

Step 1: Driver Selection

At Miller 66, safety begins long before a driver is assigned a truck. Our hiring standards exceed typical commercial trucking insurance requirements because we believe the safest drivers are selected based on a history of excellence and professionalism. Every applicant must successfully meet or exceed the following minimum qualifications before onboarding is considered.

Experience & Professionalism

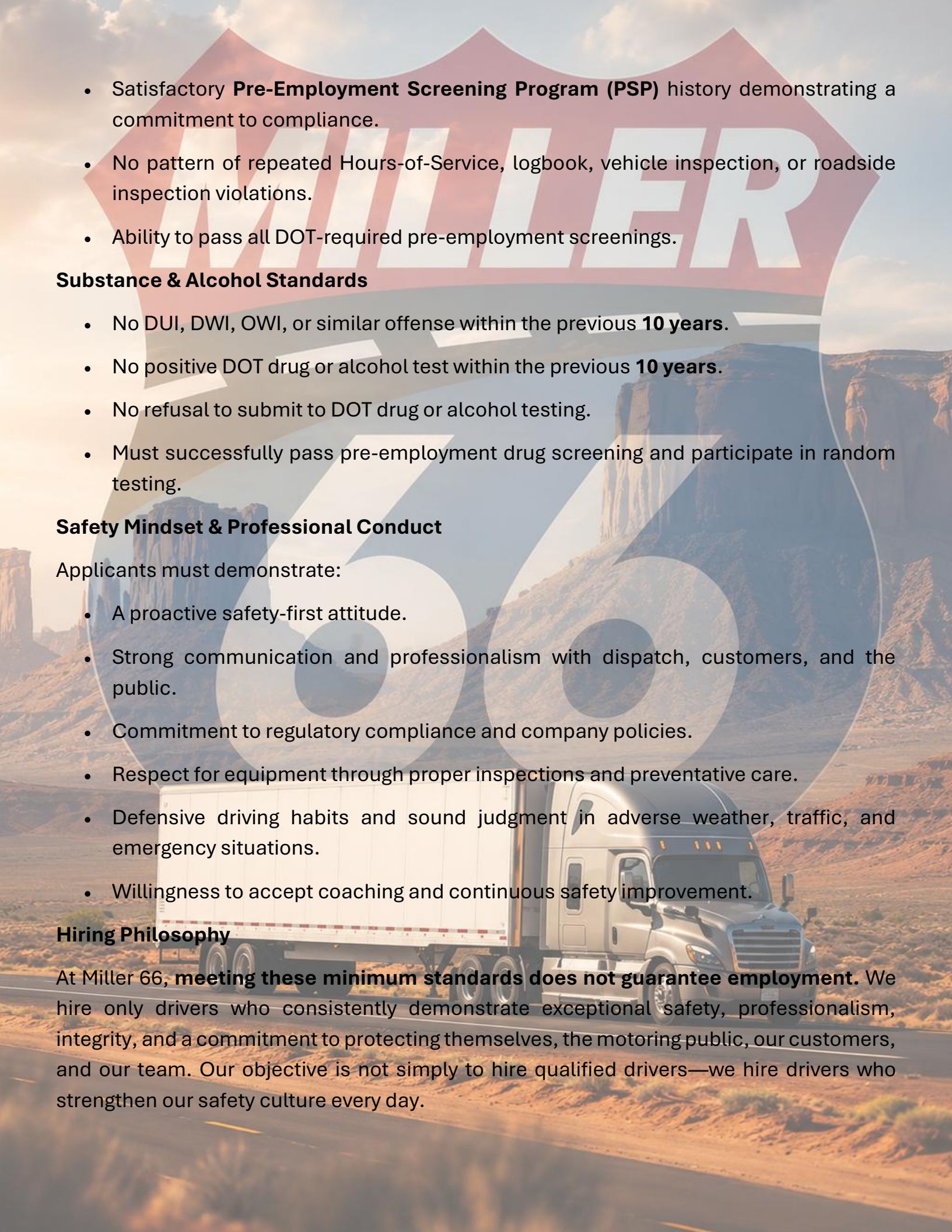
- Minimum **28 years of age**.
- Minimum **5 years of verifiable Class A CDL experience**.
- Minimum **2 years of over-the-road (OTR) experience** operating tractor-trailers.
- Demonstrated history of safe operation in similar equipment and freight.
- Stable employment history with a pattern of long-term employment (excessive job hopping may result in disqualification).
- Positive employment references from previous motor carriers.

Driving Record Standards

- **No at-fault DOT-reportable accidents within the past 5 years.**
- No preventable rollover, jackknife, bridge strike, railroad crossing incident, or cargo securement accident within the past 10 years.
- No more than **1 moving violation** in the previous 3 years.
- No serious traffic violations within the previous 5 years, including but not limited to:
 - Reckless or aggressive driving
 - Excessive speeding (15+ mph over the limit)
 - Improper lane change, close following or failure to yield causing an accident
- No license suspension or revocation within the previous 5 years.

FMCSA & Compliance History

- Valid Class A CDL with all required endorsements.
- Current DOT Medical Certificate in good standing.

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- The background of the entire page is a scenic photograph of a desert landscape with red rock formations and a clear sky. In the foreground, a white Miller 66 semi-truck is driving on a paved road. Overlaid on the image is a large, semi-transparent logo for 'Miller 66'. The logo consists of a red shield with the word 'MILLER' in white, bold, sans-serif capital letters. Below the shield, the number '66' is written in a large, white, stylized font. The truck is a white cab-over-engine model with a long white trailer, and it has 'Miller 66' branding on the side.
- Satisfactory **Pre-Employment Screening Program (PSP)** history demonstrating a commitment to compliance.
 - No pattern of repeated Hours-of-Service, logbook, vehicle inspection, or roadside inspection violations.
 - Ability to pass all DOT-required pre-employment screenings.

Substance & Alcohol Standards

- No DUI, DWI, OWI, or similar offense within the previous **10 years**.
- No positive DOT drug or alcohol test within the previous **10 years**.
- No refusal to submit to DOT drug or alcohol testing.
- Must successfully pass pre-employment drug screening and participate in random testing.

Safety Mindset & Professional Conduct

Applicants must demonstrate:

- A proactive safety-first attitude.
- Strong communication and professionalism with dispatch, customers, and the public.
- Commitment to regulatory compliance and company policies.
- Respect for equipment through proper inspections and preventative care.
- Defensive driving habits and sound judgment in adverse weather, traffic, and emergency situations.
- Willingness to accept coaching and continuous safety improvement.

Hiring Philosophy

At Miller 66, **meeting these minimum standards does not guarantee employment.** We hire only drivers who consistently demonstrate exceptional safety, professionalism, integrity, and a commitment to protecting themselves, the motoring public, our customers, and our team. Our objective is not simply to hire qualified drivers—we hire drivers who strengthen our safety culture every day.