, termination of any employment or contract. I authorize Groot Logistics, LLC and its agents to investigate my employment, driving, safety and criminal history as permitted by law, and I release all persons and entities who provide such information in good faith from liability.

**B. Previous employer safety performance history (49 CFR 391.23).** I authorize every DOT-regulated employer I worked for during the past 3 years to release to Groot my driving record, accident history, and drug and alcohol testing history (49 CFR 40.25 and 382.413), and I release those employers from liability for providing it. I understand I may review information provided by previous employers, request its correction, and have my rebuttal attached to my file.

**C. FMCSA Drug & Alcohol Clearinghouse (49 CFR 382.701).** I consent to Groot conducting a limited query of the Clearinghouse before I perform any safety-sensitive function and at least once every 12 months thereafter, and I understand a full query will require my separate electronic consent in the Clearinghouse. I understand that if I refuse to consent, Groot cannot allow me to perform safety-sensitive functions.

**D. Pre-Employment Screening Program (PSP).** I authorize Groot to access my FMCSA PSP record (up to 5 years of crash data and 3 years of roadside inspection data) for employment purposes. I understand that Groot will receive this information from FMCSA and its contractor, that I may request a copy of my own PSP report at www.psp.fmcsa.dot.gov, and that I may dispute inaccurate data through FMCSA's DataQs system.

**E. Background and motor vehicle record checks (Fair Credit Reporting Act).** I understand Groot may obtain my motor vehicle records and may obtain consumer or investigative consumer reports (such as criminal history and employment verification) for employment or contracting purposes. Groot will give me a separate stand-alone written disclosure and obtain my written authorization before requesting any consumer report, and will follow the pre-adverse and adverse action notice process before relying on one.




## DRIVER APPLICATION (continued)

**F. Drug and alcohol testing.** I understand that Groot requires applicants to pass a drug screening before beginning work. If I will perform safety-sensitive functions in a vehicle requiring a CDL, I will be subject to pre-employment, random, reasonable-suspicion, post-accident, return-to-duty and follow-up testing under 49 CFR Parts 40 and 382, and Groot may apply its testing policy to non-CDL drivers as the law allows. A positive result or refusal to test will disqualify me from driving for Groot.

**G. Qualification file and road test.** I understand I must provide my license, DOT medical certificate, and proof of insurance and registration for any equipment I will use, and that Groot may require a road test or equivalent. I will promptly report any change in my license status, medical qualification, or convictions as required by 49 CFR 391.27 and 383.31.

**H. No contract; at-will status.** This application is not an offer, contract of employment, or lease for any period of time. If I am hired as an employee, my employment is at-will and may be ended by me or Groot at any time, with or without cause or notice. If I am engaged as an independent contractor or owner-operator, the relationship will be governed only by a written agreement signed by both parties.

**I. Equal opportunity and accommodation.** Groot does not discriminate based on race, color, religion, sex, national origin, age, disability, veteran status, genetic information or any other status protected by law. Applicants may request a reasonable accommodation for any part of the application or hiring process.

**J. Electronic signature.** I agree that my typed or electronic signature on this application has the same effect as my handwritten signature, and that Groot may keep an electronic copy of it.

| Applicant signature (sign by hand or type full name) | Printed name | Date |
|---|---|---|
| | | |

## FOR COMPANY USE ONLY

| Received by | Date received | Interview date | Road test date / result | Position offered |
|---|---|---|---|---|
| | | | | |

**Verified:** ☐ License / MVR ☐ Medical card ☐ PSP report ☐ Clearinghouse query ☐ Prior-employer inquiries ☐ Drug screen ☐ Insurance / registration ☐ Background check

**Decision:** ☐ Hire ☐ Hold ☐ Decline ☐ Lease agreement signed

| Start date | Notes |
|---|---|
| | |