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| --- | --- |
| **Driver Pre-Screen Questions** | |
| Recruiter’s Name: | Applicants phone number: |
| Applicants Name: | Applicants Email: |
| Date: (MM/DD/YYYY) | Position: S, T, |

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| --- | --- | --- | --- |
| **Screen Questions** | **Answers** | | |
| **Intro** | | | |
| What made you decide to call Challenger today? |  | | |
| What type of job are you interested in? |  | | |
| How did you hear about this opportunity?  *(make sure we confirm which site on the internet they saw our posting)* |  | | |
| **Basic Requirements** | | | |
| Are you legally eligible to work in Canada? | Yes | No | |
| Do you currently hold a valid Canadian passport? | Yes | No | |
| *(If they do not have a valid Canadian passport)*  *Do you have a Permanent Residency card and US Visa?* | Yes | No | |
| Do you have a FAST card? | Yes | No | |
| Have you ever been convicted of a criminal offence for which a pardon has not been granted or, which could cause you to not cross the border? | Yes | No | |
| Where do you live? |  | | |
| How do you feel about running team? (Do they have a partner?) |  | | |
| **Discovery** | | | |
| When did you get your AZ License and have you been commercially driving consistently since you got your license | Month | | Year |
| Are you currently driving for another carrier?  If yes, who and for how long? |  | | |
| Tell me about the work you are doing? | * Miles: * Time out/home: * Locations: * Border cross: * Type of equipment: | | |
| What did you like most about the job? |  | | |
| What did you like least about the job? |  | | |
| What is your reason for leaving? |  | | |
| What other tractor trailer experience do you have? How recent is this experience?  *For BC:* Any mountain experience? |  | | |
| What type of equipment have you  Operated? (Standard or automatic). |  | | |
| Reefer: Y or N How many loads: | Yes | | No |
| Do you have a clean driving abstract? (and for ON drivers, their CVOR?)  Do you have any violations in the USA against your CSA?  Do you have any demerit points? If any points for what? |  | | |
| As part of our screening process we check previous employment references. Have you had any incidents that may not be on your CVOR, but that your previous employer has recorded? |  | | |
| Driving at night is a requirement for the job. Do you see any reason why you would not be able to drive at night? |  | | |
| Company policy is that tractors are to be parked at the driver’s home terminal. Do you have access to get to the terminal?  (*tell them where the terminal is*) |  | | |
| **Expectations** | | | |
| As we are a long haul company, driving to the USA is a requirement for most runs. Are you willing cross the border? Have you ever crossed the border with a load? |  | | |
| Tell me what kind of time out and time home you are looking for? |  | | |
| How many miles are you hoping to run in a week? |  | | |
| Explain the areas they will be running. Discuss/document suitable runs available, giving details. Are they willing to drive in these areas? |  | | |
| What is your current salary? Gross or net? |  | | |
| What are you looking for in your next employer?  What’s important to you in your next opportunity? |  | | |
| What is the reason you have applied/contacted Challenger? |  | | |
| **Closing** | | | |
| If you were to accept a position with Challenger, how soon could you start working? |  | | |
| Are you interviewing with other companies? |  | | |
| Explain the next steps:   * Request the completed application * Schedule for a road test * Criminal Search * Med/Drug screen | | | |
| **Questions for Trainees:** | | | |
| What school did you attend: |  | | |
| How many total hours was your program: |  | | |
| What did you learn in class:  Answers you are looking for   * Hours of service * Transportation of dangerous goods * Trip planning * Logs * Weight & dimensions * Load Securement |  | | |
| When did you take your MTO road test? |  | | |
| Did you get your license on the 1st try:  If no, how many attempts? |  | | |
| Have you driven since getting your AZ? If so, please provide details: | * Miles: * Time out/home: * Locations: * Border cross: * Type of equipment: | | |
| Recruiters comments and recommendations (note what day they are booked to come in for a road test and interview): |  | | |

\*\* Make notes in IEG of above including any restrictions/issues i.e. age, medical, accidents, etc**.**