

MINIMUM HIRING STANDARDS SAFETY SENSITIVE POSITIONS*

Thank you for your interest in employment with FirstGroup America (FGA). FirstGroup, and all of our companies; First Student, First Transit, First Vehicle Services and Greyhound, are Equal Opportunity Employers that welcome your application.

If an offer of employment is made to you, it will be contingent upon satisfactory results obtained from a pre-employment background review. This review includes but may not be limited to:

- Motor Vehicle Record(s)
- Criminal History
- Drug Testing
- Federal Transportation Administration (FTA) / Department of Transportation (DOT) required physical examination(s)
- Prior Employment History

Please note that any falsification or omissions in information provided on any pre-employment document may result in disqualification from the hiring process.

What follows is general employment criteria considered by FGA for all Safety Sensitive Positions.

General

- High School Diploma or Equivalent (preferred, but not mandatory for non-management positions)
- At least 21 years of age. This requirement does not apply to select maintenance technician positions

Employment and Background

- Verification of the last seven (7) years of residency, and ten (10) years of employment
- Explanation for any gap in employment exceeding thirty (30) calendar days

Motor Vehicle Record

- A valid driver's license in the state in which you reside
- A minimum of three (3) years of driving experience
- No more than two (2) moving violations within the past thirty-six (36) months
- No more than (2) accidents (verified by corresponding violation or points associated with accident) within the past thirty-six (36) months
- The ability to obtain a Commercial Drivers License (CDL) as required by the position

Criminal Conviction History**

Criminal conviction(s) involving one of the following may potentially disqualify you from employment opportunities with any FirstGroup America company:

- Any crime against a child or vulnerable adult (i.e. disabled, elderly or infirmed)
- Kidnapping / Abduction
- Murder / Manslaughter / Attempted Murder / Vehicular Homicide
- The possession, manufacture, cultivation, use or distribution of illegal substances or associated paraphernalia
- The unlawful use, possession, distribution, disposal or alteration of a firearm or weapon
- Any act of violence upon another individual
- Theft, dishonesty
- Any offense of a sexual or indecent nature including but not limited to the unlawful possession of publications and images, and/or downloading of such images for the managing and assessing of any website containing unlawful sexual content
- Driving Under the Influence (DUI) or Driving While Intoxicated (DWI)

Drug Testing

- Applicants must pass a pre-employment drug screen

FTA and DOT Requirements

- The ability to pass an FTA/DOT mandated physical examination or an approved state-specific physical for non-DOT driving positions
- The willingness to comply with FTA/DOT substance abuse regulations and testing requirements outlined in CFR 665 and CFR part 40

Physical Performance Dexterity Test (PPDT)—First Student Only

- Company and/or contract requirements could require Bus Driver, Attendant and Monitor applicants to pass a pre-employment Physical Performance Dexterity Test

*Safety Sensitive Positions include: dispatchers, drivers/operators, maintenance technicians, field management/supervisors, and utility personnel

**Criminal history information should not be disclosed or discussed until after the initial interview process on the Application for Employment; however, the general guidelines outlined in this document still apply.

Please note that in some instances Additional Minimum Hiring Standards may be required due to State and/or Federal regulations.