



www.InfoCheckUSA.com | www.InfoCheckUSA.net

Ph: 1-888-YOU-VERIFY (968-8374) | Fax: 1-888-827-4468

E-mail: Compliance@InfoCheckUSA.com

PERMISSION TO CONDUCT BACKGROUND CHECK

I understand and agree that: The information supplied on this release form is true and correct, to the best of my knowledge. The company has my authorization to thoroughly investigate my professional and personal history to generate a background screening report. I understand that the background report may include, but is not limited to, the following areas: Employment History, Education History, Credit History, Criminal History, Drug Testing, Professional Licensing, Motor Vehicle Records, Social Media History, Residence History and References. A background check will be conducted to verify the veracity of the information submitted and will be utilized to develop information concerning my character, general reputation, personal characteristics, and mode of living. I will hold no person liable for giving or receiving information in this investigation. I hereby authorize InfoCheckUSA, LLC an agent of the Company to make a thorough background investigation of all information given by me to the Company. I release from liability all persons, companies, and corporations supplying that information. Furthermore, I release and indemnify the Company and InfoCheckUSA, LLC against any liability that might result from making such background checks. Upon Request, InfoCheckUSA, LLC will supply a copy of the completed background report along with a copy of an individual's rights under the Fair Credit Reporting Act. A copy of this form is as valid as the original.

The following information is required for identification purposes when checking records. It is confidential and will not be used for any other purpose.

Applicant's Name: _____

Applicant's Date of Birth: ___/___/___ Applicant's SS No: _____ - _____ - _____

Drivers License No: _____ State Issued: _____

Address (Current): _____

City: _____ State: _____ County: _____ Zip: _____

Company Requesting Report: Wildcat Trucking LLC Company Location (State): MT

Date of Request: ___/___/___ Company Phone No: 406-488-9773

For residents of California, Minnesota and Oklahoma: You will be provided with a free copy of any consumer reports or investigative consumer reports on you if you check this box:

Notice to New York Applicants: Under Article 25 Sec 380-g of the NY General Business Law, should a consumer report received by an employer contain criminal conviction information, the employer must provide to the applicant or employee who is the subject of the report, a printed or electronic copy of Article 23-A of the New York Correction Law, which governs the employment of persons previously convicted of one or more criminal offenses.

Applicant Signature: _____ Date: ___/___/___

Wildcat Trucking LLC.
P.O. Box 1389 Sidney, MT 59270
Telephone: (406) 488-9773

1. How did you hear about Wildcat Trucking LLC? Why did you choose Wildcat Trucking LLC? _____
2. What do you expect from this job? _____
3. What kind of work experience do you have from your previous company? _____
4. Why did you leave your previous company? _____
5. Do you know anyone working for us (List Name(s))? _____
6. Are you authorized to work in the U.S.? Yes NO
7. What languages do you read, speak, or write fluently? _____
8. What is your current address and phone number? _____
9. Do you have any alternative locations where you can be reached? _____
10. What day would you be able to start work? _____
11. Are you able to perform the specific duties of this position? Yes NO
If No please explain, _____
12. Have you ever been convicted of fraud, theft or a felony? Yes NO
If Yes please explain, _____
13. Are you able to lift 80lbs? Yes NO
14. Are you able to perform Pre and Post Trip Inspections? Yes NO
15. Are you able to adjust brakes? Yes NO
16. Have you driven on icy roads before? Yes NO
17. Do you know how to chain up? Yes NO
18. Do you have experience with gauging tanks? Yes NO
19. Do you understand and apply knowledge of commercial driving regulations? Yes NO
20. Do you understand that you are responsible for following all DOT regulations and you will be fully responsible for your actions? Yes NO
21. Do you understand that if you choose to violate and Federal, State or Local regulations that you will be fully responsible for your actions? Yes NO
22. Do you understand that you have the right to say NO, if you feel any job is unsafe or unlawful?
 Yes NO
23. Is it important to have a clean truck? Please, explain why or why not.

24. Wildcat Trucking LLC travels within a 100-mile radius within MT and ND. Are you able to travel as necessary? Yes NO

Print Name _____

Signature _____

Date _____

PRE-APPLICATION QUESTIONNAIRE

Date: _____

Full Name: _____ DOB: _____

Address: _____

Phone: () _____ Social Security #: _____

A. How many years of Tractor/Trailer experience have you had? _____

Can you prove your previous experience? Y / N

Has your driver's license EVER been suspended, revoked, or restricted? Y / N

If Yes, explain: _____

Commercial Driver's License (CDL)? Y / N What state? _____ #: _____

List any endorsements to your CDL: _____

Check the make of tractor(s) driven:

__ IHC/Navistar Cab Over Conventional

__ Kenworth Cab Over Conventional

__ Freightliner Cab Over Conventional

__ Peterbilt Cab Over Conventional

__ Ford Cab Over Conventional

__ Other: _____

B. Check the type of transmission(s) familiar with:

__ 4x4 (16 speed) __ 5 speed __ Fuller 913 (13 speed)

__ 10 speed __ RT910 __ 5 speed main - 3 speed aux.

__ Fuller 12513 (13speed) __ 6 speed __ Fuller 18 speed

__ Triplex (15 speed) __ 9 speed __ Other: _____

Check the type of trailer(s) pulled:

__ Regular van __ Reefer unit __ Flatbed __ Drop deck __ Grain

__ Hopper __ Livestock __ Bulk tanker __ Liquid bulk tanker __ Other: _____

Check the commodities transported:

__ LTL freight __ Livestock __ Suspended meat __ Reefer products

__ Dairy products __ Grain __ Feed __ Steel

__ Lumber __ Heavy Equip. __ Sand/ gravel __ Household goods

__ Petroleum __ Haz. Mat. __ Water __ Other: _____

C. Check states operated in:

AL __ AZ __ AR __ CA __ CO __ CT __ DE __ FL __ GA __ ID __ IL __ IN __ IA __ KS __ KY __ LA __

ME __ MD __ MA __ MI __ MN __ MS __ MO __ MT __ NE __ NV __ NH __ NJ __ NM __ NY __ NC __

ND __ OH __ OK __ OR __ PA __ RI __ SC __ SD __ TN __ TX __ UT __ VT __ VA __ WA __ WV __

WI __ WY __ All Lower 48 States __

Canada: Alberta __ B.C. __ Ontar. __ Queb. __ Mant. __

D. List MOST RECENT motor carriers driven for:

Name City, State Company Driver Owner Operator How Long

E. List ALL accidents and traffic violations for the past three years:

Month/ Yr. Location Type/Circumstance Car or Truck

DRIVER APPLICATION/ QUALIFICATION

COMPANY Wildcat Trucking LLC

Address PO Box 1389

City Sidney State MT Zip Code 59270

The purpose of this application is to determine whether or not the applicant is qualified to operate motor carrier equipment according to the requirements of the Federal Motor Carrier Safety Regulations and the Company named above.

Instructions to Applicant

Please answer all questions. If the answer to any question is "No" or "None", do not leave the item blank, but write "no" or "None".

Date _____ Position applying for: Contractor Driver Contractor's Driver

Name _____
(First) (Middle) (Last)

Phone (_____) _____ Emergency Phone Number (_____) _____

*Age _____ Date of Birth _____ Social Security Number _____ - _____ - _____

**The Age Discrimination of Employment Act of 1967 prohibits discrimination on the basis of age with respect to individuals who are at least 40 but less than 70 years of age.*

Do you possess a current DOT medical certificate? Yes No

Physical Exam Expiration Date: _____

Current and Three Years Previous Addresses:

_____	From _____	To _____
_____	From _____	To _____
_____	From _____	To _____
_____	From _____	To _____

Have you worked for this company before? Yes No

If yes, give dates: From _____ To _____

Reason for leaving? _____

Education History

Please Circle the highest grade completed:

Grade School: 1 2 3 4 5 6 7 8 High School: 9 10 11 12 College: 1 2 3 4 Post-Grad 1 2 3

DRIVER APPLICATION/ QUALIFICATION

Driving Experience

Class of Equipment	Dates From	Dates To	Approximate Number of Miles (Total)
Straight Truck			
Tractor and Semi-Trailer			
Tractor-two trailers (Doubles)			
Tractor-three trailers (Triples)			
Tractor-Tanker Trailer			
Other (Specify			

List states you operated in, for the past five years: _____

List special courses/trainings completed (PTD/DDC, Haz Mat, etc.): _____

List any Safe Driving Awards you hold and from whom: _____

Accident Record for the past three years (attach sheet if more space needed)

Date of Accident	Nature of Accidents (Head-on, rear end, upset, etc.)	Location of Accident (city and state)	# of Fatalities	# of Injuries

Traffic Convictions and Forfeitures for the last three years (other than parking violations)

Date	Location	Charge	Penalty

Driver's License Information (list each driver's license held in the past three years)

State	License Number	Type	Endorsements	Expiration Date

- A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? Yes No
- B. Has any license, permit or privilege been suspended or revoked? Yes No
- C. Is there any reason you might be unable to perform the functions of the job for which you have applied (as described in the job description?) Yes No
- D. Have you ever been convicted of a felony? Yes No

If the answer to A, B, C, or D is "Yes", give details:

DRIVER APPLICATION/ QUALIFICATION

Personal References

List three persons for references, other than family members, who have knowledge of your safety habits.

Name _____ Address _____ Phone _____

Name _____ Address _____ Phone _____

Name _____ Address _____ Phone _____

To Be Read and Signed by Applicant

It is agreed and understood that any misrepresentations given on this application shall be considered an act of dishonesty.

It is agreed and understood that the motor carrier or his agent may investigate the applicant's background to ascertain any and all information of concern to the applicant's record, whether same is of record or not, and applicant releases employers and persons named herein from all liability for any damages on account of his furnishing such information.

It is also agreed and understood that under the Fair Credit Reporting Act, Public Law 91-508, I have been told that this investigation may include an investigating Consumer Report, including information regarding my character, general reputation, personal characteristics, and mode of living.

I agree to furnish such additional information and complete such examination as maybe required to complete my application file.

It is agreed and understood that this Driver Application/Qualification in no way obligates the motor carrier to employ or hire the applicant.

It is agreed and understood that if qualified and hired, I may be on a probationary period during which I may be disqualified without recourse.

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

Applicant Signature _____ **Date** _____

Remarks (for office use only)

Wildcat Trucking LLC.
P.O. Box 1389
Sidney, MT 59270

CDL Employees Driving any Vehicle (Personal, Rented, Company, etc.) on the Job Policy

The employee will drive a tractor-trailer combination, applying knowledge of commercial driving regulations. The driver may haul equipment, pipe, fresh water, and salt water, and other products to and from locations. The driver will maneuver the truck into loading or unloading position safely. He/she will inspect the truck and trailer before and after trips. The employee will grease the drive line, PTO line, and all other points. The driver must be able to lift 80 lbs. and climb stairs. He/she will change packing on the pump, if needed (carry the needed supplies). The driver will adjust brakes when needed. The driver will clean garbage out of their truck at the end of each day. There is no smoking allowed in the trucks, company vehicles, or buildings. In addition, you may not smoke on any location, disposal, or property where prohibited. The driver must work long days as needed. Drivers have to take a 30 minute break within the first 8 hrs. of coming on duty. This means at the maximum after 7.5 hours of being on duty the driver will start their half hour break so it will be complete by the eighth hour. A general schedule includes 60 hrs. in 7 days or 70 hrs. in 8 days, 10 hours between each shift. Clean up any spills that you may cause and contact your supervisor immediately. Ask questions when needed.

Paperwork is a mandatory part of this job the following rules apply. The driver will fill out paperwork completely, as required. He or she will leave slips at designated areas and be sure all paperwork for truck and trailer is in the truck and updated. Always double-check your paperwork before handing it in, so as not to cause delay in your being paid. Drivers need to fill out log sheets for the following; Days Worked, Days Off, Sick Days and Vacation Days. (Sick and Vacation Days will be paid after 1 year. Please, read your handbook.) NOTE: If all log sheets do not get turned in, those missing will be counted as, days off.

Safe operation of any vehicle employees drives while on the clock is mandatory. This means if an employee gets a violation (speeding, reckless driving, parking ticket, etc.) while on the clock, he or she needs to report the incident to management immediately. All accidents and near misses need to be reported to management immediately. Reporting someone else's near miss will not subject the informant to disciplinary action. All information gathered from investigating will be used to prevent future accidents. If your driver's license is not valid (suspended, revoked, expired, or not in your possession while operating a vehicle, etc.) it also needs to be immediately reported to management. Anything that affects your driving record needs to be reported to management immediately. Any violations received in a company vehicle or personal vehicle must be reported to management immediately. All reports to management must be in writing.

As an employee it is your responsibility to follow all local, state, and federal regulations. All employees must have a current, valid license for what they are driving. All employees must make sure their vehicle has a valid insurance policy that meets the minimum requirement for state law, is safe to operate in it's current position (tires are properly inflated, brakes work, headlights work, etc.) and current registration in/on the vehicle. If an employee uses a personal vehicle for work they must possess the title for that vehicle. All occupants in a vehicle must have permission from management to be there and all occupants must wear seat belts. Do not drive any vehicle if you feel fatigued or if you have taken medication that makes you drowsy. Do not eat or drink while operating a vehicle. No employee can be under the influence of drugs or alcohol while driving any vehicle. Loads must be secured. Vehicles are not allowed to be overcrowded. All vehicles must be kept clean. All employees must have permission to operate any vehicle during work hours. Rules apply to personal vehicles while on the clock and company vehicles all the time.

The requirements in Part 383 apply to every driver who operates in intrastate, interstate, or foreign commerce and operates a vehicle weighing 26,001 pounds or more, can transport more than 15 people, or transports hazardous materials that require placarding. The requirements in Part 391 apply to every driver who operates in interstate commerce and operates a vehicle weighing 10,001 pounds or more, can transport more than 15 people, or transports hazardous materials that require placarding. Parts 383 and 391 of the Federal Motor Carrier Safety Regulations contain some requirements that you as a driver must comply with. These requirements are in effect as of July 1, 1987. You, as a commercial vehicle driver, may not possess more than one motor vehicle operator's license. If you have more than one license, keep the license from your state of residence and return the additional licenses to the states that issued them. DESTROYING a license does not close the record in the state that issued it; you must notify the state. If a multiple license has been lost, stolen, or destroyed, close your record by notifying the state of issuance that you no longer want to be licensed by that state.

Sections 391.15 (b) (2) and 383.33 of the Federal Motor Carrier Safety Regulations require that you notify your employer the NEXT BUSINESS DAY of any revocation or suspension of your driver's license. In addition, Section 383.31 requires that any time you violate a state or local traffic law (other than parking), you must report it within 30 days to: (1) your employing motor carrier, and (2) the state that issued your license (If the violation occurs in a state other than the one, which issued your license). The notification to both the employer and state must be in writing.

Wildcat Trucking LLC.
P.O. Box 1389
Sidney, MT 59270

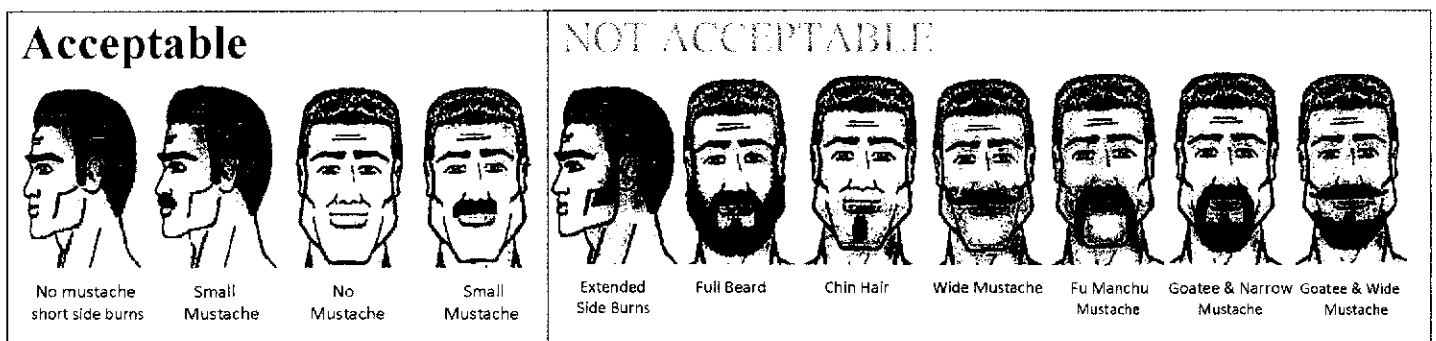
Wildcat Trucking LLC's Cell Phone Policy is described below. Employees are not permitted to use a cell phone, neither handheld nor hands free, while operating a motor vehicle or any other vehicle. Employees are not permitted to read or respond to e-mails or text messages while operating a motor vehicle. This policy also applies to the use of PDA's. While driving, calls cannot be answered and must be directed to voice mail. Find a safe place to park, then you may respond to the phone call. If an employee must make an emergency call (911), the vehicle needs to be parked in a safe location. Employees are not permitted to use the company radio for any other purpose besides work. Employees are only allowed to use the radio when it is safe. Any unsuitable language on the radio will result in disciplinary action. Employees are not allowed to use personal phones or any other device while driving or while working.

Wildcat Trucking LLC's Speed Limit Policy is described below. Employees are not permitted to drive faster than 5 mph going into or while on any site. Employees are not permitted to drive faster than 15 mph on leased roads. Employees are not permitted to drive faster than 30 mph on county roads. Employees are not permitted to drive faster than 55 mph while loaded on any highway and 5 mph under the speed limit when not loaded. If the posted speed is less than what Wildcat Trucking LLC expects; employees must go the posted speed limit. Drive careful when the weather is bad, drive at a slower and safer speed. Make sure all PPE and safety equipment are working and in good condition. Contact management and/or come to the office if at any time you are unsure of how to use or have problems with any PPE or safety equipment.

When it becomes necessary, our company reserves the right to discipline employees who knowingly violate company safety rules or policies. Knowingly violating a rule includes all documentation you signed and information that was given to you via text, email, voicemail, and in-person. Employees will be given two warnings with disciplinary action. The third time that an employee is found to be in violation of this policy, it will be grounds for immediate dismissal. Disciplinary measures will include, but are not limited to: verbal warning (documented) for minor offenses, written warning for more severe or repeated violations, and suspension without pay, if verbal and written warnings do not prove to be sufficient. If none of the above measures achieve satisfactory corrective results, and no other acceptable solution can be found, the company will have no choice but to TERMINATE employment for those who continue to jeopardize their own safety and the safety of others.

Wildcat Trucking LLC always puts safety as its first priority. To make this possible Wildcat Trucking LLC installed GPS monitoring systems on all company vehicles and video cameras in it's facilities. These devices insure that our employees are as protected as possible while at work. The GPS monitoring systems that are in company vehicles allow the company to observe various pieces of information. Examples include braking, location of the vehicle, speed the vehicle is traveling, and idle/drive time. These are only a few of the many functions the GPS monitors. The video cameras were installed in our facilities for security reasons. The cameras allow the company to detect unauthorized individuals. Videos from the cameras are routinely reviewed to help insure that everything is in order and that everyone is safe as possible.

All employees must be cleaned shaved within 24 hours upon going onto a location. No stubble of any kind is allowed. See the following examples of what is unacceptable and what is acceptable. Failure to follow this will result in disciplinary action. If you are not sure if your facial hair is acceptable, please ask to verify.



I understand that any and all complaints that I may have between fellow employees or with any of Wildcat Trucking LLC representatives must be in writing and turned into the office within 24 hours of the occurrence. It must be a detailed description of what took place, where it took place, and any corrective actions taken. It must be dated and signed. I also understand that if I fail to fill out any of the required paperwork Wildcat Trucking LLC will not be held responsible.

I understand that I need to turn in a written statement pertaining to any damage I cause to equipment that belongs to Wildcat Trucking LLC. I also understand that I must turn in a written statement for any damage I cause for any business that Wildcat Trucking LLC is doing business with. In the statement, I must include; where it occurred and a detailed description of what happened. I understand

Wildcat Trucking LLC.
P.O. Box 1389
Sidney, MT 59270

that this statement must be submitted to the office within 24 hrs. of the occurrence. I understand that if I fail to do so, it will result in disciplinary actions, which may include termination of employment.

It is against company policy for any company employee to knowingly discharge any material or water in any place other than those areas designated by State and Federal Regulations. Any violations of this policy will result in disciplinary actions being taken and may include termination of employment. A violation of this policy can also result in prosecution of both the company and the employee by the United States Environmental Protection Agency and other applicable state agencies.

ANY PERSON CAUGHT SLEEPING ON A JOB SITE WILL BE TERMINATED IMMEDIATELY.

Both the spotter and driver have crucial roles to follow in order to maintain a safe work environment.

- This requires paying attention at all times and effective communication.
- The driver and spotter must use the following hand signals while backing up.
- Spotter and driver will perform a walk around to identify possible hazards before moving the truck. When performing a walk-around check for obstacles around the area, low-hanging wires, and any other potential clearance-related problems.
- Spotter and driver are not allowed to use cell phones, headphones, or any other items that could be considered distracting.
- Do not talk about anything other than the job at hand.
- Spotter and driver must identify the intended backing path.

The following guidelines will help make a safe work environment possible at all times.

Preparing for backing up the truck.

Spotters may be at risk of injury or even death if these guidelines are not followed. Spotters have the following responsibilities to remember before starting any activities.

- Spotters should **never** take on additional duties while they are acting as spotters.
- Do not talk to anyone while spotting except the driver who is backing up.
- Spotters outside clothing must be highly visible with reflective stripping, especially during night operations.
- Never assume that the driver can see spotters or knows where they are going.

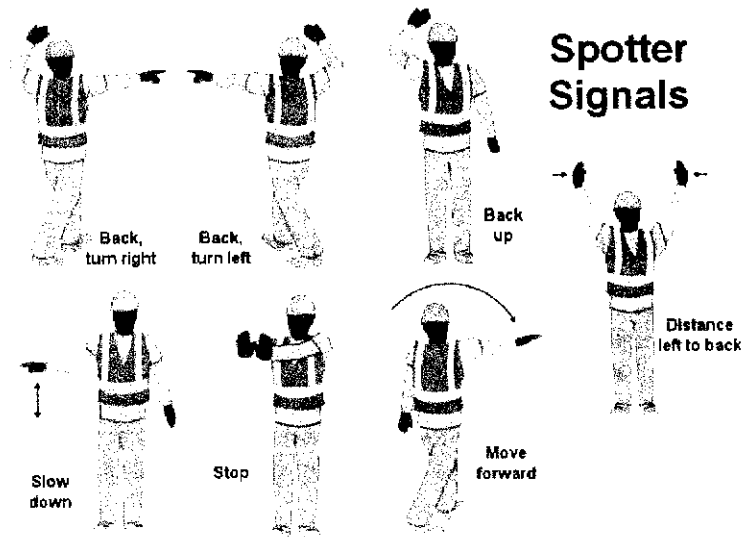
Only after acknowledging and following these points may the spotter be permitted to start the task of spotting.

Drivers have the following responsibilities to remember before starting any activities.

- Drivers are responsible for the safe operation of the vehicle at all times.
- It is the driver's responsibility even when using a spotter to make sure there are no obstacles or other people in the way.
- Consider whether there is a way to avoid backing when parking the vehicle.
- Never be in a hurry.
- Confirm who your spotters are and any hazards they have observed.
- Keep your mirrors clean. While backing check both side mirrors and rear-view mirror.
- Always assume that other vehicles or individuals do not see you coming.
- Roll down the driver's window completely, turn on the emergency flashers, and turn off your radio so you will be able to hear the spotter.
- Do not talk to anyone except the spotters while backing up.
- It is the driver's responsibility to make sure that no one is allowed to ride on any part of the truck at any time except in the passenger seat with permission. Seat belts are required for the driver and all passengers in the vehicle.

Only after acknowledging and following these points may the driver be permitted to start backing up.

The following diagram is the standardized hand signals we want spotters to use.



Objects and obstacles to remember

There are two kinds of objects that can cause problems:

1. **Stationary Objects.** The driver sees these objects in the rear view mirror before backing. However, as the truck backs, the objects may suddenly disappear as the driver turns, or as these objects enter into the cone of invisibility.
2. **Moving Objects.** No matter how careful a driver may be by checking behind before backing, a moving object such as a person, car, equipment, or others can move into the cone of invisibility unnoticed by the driver. This is an extreme hazard.

Backing Skills

Backing is a special skill and the driver must develop this skill by practicing safe driving habits. The rear view mirror is the most important aid in backing; but, the mirror

distorts heights, widths and distances. A skilled driver knows how to judge such distorted measurements accurately and adjust properly while backing.

Guidelines that must be followed while backing up

Spotters must follow all of these guidelines while in the process of backing.

- Never answer your phone or talk to anyone except the driver who is backing up.
- Focus on spotting and maintain a minimum of ten feet from the vehicle at all times.
- Spotters should always maintain visual and verbal contact with the driver and continue eye-to-eye contact in the mirror at all times. If you cannot see the driver the driver cannot see you.
- The spotter should not be walking backwards while giving instructions and should stay stationary. When the spotter needs to move, the vehicle must be stopped until the spotter is repositioned.
- Place yourself ten feet to the rear of the unit in view of the driver's mirror.
- Stop the driver if any hazards are observed or if you are uncertain of the direction in which the driver is maneuvering.

Drivers must follow all of these guidelines while in the process of backing.

- Every backing situation is new and different.
- Never answer your phone or talk to anyone except the spotter.
- The driver must stop backing immediately if he or she loses sight of or can't hear the spotter. The driver can resume backing up when visual contact is restored of spotter.
- Back slowly and use caution at all times.
- Have complete control of the vehicle.
- Use the lowest possible gear or idle speed, and do not accelerate.
- Driver must use a spotter when backing.
- Once the truck is parked make sure you chock your wheels to prevent the vehicle from rolling.

It is everyone's responsibility to make SAFETY their top priority. This will insure the safety of everyone involved in all backing situations. Make sure there is no confusion about the hand signals to be used. Accidents that occur while backing a vehicle are quite common. These accidents not only carry the potential for serious personal injury and property damage, they are the most preventable of all accidents. The best way to avoid a backing accident is to use spotters while backing. Signing below is your agreement to abide by all the entire policy listed above.

Print Name: _____

Date: _____

Signature: _____