BettyJoB7777FL
Truck Driver
Tampa Florida

Accidents: 1
Violations: 1
Points: 4

Felony: No
DUI: No
Reckless: No
Suspension: No
Possession: No
Failed Drug Test: No

Relevant Exp: 6 yrs
Drive History: 6 yrs
Work History: 5.5 yrs
Employers: 3
Avg Employ: 1.8 yrs

General Freight, Fresh Produce

Tractor Trailer, Fork Lift (uncertified), Scissor Lift, Rain, Snow, Mountains, Blind Backing

CDL Exp: 07/31/2028
Med Exp: 07/31/2028

Available: 08/03/2026

Created: 07/09/2026
Verified:
Qualified:

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BettyJoB7777FL (Betty Jo) - Class A Truck Driver - Tampa Florida

ANALYSIS

Evaluation Summary for Betty Jo

Overview:
Betty Jo is applying for a Class A Local Truck Driver position and possesses 6 years of driving experience, with approximately 700,000 miles logged. She meets the experience and endorsement requirements; however, concerns arise regarding her driving history, notably a significant accident and a recent moving violation.

Driving Record:
- **Accidents:** One major non-ticketed accident on July 11, 2024, resulting in 1 fatality and 2 injuries, which is highly concerning for safety evaluations.
- **Moving Violations:** She has a speeding ticket from July 7, 2026, resulting in 4 points on her license.
- **DOT Disclosures:** No issues related to DUIs, felonies, or major driving violations were reported.

Experience Breakdown:

Work Type	Years	Total Miles
Local	2	50,000
Regional	2	400,000
Over the Road	2	250,000
Total	**6**	**700,000**

Recommendations:
1. **MVR and PSP Review:** Conduct a thorough review of her Motor Vehicle Record and Pre-Employment Screening Program to verify accident details and moving violation.
2. **Accident Investigation:** Obtain police reports for the July 11, 2024 accident to assess preventability and determine liability.
3. **Employment Verification:** Reach out to previous employers (ABC Trucking, BBB Trucking, Chuck's Cartage) to confirm her safety record, driving duties, and any training taken post-accident.
4. **Focused Follow-Up Interview:** Explore her post-accident driving habits and responses to the speeding violation during the second interview.
5. **Safety Training Consideration:** If the prior accident is deemed preventable, consider requiring safety training as a pre-condition for hiring.

Conclusion:
While Betty Jo has the requisite experience and endorsements for the position, her driving record raises red flags. Addressing these safety concerns through further investigations and a targeted interview will be crucial prior to making a hiring decision. Proceed with verification steps outlined above before considering her for employment.

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SAFETY ASSESSMENT

Recommendation: CHECK

Safety summary: Candidate meets baseline experience and credentials (Class A CDL, current medical to 07/31/2028, Tanker & Doubles/Triples endorsements, ~700,000 miles). However, there are two high-risk data points that require immediate verification before any hire decision: a severe crash on 07/11/2024 (1 fatality, 2 injuries, hazmat spill) and a recent speeding citation on 07/07/2026 (4 points). Proceed to targeted verification and a focused Stage II safety interview; do not clear until documentation and prior-employer references are satisfactory.

Action items (must complete before hire)

1. Pull full MVR and PSP now — confirm citations, points, and any additional events.
2. Obtain police/crash report and hazmat/cleanup records for 07/11/2024; determine preventability, citations, insurer and employer actions.
3. Contact prior employers (ABC, BBB, Chuck's Cartage) to verify miles, duties, post-crash discipline/training, and whether incident affected employment.
4. Conduct focused Stage II interview on the crash circumstances, remediation steps taken, and the July 2026 speeding event.
5. If documentation supports non-preventable finding and positive references, consider conditional hire with mandatory safety refresher and probationary monitoring (telemetry/MVR checks).

Flag grid

Issue	Date	Severity / Next Step
Major crash (1 fatality, 2 injuries, hazmat)	07/11/2024	High — obtain police/crash & hazmat reports; determine preventability & employer/insurer actions
Moving violation — speeding (4 pts)	07/07/2026	Medium — confirm on MVR/PSP; address in interview; require corrective examples
High claimed OTR/regional mileage	2020–2026	Medium — verify with employers/logbooks
Employment gaps (Apr–Jul 2024)	Apr–Jul 2024	Low — clarify reason and training/maintenance of skills

Bottom line: Candidate is not an automatic disqualify based on credentials, but the fatality-involved crash is a major safety red flag that must be fully documented and contextualized. Recommend CHECK — verify MVR/PSP, crash records, and references; only consider conditional progression if investigation mitigates preventability and risk.

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JOB INFORMATION

JOB AD

ADS — Now Hiring: Class A Local Truck Driver (Tampa, FL)

About ADS
- DOT #: 266589 | Name: ADS | Tagline: The beet goes on
- HQ: Omaha, Nebraska | DOT Type: Interstate | Carrier Type: Private
- Asset-based carrier with 52 years in business
- Products Hauled: General Freight, Intermodal Containers, Grain, Feed, Hay, Meat, Garbage, Refuse, Trash, Commodities Dry Bulk
- Fleet: 123 trucks | 456 drivers
- Driver types: Truck Drivers, Owner Operators | Vehicle classes: Class A
- Regions: Southeast (local); Avg weekly miles ~1,200
- Endorsements: Tanker

About the Drivers Needed
- Driver Type: Truck Driver | Driver Class: Class A | Trucking Type: Local
- Freight Handling: No Touch
- Minimum Age: 25 | TWIC: No
- Accident Threshold: 2 | Violation Threshold: 3
- Min Miles of Experience: 500,000 | Product Experience: General Freight
- Primary Regions: Southeast | Target Start: 08/01/2026
- Are Felonies OK: Yes | Are DUIs OK: No | Are Job Hoppers OK: Yes | Reckless Violations OK: No

The Job
- Ad Title: My New August Job
- Type: Commercial Driver | Job Location: Tampa, Florida
- Type of Work: Full Time W2 | Target Start: 08/01/2026 | Work Length: TBD
- Pay: $30.00 per hour | Endorsements Needed: Tanker
- Min Years Exp: 5 | Work from Home: No
- About the Work: Port Tampa is the 15th largest port in the world.
- Benefits: Medical, Dental, Vision, Life, Disability; 401(k); Paid Vacation (1–2 weeks); Flexible Work Arrangements; FSAs; Childcare Assistance; Pet-friendly; Rider-friendly

Responsibilities
- Safely operate tractor-trailer units within the Southeast region (local runs)
- Handle general freight in a no-touch environment
- Maintain compliance with DOT and company safety standards
- Communicate effectively with dispatch and port operations
- Execute pre-trip and post-trip inspections; report any issues

Must Have Experience
- Tractor Trailer | Rain | Ports

Nice to Have Experience
- Box Truck | Yard Dog | Fork Lift (certified) | Front Loader | Skid Steer | Snow | Mountains | Desert | Rail yards

Culture & Values
- We value veteran drivers and a no-nonsense, results-driven mindset
- We support a positive work-life balance, safety-first culture, and teamwork
- Our motto: The beet goes on — stay resilient, stay behind the wheel, and keep it moving

Why ADS
- Stable, private, asset-based carrier with a long history and a broad freight mix
- Local Southeast runs focused in and around Tampa; predictable schedules
- Comprehensive benefits, competitive pay, and a career path with growth potential

How to Apply
- If you're a seasoned Class A driver who can handle general freight and port-related work, we want you on our team. Apply now to hit the road next week!

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STAGE I PREP

INTERVIEW QUESTIONS (STAGE 1)

1. Can you confirm your earliest available start date and whether you can align with our target start date of 08/01/2026?

2. This position involves local runs and may require some port-specific duties. Can you share your experiences with port operations, containers, or chassis? If not, how would you prepare for these responsibilities?

3. You hold a tanker endorsement. Can you discuss your experience hauling hazardous materials, your training, and your knowledge of hazmat safety and spill response?

4. With your Doubles/Triples endorsement, what has been your experience operating and backing double or triple trailers? Have you participated in any recent training related to this?

5. Could you explain the circumstances surrounding the accident you reported from July 11, 2024? What contributed to the situation, and what changes have you made to your driving habits since then?

6. You received a speeding violation on July 7, 2026. How have you adapted your driving behavior to minimize the risk of similar violations in the future?

7. Safety is a critical priority for this role. Given your recent accident and moving violation, can you describe your daily or weekly safety routines and the measures you take to enhance safety while driving?

8. There is a gap in your employment history between April 2024 and July 2024. What did you focus on during that time, and how have you maintained your driving skills to be ready to return to the road?

9. What motivated you to transition from Over-the-Road (OTR) driving to a local driving position? How do you plan to adjust to the different nature of local routes and schedules?

10. Can you describe a time when you dealt with a significant change in dispatch or a route adjustment? How did you handle the communication and ensure customer satisfaction despite the challenges?

11. Pre-trip and post-trip inspections are critical. Can you walk us through your routine, what you look for, and how you handle any defects you find?

12. How do you manage fatigue during a 50-hour work week, including planning for sleep, meals, and breaks?

13. Describe a time you had to address a safety issue within your team. What actions did you take, and what was the outcome?

14. Are your Tanker and Doubles/Triples endorsements current? Have you completed any recent safety or refresher training?

15. Considering your employment history, what factors do you look for in a new employer to ensure a long-term and fulfilling working relationship?

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STAGE II PREP

INTERVIEW QUESTIONS (STAGE 2)

1. The 07/11/2024 accident in Tampa. “Walk me through what happened that day. Who was at fault, what were you hauling, and what did the company and police conclude?”

Listen for: whether she owns any part of it. It was 1 fatality, 2 injuries and not ticketed, so check whether that’s because she wasn’t at fault or because the case is still open or in litigation. Ask whether it’s on her PSP and whether it counted as DOT-recordable.

2. The hazmat spill on that accident. “The report shows a hazmat spill, but you don’t have an H endorsement. What was in the trailer, and was it placarded?”

Listen for: whether she was hauling placarded hazmat without the endorsement. That would be a major problem. The other likely answer is that the “spill” was fuel or another vehicle’s load.

3. Timing of that accident. “That accident was 10 days after you started at ABC Trucking. Were you still in orientation or training? Did ABC keep you on afterward?”

4. The 07/07/2026 speeding ticket and leaving ABC. “You got a 10-over ticket on 7/7, and your ABC end date is 7/9, the same day you applied. Did you resign, or were you let go? Were you in the CMV when you got the ticket?”

Listen for: whether she’s actually still employed. Her status says “Employed as a Driver,” but the dates say she isn’t. Ask what ABC will say when you request her safety performance history.

5. Gaps in employment. “I see about three months off between Chuck’s (ended 4/2022) and BBB (started 7/2022), and again between BBB (ended 4/2024) and ABC (started 7/2024). What were you doing during those stretches?”

Listen for: these gaps also conflict with her driving history, which shows no breaks. Her application lists 6 years of driving but only 5.5 years of work.

6. Miles at BBB. “You listed 200,000 miles a year on the regional job but 1,750 a week on the employer line. Which is right?”

Listen for: the two numbers don’t match. 1,750 a week is about 91,000 a year, and 200,000 a year regional isn’t realistic. This is either a typo or padding, and her answer will tell you which.

7. Chuck’s Cartage. “Your driving history says local straight truck hauling fresh produce, but the employer entry says general freight. What were you actually hauling, and was it a Class A or a straight truck?”

Listen for: whether her Class A tractor-trailer time is really about 4 years, not 6.

8. Medical card. “Your med card shows it expires 7/31/2028, which is the same date as your CDL. When was your last DOT physical?”

Listen for: a 7/31/2028 expiration means an exam on or after 7/31/2026, which is later than the application date. It’s probably a copy-paste error, but get a copy of the card.

9. OTR footprint and endorsements. “Your OTR job only covers 8 Southeastern states. What lanes did you run, and where did you get your mountain and snow experience? You also hold Tanker and Doubles/Triples endorsements. Have you ever pulled either?”

10. Fit and stability. “You’ve averaged about 1.8 years per employer. What would make you stay here 3+ years, and what made you leave each of the last three?”

Listen for: whether her reasons stay consistent across all three jobs and match what references say. A W2 driver available 8/3 shouldn’t be job-hunting with an unresolved issue at her last employer.

The order matters: get her account of the accident and the reason she left ABC in her own words before the gap and mileage questions put her on guard.

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ABOUT YOU

PREFERRED NAME
Betty Jo

OTHER NAMES USED
Jo

YEARS USED
2000

GENDER
Female

BEST TIME TO CALL
Mornings

WHEN CAN YOU START?
08/03/2026

EDUCATION COMPLETED
High School

CURRENT STATUS
Employed as a Driver

DESIRED POSITION
Commercial Driver

RELEVANT EXP (YRS)
6

DESIRED RELATIONSHIP
Employee (W2)

DESIRED WORK
Local

DESIRED HOURS
50 Hours

DESIRED CITY
Tampa

DESIRED STATE
Florida

DRIVING CAREER START
07/01/2020

ABOUT YOU

WHY DID YOU GET INTO TRUCKING?
To see this great country

WHAT DO YOU LOVE ABOUT TRUCKING?
Making new friends in weird places

WHAT DO YOU NOT LOVE ABOUT TRUCKING?
Making weird friends in weird places

EVERYONE HAS A STORY. WE'D LOVE TO HEAR YOURS!

I drive, therefore I am.

TRAVEL

DO YOU HAVE A PASSPORT?
Yes

DO YOU HAVE A TWIC?
No

LICENSING

CONFIRM CDL EXP DATE
07/31/2028

MEDICAL EXPIRATION
07/31/2028

COMMERCIAL LICENSES

Class	Issuing State	Expiration Date	Endorsements	Restrictions	Current license?
Class A	Florida	07/31/2028	• Doubles/Triples • Tanker	None	Yes

ACCIDENTS (3 YR)

 # ACCIDENTS
1

ACCIDENTS

Date	City	State	# Fatalities	# Injuries	Hazmat Spill?	Ticketed?
07/11/2024	Tampa	Florida	1	2	Yes	No

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MOVING VIOLATIONS (3 YR)

 # VIOLATIONS
1

MOVING VIOLATIONS

Date	City	State	Charge	Penalty/Fine	Points	Location
07/07/2026	Tampa	Florida	Speeding, 10 over	$250	4	United States

DOT DISCLOSURES

DO YOU CURRENTLY POSSESS MORE THAN ONE LICENSE?
No

HAVE YOU EVER BEEN CONVICTED OF A FELONY?
No

HAS ANY LICENSE, PERMIT OR PRIVILEGE EVER BEEN DENIED, SUSPENDED OR REVOKED FOR ANY REASON?
No

HAVE YOU EVER BEEN CONVICTED OF DRIVING DURING LICENSE SUSPENSION OR REVOCATION, OR DRIVING WITHOUT A VALID LICENSE OR AN EXPIRED LICENSE, OR ARE ANY CHARGES PENDING?
No

HAVE YOU EVER BEEN CONVICTED FOR ANY ALCOHOL OR CONTROLLED SUBSTANCE RELATED OFFENSE WHILE OPERATING A MOTOR VEHICLE, OR ARE ANY CHARGES PENDING?
No

HAVE YOU EVER BEEN CONVICTED FOR POSSESSION, SALE OR TRANSFER OF AN ILLEGAL SUBSTANCE (INCLUDING BUT NOT LIMITED TO, MARIJUANA, AMPHETAMINES, OR DERIVATIVES THEREOF) WHILE ON DUTY, OR ARE ANY CHARGES PENDING?
No

HAVE YOU EVER BEEN CONVICTED OF RECKLESS DRIVING, CARELESS DRIVING OR CARELESS OPERATION OF A MOTOR VEHICLE, OR ARE ANY CHARGES PENDING?
No

HAVE YOU EVER TESTED POSITIVE, OR REFUSED TO TEST ON A PRE-EMPLOYMENT DRUG OR ALCOHOL TEST BY AN EMPLOYER TO WHOM YOU APPLIED, BUT DID NOT OBTAIN SAFETY-SENSITIVE TRANSPORTATION WORK COVERED BY DOT AGENCY DRUG AND ALCOHOL TESTING RULES IN PAST THREE YEARS, OR HAVE YOU EVER TESTED POSITIVE OR REFUSED TO TEST ON ANY DOT-MANDATED DRUG OR ALCOHOL TEST?
No

DRIVING HISTORY

DRIVING HISTORY

Vehicle	Equipment	Work Type	Commodity	Date From	Date To	Miles/Yr
Straight Truck	Straight Truck	Local	Fresh Produce	07/01/2020	07/01/2022	25000
Tractor Trailer	Dry Van	Regional	General Freight	07/01/2022	07/09/2024	200000
Tractor Trailer	Dry Van	Over the Road	General Freight	07/01/2024	07/09/2026	125000

LIST WHERE YOU'VE OPERATED DURING LAST FIVE YEARS

- Alabama
- Florida
- Georgia
- Mississippi
- North Carolina
- South Carolina
- Virginia
- West Virginia

MARK PRODUCTS WITH 2+ YRS EXP (MAX 5)

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- General Freight
- Fresh Produce

MARK AREAS WITH 2+ YRS EXP (MAX 10)

- Tractor Trailer
- Fork Lift (uncertified)
- Scissor Lift
- Rain
- Snow
- Mountains
- Blind Backing

EMPLOYMENT HISTORY

EMPLOYERS

Employer	City	Product	Job Title	Date From	Date To	Work Type	Weekly Miles
ABC Trucking	Apollo Beach	General Freight	Driver	07/01/2024	07/09/2026	OTR	2500
BBB Trucking	Brooksville	General Freight	Driver	07/01/2022	04/01/2024	Regional	1750
Chuck's Cartage	Clearwater	General Freight	Driver	07/01/2020	04/05/2022	Local	500

CERTIFICATIONS

CERTIFICATION OF ENGLISH LANGUAGE PROFICIENCY

- I certify that I read and speak English sufficiently to converse with the general public and respond to official inquiries, to understand highway traffic signs and signals in English, and to complete and make entries on all required reports and records in English.

CERTIFICATION OF ACCURACY

- I certify that all questions asked in this application have been answered truthfully, accurately, and completely to the best of my knowledge. Furthermore, I understand that any incorrect or false statement or misinformation furnished by myself intended or otherwise, will subject me to termination and/or cancellation at any time. In addition, I certify that this application was completed by me.

PERMISSION TO COMMUNICATE

- I want to receive information and communications, including text messages, concerning future opportunities or promotions. I may opt out at any time by texting STOP to unsubscribe. Message and Data Rates May Apply.

PERMISSION TO ACCESS YOUR PERSONAL DATA

- I understand that by signing this application I am consenting to and have authorized the company, and/or its authorized agents to collect, use and disclose personal information. Furthermore, I hereby authorize this company, as required by the Federal Motor Carrier Safety Administration (FMCSA) regulations section 391.23, and/or its authorized agents to investigate and compile a complete history of my former work history together with any other information concerning my ability, personal character, credit, and arrest record. I do hereby authorize any present and past employers or lessor to furnish my previous work history record with them, with any reason for my separation; and any/all information which said company may have concerning me to the company's investigating agency. I authorize release of information for purposes of investigation of drug and alcohol results as required by sections 382.405(f) and 382.413 of the FMCSA regulations. I hereby authorize any local, state, or federal law enforcement agency to furnish any and all information regarding arrests or convictions listed under my name which might be in file, to the company's investigative agency. I hereby release all present and past employers, lessors and law enforcement agencies from any and all liability for damages whatsoever which may result from furnishing any information requested concerning me to the company's investigating agency. I understand that I have the following rights concerning the investigative information that is being provided by a prior employer: (1) the right to review information provided by the previous employer, (2) the right to have errors in the information corrected by the previous employer and for the corrected information to be sent to the prospective employer and (3) the right to have a rebuttal statement attached to the alleged erroneous information if I and the previous employer cannot agree on the accuracy of the information provided.

PERMISSION TO USE YOUR PERSONAL DATA

- I grant permission to use, display, and disseminate any and all information I have supplied including my past employment, driving record, criminal record and other potentially sensitive information. Furthermore, I release

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the parties from any and all current and future damages and or liability that may arise from this.

FCRA SUMMARY OF RIGHTS (*)

- I acknowledge that I have read and understand the FCRA Summary of Rights.