

**DISCLOSURE & RELEASE PREVIOUS PRE-QUALIFICATION
ALCOHOL & DRUG TEST STATEMENT**

In connection with my application for qualification with you, I understand that consumer reports, which may contain public record information, may be requested. These reports may include the following types of information: names and dates of previous employers, reason for termination of employment, work experience, accidents, etc. I further understand that such reports may contain public record information concerning my driving record, worker's compensation claims, credit, bankruptcy proceedings, criminal records, etc., from federal, state, and other agencies, which maintain such records.

Sec. 40.25(j) As the company, you must also ask contractor or contractors' driver applicant whether he or she has tested positive, or refused to test, on any pre-employment drug or alcohol test administered by an employer to which the employee applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules during the past two years. If the contractor or contractors' driver applicant admits that he/she had a positive test or a refusal to test, you must not use the contractor or contractors' driver applicant to perform safety-sensitive functions for you, until and unless the contractor or contractors' driver applicant documents successful completion of the return-to-duty process. [see Sec. 40.25(b)(5) and (e)]

Prospective Contractor or Contractors'
Driver Name: _____ SS #: _____
(Print)

The Prospective Contractor or Contractors' Driver Applicant is required by Sec. 40.25(j) to respond to the following questions.

1. Have you tested positive, or refused to test, on any pre-employment drug or alcohol test administered by an employer to which you applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules during the past two years?
Circle One: Yes No

2. If you answered yes, can you provide/obtain proof that you successfully completed the DOT return-to-duty requirements?
Circle One: Yes No

**I AUTHORIZE, WITHOUT RESERVATION, ANY PARTY OR AGENCY TO
FURNISH THE ABOVE MENTIONED INFORMATION**

382.413: Inquiries for alcohol and controlled substances information from previous employers.

- A. 1. (As a motor carrier)**, pursuant to the (lease contract driver's)*** authorization, inquire about the following information on a (lease contract driver) from the (lease contract driver's) previous employers, during the preceding (Ten)* years from the date of application, which are maintained by the (lease contract driver's) previous employers under sec.382.401 through of this subpart.
 - B. Alcohol tests with a result of 0.04 alcohol concentration or greater.
 - C. Verified positive controlled substances test results.
 - D. Refusals to be tested.
2. The information obtained from a previous employer may contain any alcohol and drug information the previous employer obtained from other previous employers under paragraph (A) 1 of this section.

* Colonial requires previous employment history for the previous 10 years. **/** Colonial is a Motor Carrier for Independent Lease Operators, not employees.

Prospective Contractor or Contractors'
Driver Applicant Signature: _____ Date: _____

Witnessed By: _____ Date: _____

THE BELOW DISCLOSURE AND AUTHORIZATION LANGUAGE IS FOR MANDATORY USE BY ALL ACCOUNT HOLDERS

**IMPORTANT DISCLOSURE
REGARDING BACKGROUND REPORTS FROM THE *PSP Online Service***

In connection with your application for employment with Colonial Freight Systems Inc (“Prospective Employer”), Prospective Employer, its employees, agents or contractors may obtain one or more reports regarding your driving, and safety inspection history from the Federal Motor Carrier Safety Administration (FMCSA).

When the application for employment is submitted in person, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer will provide you with a copy of the report upon which its decision was based and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. If any final adverse action is taken against you based upon your driving history or safety report, the Prospective Employer will notify you that the action has been taken and that the action was based in part or in whole on this report.

When the application for employment is submitted by mail, telephone, computer, or other similar means, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer must provide you within three business days of taking adverse action oral, written or electronic notification: that adverse action has been taken based in whole or in part on information obtained from FMCSA; the name, address, and the toll free telephone number of FMCSA; that the FMCSA did not make the decision to take the adverse action and is unable to provide you the specific reasons why the adverse action was taken; and that you may, upon providing proper identification, request a free copy of the report and may dispute with the FMCSA the accuracy or completeness of any information or report. If you request a copy of a driver record from the Prospective Employer who procured the report, then, within 3 business days of receiving your request, together with proper identification, the Prospective Employer must send or provide to you a copy of your report and a summary of your rights under the Fair Credit Reporting Act.

Neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. You may challenge the accuracy of the data by submitting a request to <https://dataqs.fmcsa.dot.gov>. If you challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. Your request will be forwarded by the DataQs system to the appropriate State for adjudication.

Any crash or inspection in which you were involved will display on your PSP report. Since the PSP report does not report, or assign, or imply fault, it will include all Commercial Motor Vehicle (CMV) crashes where you were a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, all inspections, with or without violations, appear on the PSP report. State citations associated with Federal Motor Carrier Safety Regulations (FMCSR) violations that have been adjudicated by a court of law will also appear, and remain, on a PSP report.

The Prospective Employer cannot obtain background reports from FMCSA without your authorization.

AUTHORIZATION

If you agree that the Prospective Employer may obtain such background reports, please read the following and sign below:

I authorize Colonial Freight Systems Inc (“Prospective Employer”) to access the FMCSA Pre-Employment Screening Program (PSP) system to seek information regarding my commercial driving safety record and information regarding my safety inspection history. I understand that I am authorizing the release of safety performance information including crash data from the previous five (5) years and inspection history from the previous three (3) years. I understand and acknowledge that this release of information may assist the Prospective Employer to make a determination regarding my suitability as an employee.

I further understand that neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. I understand I may challenge the accuracy of the data by submitting a request to <https://dataqs.fmcsa.dot.gov>. If I challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. I understand my request will be forwarded by the DataQs system to the appropriate State for adjudication.

I understand that any crash or inspection in which I was involved will display on my PSP report. Since the PSP report does not report, or assign, or imply fault, I acknowledge it will include all CMV crashes where I was a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, I understand all inspections, with or without violations, will appear

on my PSP report, and State citations associated with FMCSR violations that have been adjudicated by a court of law will also appear, and remain, on my PSP report. I have read the above Disclosure Regarding Background Reports provided to me by Prospective Employer and I understand that if I sign this Disclosure and Authorization, Prospective Employer may obtain a report of my crash and inspection history. I hereby authorize Prospective Employer and its employees, authorized agents, and/or affiliates to obtain the information authorized above.

Date: _____

Signature

Name (Please Print)

NOTICE: This form is made available to monthly account holders by NIC on behalf of the U.S. Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA). Account holders are required by federal law to obtain an Applicant's written or electronic consent prior to accessing the Applicant's PSP report. Further, account holders are required by FMCSA to use the language contained in this Disclosure and Authorization form to obtain an Applicant's consent. The language must be used in whole, exactly as provided. Further, the language on this form must exist as one stand-alone document. The language may NOT be included with other consent forms or any other language.

LAST UPDATED 12/22/2015

PRE-QUALIFICATION AFFIDAVIT AND STATEMENT

COLONIAL FREIGHT SYSTEMS

In connection with my pre-qualification application which I have submitted for your consideration, I understand Colonial's qualifications and I state by my signature affixed below that I meet Colonial's qualification requirements and to my knowledge I

1. Am 23 years of age or older
2. Have never been charged with a felony or a drug or alcohol offense
3. Have never been convicted of a DUI or a DWI
4. Have never had a reckless/negligent driving ticket
5. Have never failed a drug and/or alcohol screen at another employer
6. Know that my MVR and CSA/PSP report do not reflect unsafe driving practices

I further understand that Colonial will be requesting other consumer reports, with my permission, such as HireRight reports with names and dates of past employers, reasons of termination of employment, work experience, accidents, etc. I understand that such reports contain public record information concerning my driving record, worker's compensation claims, criminal records, etc. from federal, state and other agencies that maintain such records.

It is understood by each applicant that their prior driving background will be checked in compliance with section 391.23 A, Part 1, Rules and Regulations of the Department of Transportation and that any willful or fraudulent misrepresentation of information supplied by the applicant can or will result in immediate disqualification by the Carrier. It is further understood that reports obtained by the Carrier, which can or do reflect unfavorably upon the applicant will be used to finalize the qualification process.

By my signature affixed below, I agree to the above pre-qualification guidelines and acknowledge that I understand that if I purposely or deliberately misrepresent my qualifications, my application may be or will be denied for consideration.

_____ Applicant _____ Date

_____ Witness _____ Date

You should bring to orientation:

- A voided check or something from your bank with the account number and routing number for direct deposit
- All prescription medications
- CDL License & Social Security card

Owner/Operators desiring Colonial to acquire their base plate for them should bring A copy of the title/front & back, bill of sale (if available) and stamped current 2290 form

YOU WILL BE IN ORIENTATION 4 ½ DAYS.