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PATRON
DOT Compliance

DRIVER QUALIFICATIONS 101: ENSURING SAFETY ON THE ROAD

JUNE 2025

NORTH RISK WEBINARS | 2025



PRESENTER



Marc Nault

DOT Compliance Director

Patron

AGENDA

- The differences between CDL vs. non-CDL Drivers
- Step-by-step driver qualification process
- Annual file maintenance
- Required document retention periods
- The types of vehicles that require a regulated driver

WHY IS QUALIFYING A DRIVER IMPORTANT?



1. Legal & Regulatory Compliance

FMCSA regulations are federal laws. All motor carriers operating commercial motor vehicles (CMVs) in interstate commerce must ensure drivers are qualified under **49 CFR Part 391**.

Failing to do so can lead to:

- **Costly Fines and penalties**
- **Out-of-service orders**
- **Loss of operating authority**

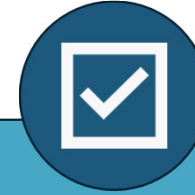


2. Public & Roadway Safety

Driver qualification ensures that only physically, mentally, and professionally fit individuals operate CMVs.

This helps:

- **Prevent accidents**
- **Reduce fatalities and injuries**
- **Ensure drivers are medically able and trained for safe operation**



3. Verification of Experience & Competence

Qualification includes checking:

- **Driving record (MVR)**
- **Employment history**
- **Road test or equivalent CDL**
- **Background checks (e.g., drug & alcohol testing history)**

WHY IS QUALIFYING A DRIVER IMPORTANT?



4. Medical Fitness

FMCSA requires a **medical exam and certification** to verify the driver is fit to operate a CMV safely. Medical issues like sleep apnea, epilepsy, or uncontrolled diabetes can pose serious safety risks.



5. Liability & Insurance

If an unqualified driver causes an accident:

- **The carrier may be held negligent or liable**
- **Insurance may deny coverage**
- **Civil lawsuits could follow**



6. Audits & Safety Ratings

The FMCSA and DOT conduct regular audits and inspections.

Maintaining properly qualified drivers:

- **Improves CSA (Compliance, Safety, Accountability) scores**
- **Avoids fines and shutdowns**
- **Enhances company reputation**

In short, qualifying drivers is not just about following rules—it's about protecting lives, avoiding costly legal consequences, and ensuring smooth, responsible operations.

COMMERCIAL DRIVER REQUIREMENTS

§ 391.1 Scope of the rules in this part; additional qualifications, duties of carrier-drivers.

(a) The rules in this part establish minimum qualifications for persons who drive commercial motor vehicles as, for, or on behalf of motor carriers. The rules in this part also establish minimum duties of motor carriers with respect to the qualifications of their drivers.

(b) An individual who meets the definition of both a motor carrier and a driver employed by that motor carrier must comply with both the rules in this part that apply to motor carriers and the rules in this part that apply to drivers.

COMMERCIAL DRIVER REQUIREMENTS

§ 391.2 General exceptions.

(a) Farm custom operation. The rules in this part do not apply to a driver who drives a commercial motor vehicle controlled and operated by a person engaged in custom-harvesting operations, if the commercial motor vehicle is used to—

- (1) Transport farm machinery, supplies, or both, to or from a farm for custom-harvesting operations on a farm; or
- (2) Transport custom-harvested crops to storage or market.

(b) Apiarian industries. The rules in this part do not apply to a driver who is operating a commercial motor vehicle controlled and operated by a beekeeper engaged in the seasonal transportation of bees.

(c) Certain farm vehicle drivers. The rules in this part, except for [§ 391.15\(e\)](#) and [\(f\)](#), do not apply to a farm vehicle driver except a farm vehicle driver who drives an articulated (combination) commercial motor vehicle, as defined in [§ 390.5](#) of this chapter. For limited exemptions for farm vehicle drivers of articulated commercial motor vehicles, see [§ 391.67](#).

(d) Covered farm vehicles. The rules in part 391, Subpart E—Physical Qualifications and Examinations—do not apply to drivers of “covered farm vehicles,” as defined in [49 CFR 390.5](#).

(e) Pipeline welding trucks. The rules in this part do not apply to drivers of “pipeline welding trucks” as defined in [49 CFR 390.38\(b\)](#).

QUALIFICATIONS OF DRIVERS

§ 391.11

General qualifications of drivers. For any driver driving a vehicle or combination of vehicles over 10,001 pounds

(a) **A person shall not drive a commercial motor vehicle unless he/she is qualified to drive a commercial motor vehicle.** Except as provided in § 391.63, a motor carrier shall not require or permit a person to drive a commercial motor vehicle unless that person is qualified to drive a commercial motor vehicle.

(b) Except as provided in subpart G of this part, **a person is qualified to drive a motor vehicle if he/she—**

- (1) Is at least **21 years old**;
- (2) Can **read and speak the English language** sufficiently to converse with the public, to understand highway traffic signs and signals in the English language, to respond to official inquiries, and to make entries on reports and records;
- (3) Can, by reason of experience, training, or both, **safely operate the type of commercial motor vehicle he/she drives**;
- (4) Is **physically qualified to drive a commercial motor vehicle** in accordance with subpart E—Physical Qualifications and Examinations of this part;
- (5) **Has a currently valid commercial motor vehicle operator's license** issued only by one State or jurisdiction;
- (6) **Is not disqualified to drive a commercial motor vehicle** under the rules in § 391.15; and
- (7) **Has successfully completed a driver's road test** and has been issued a certificate of driver's road test in accordance with § 391.31 or has presented an operator's license or a certificate of road test which the motor carrier that employs him/her has accepted as equivalent to a road test in accordance with § 391.33.

DRIVER RESPONSIBILITIES (§ 391.13)

In order to comply with the requirements of §§ 392.9(a) and 383.111(a)(16) of this subchapter, a motor carrier shall not require or permit a person to drive a commercial motor vehicle unless the person–

(a) Can, by reason of experience, training, or both, determine whether the cargo he/she transports (including baggage in a passenger-carrying commercial motor vehicle) has been properly located, distributed, and secured in or on the commercial motor vehicle he/she drives;

(b) Is familiar with methods and procedures for securing cargo in or on the commercial motor vehicle he/she drives.

DRIVER RESPONSIBILITIES (§ 391.13)

- It is important here to know that you as a motor carrier must train your drivers on the proper load securement of types of loads that are shipping specific to your industry and provide proof of training.
- Refer to § 392.9: Inspection of cargo, cargo securement devices and systems for more information on cargo securement.

DRIVER APPLICATION

§ 391.21 Application for employment

(a) Except as provided in subpart G of this part, a person shall not drive a commercial motor vehicle unless he/she has completed and furnished the motor carrier that employs him/her with an application for employment that meets the requirements of paragraph (b) of this section.

(b) The application for employment shall be made on a form furnished by the motor carrier. Each application form must be completed by the applicant, must be signed by him/her, and must contain the following information:

- (1)** The name and address of the employing motor carrier;
- (2)** The applicant's name, address, date of birth, and social security number;
- (3)** The addresses at which the applicant has resided during the 3 years preceding the date on which the application is submitted;
- (4)** The date on which the application is submitted;
- (5)** The issuing driver's licensing authority, number, and expiration date of each unexpired commercial motor vehicle operator's license or permit that has been issued to the applicant;
- (6)** The nature and extent of the applicant's experience in the operation of motor vehicles, including the type of equipment (such as buses, trucks, truck tractors, semitrailers, full trailers, and pole trailers) which he/she has operated;
- (7)** A list of all motor vehicle accidents in which the applicant was involved during the 3 years preceding the date the application is submitted, specifying the date and nature of each accident and any fatalities or personal injuries it caused;
- (8)** A list of all violations of motor vehicle laws or ordinances (other than violations involving only parking) of which the applicant was convicted or forfeited bond or collateral during the 3 years preceding the date the application is submitted;

DRIVER APPLICATION CONTINUED...

(9) A statement setting forth in detail the facts and circumstances of any denial, revocation, or suspension of any license, permit, or privilege to operate a motor vehicle that has been issued to the applicant, or a statement that no such denial, revocation, or suspension has occurred;

(10) (i) A list of the names and addresses of the applicant's employers during the 3 years preceding the date the application is submitted,

(ii) The dates he or she was employed by that employer,

(iii) The reason for leaving the employ of that employer,

(iv) After October 29, 2004, whether the

(A) Applicant was subject to the FMCSRs while employed by that previous employer,

(B) Job was designated as a safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing requirements as required by

49 CFR part 40;

(11) For those drivers applying to operate a commercial motor vehicle as defined by part 383 of this subchapter, a list of the names and addresses of the applicant's employers during the 7-year period preceding the 3 years contained in paragraph (b)(10) of this section for which the applicant was an operator of a commercial motor vehicle, together with the dates of employment and the reasons for leaving such employment; and

(12) The following certification and signature line, which must appear at the end of the application form and be signed by the applicant:

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.

(c) A motor carrier may require an applicant to provide information in addition to the information required by paragraph (b) of this section on the application form.

(d) Before an application is submitted, the motor carrier must inform the applicant that the information he/she provides in accordance with paragraph (b)(10) of this section may be used, and the applicant's previous employers will be contacted, for the purpose of investigating the applicant's safety performance history information as required by paragraphs (d) and (e) of § 391.23. The prospective employer must also notify the driver in writing of his/her due process rights as specified in § 391.23(i) regarding information received as a result of these investigations.

DRIVER EMPLOYMENT APPLICATION

- Driver must list all employers they have worked for in the last 3 years. Driving and non-driving positions.
- If they have had their CDL for 10 years or more, they must provide all employers they drove a commercial motor vehicle for the 7 years prior to the initial 3.
- All gaps over 30 days in between employment must be explained.
- Although, not required, it is a good idea to run a Pre-Employment Screening Program (PSP) report to help verify validity on the prior employers.

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CDL Driver Employment Application					
COMPANY NAME HERE ADDRESS CITY, ST 30043					
To be considered for employment, complete this form in its entirety without leaving blank spaces. If something does not apply to you, do NOT leave the space blank, enter "None" or "N/A for Not Applicable.					
Date of Application					
Full Name (First, Middle, Last)					Suffix (Sr, Jr, III)
Social Security Number				Date of Birth	
Home Phone				Cell Phone	
Email Address					
Are you able to begin work immediately?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	If no, provide start date		
Have you applied to this Company or any of its Divisions in the past?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	If yes, provide dates and position		
Have you ever been charged (or pending) of a criminal charge?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	If yes, provide dates and details		
Use blank sheet if necessary					
List the addresses at which you resided during the 3 years preceding the date the application is submitted.					
Current Address					How Long (Year/Month)
Previous Address					How Long (Year/Month)
Previous Address					How Long (Year/Month)
Previous Address					How Long (Year/Month)
Driving Experience and Qualification					
If none, write "None".					
	State	Class	License Number	Endorsement(s)	Expiration Date
Unexpired operator's license or permit (i.e. CDL)					
Have you ever held a CDL in any other state?			If yes, provide States		
<input type="checkbox"/> Yes <input type="checkbox"/> No					
Please list the date that you originally received your Commercial Driver's License. (CDL)		MM/YY	Month _____	Year _____	
Have you ever been denied a license, permit, or privilege to operate a commercial motor vehicle?			If yes, provide details		
<input type="checkbox"/> Yes <input type="checkbox"/> No					
Has any of your licenses ever been suspended or revoked?			If yes, provide details		
<input type="checkbox"/> Yes <input type="checkbox"/> No					

PRE-EMPLOYMENT SCREENING PROGRAM

United States Department of Transportation US English ▾

FMCSA
Federal Motor Carrier Safety Administration

Search

 **Pre-Employment Screening Program** Enroll Drivers Veterans Women Drivers FAQs Contact

PSP has the data that you need to hire safe drivers.

Companies using PSP to screen new hires lower their crash rate by 8% and driver out-of-service rates by 17%, on average, compared to those that do not use PSP. Enroll today!

ENROLLLearn More

Welcome Back

Multi-factor authentication is now required to access PSP.

Click on the LOGIN button below. You will be redirected to Login.gov. From here, you can create an account, log in, or reset your password.

- [▶ Forgot your password?](#)
- [▶ Need help creating your Login.gov account?](#)

LOGIN

PRE-EMPLOYMENT SCREENING PROGRAM

 www.psp.fmcsa.gov

- Login or Register with your login.gov account
- Allows employers to request information from data in the Commercial Driver's License Information System (CDLIS) about potential hires
- A PSP report will provide all roadside inspection activity for a driver for the last 3 years and all of their reportable crash information for the last 5 years from the FMCSA MCMIS system.
- Helps motor carriers make more informed hiring decisions by providing electronic access to a driver's crash and inspection history from the FMCSA Motor Carrier Management Information System (MCMIS).
- Individuals, owner/operators can request a personal driving history for a fee of \$10. No subscription is necessary for individual drivers.

PSP Detailed Report												Sample Report					
Federal Motor Carrier Safety Administration																	
Driver Information																	
Last Name	First Name	License #		State													
SMITH	JOHN	X1487849		VA													
SMITH	JOHN	123456789		NY													
Crash Activity (5 year history from MCMIS snapshot data)																	
Crash Summary (Crashes listed represent a driver's involvement in FMCSA-reportable crashes, without any determination as to responsibility.)																	
# of Crashes:		5		# of crashes with Fatalities:		1		# of Crashes with Injuries:		3		# of Towaways:		3			
				# of Fatalities:		1		# of Injuries:		4		# of Hazmat Releases:				0	
Crash Details (Crashes listed represent a driver's involvement in FMCSA-reportable crashes, without any determination as to responsibility.)																	
	Date	DOT #	Carrier Name	Driver Name	Drive Lic	State	Driver DOB	Rpt St	Rpt Number	Location	# Fatalities	# Injuries					
1	10/24/2012	168714	XYZ TRUCKS, INC.	SMITH, JOHN	X1487849	VA	10/11/1944	VA	VA000087094	859 EB 5M E RT 26	0	1					
2	04/03/2015	168714	XYZ TRUCKS, INC.	SMITH, JOHN	X1487849	VA	10/11/1944	CA	CA763476572	1405 NB	1	2					
3	12/05/2013	475002	SMITH LOGISTICS	SMITH, JOHN	X1487849	VA	10/11/1944	MT	MT4839273282	US 2 SB	0	0					
4	01/14/2015	346678	MIKE'S TRUCKS	SMITH, JOHN	X1487849	VA	10/11/1944	NY	NY4374729121	1 87 NB	0	1					
5	05/28/2015	333444	BOB'S HAULING	SMITH, JOHN	X1487849	VA	10/11/1944	NJ	NJ7856473837	1 95 SB	0	0					
Inspection Activity (3 year history from MCMIS snapshot data)																	
Inspection Summary																	
Driver Summary				Vehicle Summary				Hazmat Summary									
Driver Inspections:		4		Vehicle Inspections:		4		Hazmat Inspections:		0							
Driver Out-of-service Inspections:		2		Vehicle Out-of-service Inspections:		1		Hazmat Out-of-service Inspections:		0							
Driver Out-of-service Rate:		50%		Vehicle Out-of-service Rate:		25%		Hazmat-Out-of-service Rate:		0%							



INVESTIGATIONS AND INQUIRIES

§ 391.23 Investigation and inquiries.

- (a) Except as provided in [subpart G of this part](#), each motor carrier shall make the following investigations and inquiries with respect to each driver it employs, other than a person who has been a regularly employed driver of the motor carrier for a continuous period which began before January 1, 1971:
 - (1) An inquiry, within 30 days of the date the driver's employment begins, to each State where the driver held or holds a motor vehicle operator's license or permit during the preceding 3 years, to obtain that driver's motor vehicle record covering that driver's prior 3-year driving history.
 - (2) An investigation of the driver's safety performance history with Department of Transportation regulated employers during the preceding three years.
 - (b) A copy of the motor vehicle record(s) obtained in response to the inquiry or inquiries to each driver's licensing authority required by [paragraph \(a\)\(1\)](#) of this section must be placed in the driver qualification file within 30 days of the date the driver's employment begins and be retained in compliance with [§ 391.51](#). If no motor vehicle record is received from a driver's licensing authority required to submit this response, the motor carrier must document a good faith effort to obtain such information. The inquiry to a driver's licensing authority must be made in the form and manner each authority prescribes.
- (c)
 - (1) Replies to the investigations of the driver's safety performance history required by paragraph (a)(2) of this section, or documentation of good faith efforts to obtain the investigation data, must be placed in the driver qualification file, after October 29, 2004, within 30 days of the date the driver's employment begins. Any period of time required to exercise the driver's due process rights to review the information received, request a previous employer to correct or include a rebuttal, is separate and apart from this 30-day requirement to document investigation of the driver safety performance history data.
 - (2) The investigation may consist of personal interviews, telephone interviews, letters, or any other method for investigating that the carrier deems appropriate. Each motor carrier must make a written record with respect to each previous employer contacted, or good faith efforts to do so. The record must include the previous employer's name and address, the date the previous employer was contacted, or the attempts made, and the information received about the driver from the previous employer. Failures to contact a previous employer, or of them to provide the required safety performance history information, must be documented. The record must be maintained pursuant to [§ 391.53](#).
 - (3) Prospective employers should report failures of previous employers to respond to an investigation to the FMCSA and use the complaint procedures specified at [§ 386.12](#) of this subchapter. Keep a copy of the reports in the driver investigation history file as part of documenting a good faith effort to obtain the required information.
 - (4) For drivers with no previous employment experience working for a DOT-regulated employer during the preceding three years, documentation that no investigation was possible must be placed in the driver investigation history file, after October 29, 2004, within the required 30 days of the date the driver's employment begins.

INVESTIGATIONS AND INQUIRIES (CONTINUED)

- **§ 391.23 Investigation and inquiries (continued)**
- (d) The prospective motor carrier must investigate, at a minimum, the information listed in this paragraph from all previous employers of the applicant that employed the driver to operate a CMV within the previous three years. The investigation request must contain specific contact information on where the previous motor carrier employers should send the information requested.
- (1) General driver identification and employment verification information.
- (2) The data elements as specified in § 390.15(b)(1) of this chapter for accidents involving the driver that occurred in the three-year period preceding the date of the employment application.
 - (i) Any accidents as defined by § 390.5 of this chapter.
 - (ii) Any accidents the previous employer may wish to provide that are retained pursuant to § 390.15(b)(2), or pursuant to the employer's internal policies for retaining more detailed minor accident information.
- (e) In addition to the investigations required by paragraph (d) of this section, the prospective motor carrier employers must investigate the information listed below in this paragraph from all previous DOT regulated employers that employed the driver within the previous three years from the date of the employment application, in a safety-sensitive function that required alcohol and controlled substance testing specified by 49 CFR part 40.

SAFETY PERFORMANCE HISTORY REQUESTS (SPHR)

- SPHR's investigate a driver's safety record from the last three years with DOT-regulated employers, including checking the FMCSA's Drug and Alcohol Clearinghouse and contacting former employers about accidents and moving violations.
- These requests are required by FMCSA regulations and must be done on prospective CDL drivers. You must investigate and retain documentation of all the drivers' previous employment safety performance history for the 3 years prior to their hiring
- All attempts or good faith efforts to get information from former employers should be documented in the driver's file.
- The SPHR's must be completed no later than 30 days after hiring.

SAFETY PERFORMANCE HISTORY REQUESTS (SPHR)

Important Notes:

- As of January 6, 2023, employers must get CDL driver drug and alcohol violation information through the federal Drug & Alcohol Clearinghouse instead of from previous employers.
- For drivers subject to Part 40 testing under other DOT agencies, you still need to contact former employers for drug and alcohol information using an agency-specific form.
- If a driver has an unresolved DOT drug or alcohol violation, contact their former employer to determine the status of their return-to-duty and/or follow-up program.
- You must get written consent from driver-applicants before requesting safety performance history from previous employers.
- While there's no specific number of attempts required to contact former employers, you must make a "reasonable effort" and document your attempts.
- Previous employers are required to respond to SPHR's within 30 days.

INVESTIGATIONS – MVR'S

Initial MVR Inquiry (49 CFR § 391.23)

Before hiring a driver, the motor carrier must:

- Investigate the driver's safety performance history.
- Obtain an MVR from each state where the driver has held a license in the **past 3 years.**
- This must be done **within 30 days of employment** and kept in the driver's qualification file

Annual Review of Driving Record (49 CFR § 391.25)

Motor carriers are **required to review each driver's MVR at least once every 12 months** to ensure the driver is qualified to operate a commercial vehicle.

- The employer must obtain the MVR from each state where the driver held a license or permit in the past 12 months.
- This review must be documented and retained in the driver qualification file (DQF).
- A new MVR must be obtained within 15 days of receiving the driver's new medical certificate.

Disqualifying Offenses

The MVR helps carriers and regulators identify if a driver has been convicted of offenses that disqualify them from operating a CMV, such as:

- DUI/DWI
- Leaving the scene of an accident
- Using a vehicle to commit a felony
- Reckless driving

Retention Requirements

- The initial MVR and annual MVRs must be kept in the DQF for the duration of the driver's employment and for **three years thereafter.**

CDL & ROAD TEST CERTIFICATE

Drivers License Classes and Endorsements Commercial Driver Licenses (CDL)

CLASS A: Trucks or truck combinations weighing with a Gross Vehicle Weight Rating of 26,001 lbs. or more, provided towed vehicle is more than 10,000 lbs.

CLASS B: Straight trucks weighing 26,001 lbs. Gross Vehicle Weight Rating or more.

CLASS C: Vehicles transporting placardable amounts of hazardous materials, or vehicles designed to transport more than 15 persons including the driver with a Gross Vehicle Weight Rating of less than 26,001 lbs.



NON-COMMERCIAL DRIVER'S LICENSE

Non-Commercial Driver's Licenses

Class D is valid for operating:

- All single vehicles except vehicles with a GVW of more than 26,000 pounds;
- or vehicles that carry hazardous materials requiring placards;
- Towing vehicles if: → The towed vehicle has a GVW of 10,000 pounds or less; or → The towed vehicle has a GVW of more than 10,000 pounds and the combination of vehicles has a GVW of 26,000 pounds or less;
- Recreational vehicles as defined in Minn. Stat. § 168.002 subd. 27;
- Authorized Emergency Vehicles whether or not in excess of 26,000 pounds GVW



CERTIFICATE OF DRIVER'S ROAD TEST

Instructions: If the road test is successfully completed, the person who gave it shall complete a certificate of the driver's road test. The original or copy of the certificate shall be retained in the employing motor carrier's driver qualification file of the person examined and a copy given to the person who was examined. (49 CFR 391.31(e)(7)(g))

CERTIFICATION OF ROAD TEST

Driver's Name _____
Social Security Number _____
Operator's or Chauffeur's License Number _____
State _____
Type of Power Unit _____
Type of Trailer(s) _____
If passenger carrier, type of bus _____

This is to certify that the above-named driver was given a road test under my supervision on _____, 20____, consisting of approximately _____ miles of driving.

It is my considered opinion that this driver possesses sufficient driving skill to operate safely the type of commercial motor vehicle listed above.

(Signature of Examiner)

(Title)

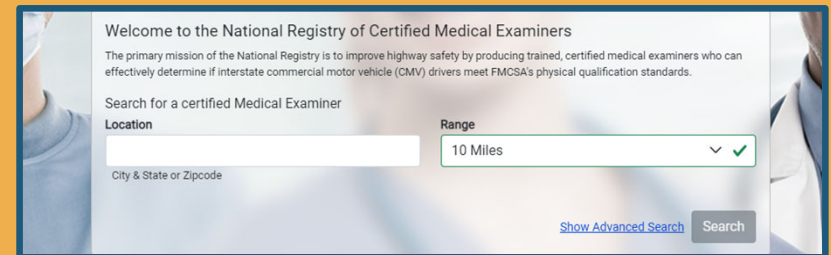
(Organization and Address of Examiner)

For non-CDL drivers a road test is required, and a certificate needs to be retained in the DQ file. For CDL drivers, you can accept the CDL in lieu of the RTC.

PROCESSING OF A MEDICAL CARD FROM DRIVER

- Obtain both long form and Certificate if possible
- Go to <https://nationalregistry.fmcsa.dot.gov/home> and type in the Medical examiners
- Enter the Registry Number and click Search
- Click on Dr.'s name below and pdf that page into DB
- Ask driver if they have self-certified the med card.
- If so, run an MVR and verify DR and dates
- Stack all documents and place into the

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Welcome to the National Registry of Certified Medical Examiners

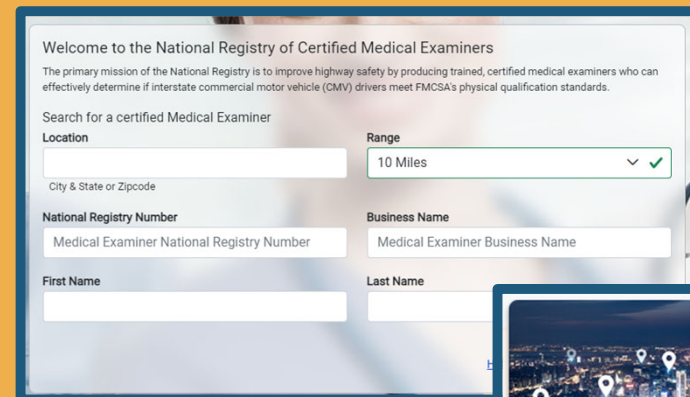
The primary mission of the National Registry is to improve highway safety by producing trained, certified medical examiners who can effectively determine if interstate commercial motor vehicle (CMV) drivers meet FMCSA's physical qualification standards.

Search for a certified Medical Examiner

Location Range

City & State or Zipcode

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Welcome to the National Registry of Certified Medical Examiners

The primary mission of the National Registry is to improve highway safety by producing trained, certified medical examiners who can effectively determine if interstate commercial motor vehicle (CMV) drivers meet FMCSA's physical qualification standards.

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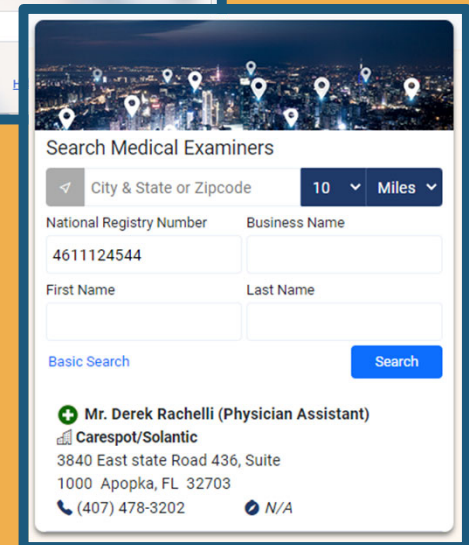
Location Range

City & State or Zipcode

National Registry Number Business Name

Medical Examiner National Registry Number Medical Examiner Business Name

First Name Last Name



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Mr. Derek Rachelli (Physician Assistant)

Carespot/Solantic

3840 East state Road 436, Suite
1000 Apopka, FL 32703

(407) 478-3202 N/A

FMCSA PRE-EMPLOYMENT DRUG TESTING

Who is required to be tested?

Any driver **required to have a Commercial Driver's License (CDL)** who will be **operating a commercial motor vehicle (CMV)** on public roads and is subject to FMCSA drug and alcohol testing rules.

- 1) Has a gross combination weight rating or gross combination weight of (26,001 pounds or more), whichever is greater, inclusive of a towed unit(s) with a gross vehicle weight rating or gross vehicle weight of more than 4,536 kilograms (10,000 pounds), whichever is greater; or
- 2) Has a gross vehicle weight rating or gross vehicle weight of (26,001 or more pounds), whichever is greater; or
- 3) Is designed to transport 16 or more passengers, including the driver; or
- 4) Is of any size and is used in the transportation of materials found to be hazardous for the purposes of the Hazardous Materials Transportation which require the motor vehicle to be placarded under the Hazardous Materials Regulations (49 CFR part 172, subpart F).

FMCSA PRE-EMPLOYMENT DRUG TESTING

When must the test occur?

Before the first time a driver performs any **safety-sensitive function**, such as:

- Driving a CMV
- Loading/unloading
- Vehicle inspections

What is the test for?

Only a **urine drug test** is required pre-employment. The test screens for: (Still labeled as a DOT 5 panel)

- Marijuana (THC)
- Cocaine
- Amphetamines/methamphetamines
- Opiates (heroin, morphine, codeine)
- Phencyclidine (PCP)

Alcohol testing is not required pre-employment but may be conducted voluntarily by the employer.

FMCSA PRE-EMPLOYMENT DRUG TESTING

Key Conditions:

- The driver **must receive a verified negative drug test result before** performing any safety-sensitive duties.
- A **refusal to test** is treated the same as a **positive test** and disqualifies the driver.

Exceptions:

- A pre-employment drug test **is not required** if the driver:
 - Participated in a DOT drug testing program in the **past 30 days**,
 - Was either tested for drugs in the **past 6 months** or participated in a random testing program in the **past 12 months**, and
 - The employer verifies compliance with the previous program in writing.

FEDERAL DRUG TESTING CUSTODY AND CONTROL FORM

0000001

SPECIMEN ID NO. 0000001

STEP 1: COMPLETED BY COLLECTOR OR EMPLOYER REPRESENTATIVE

A. Employer Name, Address, I.D. No. B. MFO Name, Address, Phone No. and Fax No.

C. Donor SSN or Employee I.D. No.

D. Specify Testing Authority: HRIS NRC DOT - specify DOT Agency FMCSA FAA FRA FTA PHMSA USCG

E. Reason for Test: Pre-employment Random Reasonable Suspicion/Cause Post-Accident Return to Duty Follow-up Other (specify)

F. Drug Tests to be Performed: THC, COC, PCP, OPI, AMP THC & COC Only Other (specify)

G. Collection Site Address: Collector Phone No. Collector Fax No.

STEP 2: COMPLETED BY COLLECTOR (make remarks when appropriate). Collector reads specimen temperature within 4 minutes.

Temperature between 90° and 100° F? Yes No, Enter Remark: Collection: Split Single None Provided, Enter Remark: Observed, Enter Remark:

REMARKS

STEP 3: Collector affixes bottle seal(s) to bottle(s). Collector dates seal(s). Donor initials seal(s). Donor completes STEP 5 on Copy 2 (MRO Copy)

STEP 4: CHAIN OF CUSTODY - INITIATED BY COLLECTOR AND COMPLETED BY TEST FACILITY

I certify that the specimen given to me by the donor identified in the certification section on Copy 2 of this form was collected, labeled, sealed and released to the Delivery Service noted in accordance with applicable Federal requirements.

X Signature of Collector Date (Mo/Day/Yr) AM PM Name of Delivery Service

(PRINT) Collector's Name (First, MI, Last) Date (Mo/Day/Yr) Time of Collection Name of Delivery Service

RECEIVED AT BTF: Signature of Accessioner BTF Name and Address (if not above): Primary Specimen Bottle Seal Intact: YES NO NO, Enter remark in Step 5A. SPECIMEN BOTTLE(S) RELEASED TO:

(PRINT) Accessioner's Name (First, MI, Last) Date (Mo/Day/Yr)

TRANSFER FROM BTF TO LAB: I certify that the specimen identified on this form was handled using chain of custody procedures and released in accordance with applicable Federal requirements.

X Signature (PRINT) Name (First, MI, Last) Date (Mo/Day/Yr) Name of Delivery Service

RECEIVED AT LAB: Signature of Accessioner Primary Specimen Bottle Seal Intact: YES NO NO, Enter remark in Step 5A. SPECIMEN BOTTLE(S) RELEASED TO:

(PRINT) Accessioner's Name (First, MI, Last) Date (Mo/Day/Yr)

STEP 5A: PRIMARY SPECIMEN REPORT - COMPLETED BY TEST FACILITY

NEGATIVE DILUTE POSITIVE for: Marijuana Metabolite (∆9-THCA) 6-Acetylmorphine Methamphetamine MDMA Cocaine Metabolite (BZE) Morphine Amphetamine MDA PCP Codeine MDEA

REJECTED ADULTERATED SUBSTITUTED INVALID RESULT

REMARKS:

Test Facility (if different from above): I certify that the specimen identified on this form was examined upon receipt, handled using chain of custody procedures, analyzed, and reported in accordance with applicable Federal requirements.

X Signature of Certifying Technician/Scientist (PRINT) Certifying Technician/Scientist's Name (First, MI, Last) Date (Mo/Day/Yr)

STEP 5B: COMPLETED BY SPLIT TESTING LABORATORY

SPLIT SPECIMEN TESTED; SEE LABORATORY REPORT Split Testing Laboratory (Name, City, State)

0000001 SPECIMEN ID NO. A PLACE OVER CAP 0000001 SPECIMEN BOTTLE SEAL Date (Mo/Day/Yr) Donor's Initials

0000001 SPECIMEN ID NO. B (SPLIT) PLACE OVER CAP 0000001 SPECIMEN BOTTLE SEAL Date (Mo/Day/Yr) Donor's Initials

COPY 1 - TEST FACILITY COPY

FMCSA CLEARINGHOUSE - KEY REQUIREMENTS (PRE-EMPLOYMENT FULL QUERY)

Motor Carriers

Employers of CDL/CLP drivers must:

1. Register with the Clearinghouse

- Required to use the Clearinghouse system.
- Must designate a **C/TPA** if using one (especially mandatory for owner-operators).

2. Conduct Pre-Employment Queries

- Must run a **full query** on any new driver **before** they operate a CMV.
- Requires the driver's **electronic consent** through the Clearinghouse.

3. Conduct Annual Queries

- Must conduct at least **one limited query per year** for each employed CDL driver.
- Requires **written general consent** from the driver (outside the Clearinghouse).

FMCSA CLEARINGHOUSE - CONT. (PRE-EMPLOYMENT FULL QUERY)

QUERY OVERVIEW Time frame: Last 7 days

PRE-EMPLOYMENT QUERIES

- 19 View
- 0 Drivers Prohibited View
- 1 Updated Results View
- 10 Pending Driver Consent View

ANNUAL QUERIES

- 23 View
- 0 Drivers Prohibited View
- 0 Full Queries Required View
- 0 Pending Driver Consent View

[Conduct a Query](#)

Employer Information **Driver Information** **Query Type** **Conduct Query**

Driver Information

A query checks to see if a driver has information about resolved or unresolved drug and alcohol program violations in his or her Clearinghouse record. Which driver's record do you want to query?

First Name Last Name

Date of Birth
month day year

CDL/CLP Number Country of Issuance State of Issuance

[Previous](#) [Verify Driver Information](#) [Cancel](#)

Query Type

WHICH TYPE OF QUERY DO YOU NEED TO CONDUCT?

LIMITED QUERY Results will determine if an individual driver's Clearinghouse record has any information about resolved or unresolved drug and alcohol program violations. General consent from the driver is required (obtained outside the Clearinghouse).

FULL QUERY Results will include detailed information about any drug and alcohol program violations in a driver's Clearinghouse record, including the driver's eligibility to perform safety-sensitive functions such as operating a CMV. Electronic consent is required.

Is this full query being conducted as part of a pre-employment screening? Yes No

[Previous](#) [Next](#) [Cancel](#)

Request Driver Consent

Before FMCSA can release to you detailed information from the driver's Clearinghouse record, you must obtain the driver's electronic consent in the Clearinghouse.

To obtain the driver's electronic consent, click "Send Consent Request" below.

One query will be deducted from your Query Balance once the consent request has been sent. If the driver refuses his or her consent, your Query Balance will be credited.

[Previous](#) [Send Consent Request](#) [Cancel](#)

QUERY CONSENT REQUESTS View All Queries

MC of Boston
Pre-employment
2/25/2025 MC of Boston has requested to view your Clearinghouse record.

I CONSENT I DO NOT CONSENT

VIOLATION SUMMARY View All

You have no violations reported in the Clearinghouse.

0 Violations

0 Open Violations 0 Resolved Violations

If you believe information has been inaccurately reported, you can file a petition to initiate a data review.

DRIVER QUALIFICATION

Create policies for hiring standard

- Contact your insurance company to find out what their minimum requirements are and;
- Develop a hiring procedure and stick to it
- Develop a concise Corrective Action Policy and stick to it
- Create a rewards program for good inspections and driving behaviors
- Ensure you have a good zero tolerance cell phone policy

DRIVER QUALIFICATION

Minimum standards & steps for hiring a driver

- Contact your insurance company and make sure they will accept the driver -(they will typically run an MVR and approve that driver based on the Motor vehicle record.)
- Send driver for a pre-employment Federal Drug Test.(Alcohol is optional)
- Ensure driver has registered for the Clearinghouse and run a Full PE Query.
- After negative results are received from the MRO, continue to the application process.
- Run Motor Vehicle Record and verify the violation information entered on the application.
- Run PSP report to identify habits and to verify prior employment history based on inspections.
- Start the Safety Performance History requests on prior employers in the last 3 years and maintain good faith reporting efforts.
- Obtain a copy of the drivers medical certificate and verify on the National Registry and with the issuing doctors office, document and place in the DQ file.
- Complete a drivers road test to ensure they can driver your specific type of vehicle. (This is very important and is a requirement of some insurance companies.)
- Provide industry specific training materials for the driver before placing them into a safety sensitive function
- Complete all Driver Qualification requirements within 30 days of hire.

FMCSA DRIVER STATEMENT OF ON-DUTY HOURS REQUIREMENT

Before a driver begins safety-sensitive functions, the motor carrier must:

- Ask whether the driver worked for **any other motor carrier(s)** in the past **7 days**.
- If not, the driver must complete a **written statement** certifying they had **no on-duty time**. (Can also write 0's and the date)

The **driver statement of on-duty hours** is a requirement under **FMCSA regulation 49 CFR § 391.23(i)(2)** and is part of the **safety performance history investigation** for newly hired CDL drivers.

- **Newly hired CDL drivers** must provide **if they did not operate a commercial motor vehicle (CMV)** during the **preceding 7 consecutive days** prior to starting work for a new employer.
- FMCSA limits drivers to a maximum of **60 or 70 hours on duty in 7 or 8 days** (per 49 CFR § 395.3). To ensure compliance, carriers need to know how many **on-duty hours** a driver has accumulated **before starting** with a new employer.

Retention Requirements

- Must be retained in the **Driver Qualification File (DQF)** for **at least 3 years**.

CORRECTIVE AND PREVENTATIVE ACTION POLICY

Develop good **corrective action policy**. There is no federal requirement for this but it is important to have a policy to let drivers know that there are consequences for their actions and they will be written up for violations that they receive. If no policy or corrective action in place, the motor carrier could face critical violations for coercion.

- Examples: No Pre-trip inspection, Preventable roadside inspection violations, HOS violations, Uniform traffic citations, etc.

Points	Corrective Action
2	Verbal Warning
3	1st Written Warning
4	2nd Written Warning
5	Final Written Warning
6	Termination of Employment

Along with a good corrective action policy, you should also have a good **rewards program** for your drivers that recognizes them for their outstanding performance or achievements.

- Examples: Bonus for clean Roadside Inspections, Violation FREE for a month, best on road performance or an end of year performance bonus.

CDL DQ FILE CHECKLIST

Driver Qualification File Checklist

[49 CFR 391](#) explains the minimum requirements for commercial motor vehicle drivers. Motor carriers are required to maintain a [Qualification File](#) for each of their drivers. The following checklist will help you ensure that each driver qualification file is complete. This file must be completed within 30 days of hire.

Form/Inquiry/Note to Include	Must Retain Document For
Driver's Application for Employment — 49 CFR 391.21(b)-12 A person shall not drive a commercial motor vehicle unless he/she has completed and furnished the motor carrier that employs him/her with an application for employment that meets the requirements of paragraph (b) of this section.	Life of employment + 3 years after termination
(DACH) Drug & Alcohol Clearinghouse — 49 CFR Part 40 & 382 Employers are required to query the Clearinghouse for current and prospective employees' drug and alcohol violations before permitting those employees to operate a CMV on public roads. The initial query must be a pre-employment full query that requires the driver to be registered and provide consent through the clearinghouse portal. This report must be accepted by the driver, and it must report "NOT PROHIBITED".	Life of employment + 3 years after termination
Safety Performance History Records Request — 49 CFR 391.23(a)(1) Carriers must investigate the driver's safety performance history and employment record during the preceding three years. This investigation must be completed within 30 days of the date employment begins. Carrier must retain a record of the request and all response documentation.	Life of employment + 3 years after termination
Road Test Certificate or Equivalent — 49 CFR 391.31(a) 49 CFR 391.33(a)(1) Except as provided in subpart G, a person shall not drive a commercial motor vehicle unless he/she has first successfully completed a road test and has been issued a certificate of driver's road test in accordance with this section. In place of, and as equivalent to, the road test required by § 391.31, a person who seeks to drive a commercial motor vehicle may present, and a motor carrier may accept— A valid Commercial Driver's License as defined in § 383.5 of this subchapter,	Life of employment + 3 years after termination
Medical Examination Report and Medical Examiner's Certificate — 49 CFR 391.43 All commercial drivers are required to pass a physical exam conducted by a licensed medical examiner at least once every 24 months. The carrier must retain a copy of this certificate. For CDL drivers; the carrier must retain a copy of the CDLIS motor vehicle record, which contains the examination information.	Life of employment + 3 years after termination
Employer note verifying that medical examiner is listed on National Registry of Certified Medical Examiners — CDL drivers: 49 CFR 391.51(b)(9)(iii) A note must be included in the driver's qualification file to verify that the medical examiner is listed and current on the National Registry of Certified Medical Examiners .	Life of employment + 3 years after termination

Hours of Service Statement — CFR 395.80(i)(2) Motor carriers, when using a driver for the first time or intermittently, shall obtain from the driver a signed statement giving the total time on duty during the immediately preceding 7 days and the time at which the driver was last relieved from duty prior to beginning work for the motor carriers. The driver must certify their 7 prior days on the day they start performing a safety sensitive function	Life of employment + 3 years after termination
Inquiry To State Agencies for 3-Year Driving Record — 49 CFR 391.23(a)(1) and (b) Carriers must contact State agencies for the driver's MVR for the past three years. Request must be made within 30 days of hire. MVR must be kept in the driver's qualification file, and updated annually. See "Review of Driving Record" entry below.	Life of employment + 3 years after termination
Pre-employment Drug Testing — 49 CFR 382.301(a) Prior to the first time a driver performs safety-sensitive functions for an employer, the driver shall undergo testing for controlled substances as a condition prior to being used, unless the employer uses the exception in paragraph (b) of this section. No employer shall allow a driver, who the employer intends to hire or use, to perform safety-sensitive functions unless the employer has received a controlled substances test result from the MRO or C/TPA indicating a verified negative test result for that driver.	See Controlled Substances and Alcohol chapter for recordkeeping requirements.
Pre-Employment Drug and Alcohol Documents — 49 CFR 40.25(i) ; 49 CFR 382.301 Employers must ask potential employees if they have tested positive or refused to test, on any pre-employment drug or alcohol test within the past three years. If the potential employee admits to having a positive test or refused to test, that individual must not perform safety-sensitive functions until the successful completion of the return-to-duty process. Documentation demonstrating completion of return-to-duty process must be retained in the driver qualification file.	See Controlled Substances and Alcohol chapter for recordkeeping requirements.
The following additional documents are only required for certain types of drivers, or in specific situations.	
Entry-Level Driver Training Certificate — 49 CFR 380.509(b) All CDL drivers with less than one year experience must provide this certificate.	3 years from date of execution
Longer Combination Vehicle (LCV) Driver Training Certificate — 49 CFR 380.401 A driver must not operate an LCV unless the driver can produce an LCV Driver Training Certificate or an LCV Driver Training Certificate of Grandfathering. OR: Longer Combination Vehicle (LCV) Certificate of Grandfathering — 49 CFR 380.111	Life of employment + 3 years after termination
Skill Performance Evaluation Certificate — 49 CFR 391.49 Only if required	3 years from date of execution

- Before a driver can be placed into a safety sensitive function, the employer must have confirmation of a negative drug test with the results released to the employer from the MRO on a Federal Chain of Custody and Control form and a full pre-employment query conducted through the clearinghouse with the result showing "NOT PROHIBITED".
- All driver qualification files, and drug and alcohol testing information must be stored in a secure area not accessible by other employees or in a locked cabinet.
- Driver Qualification File needs to be complete within 30 days of hire.

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Annual Ongoing Driver Qualification File Checklist

[49 CFR 391](#) explains the minimum requirements for commercial motor vehicle drivers. Motor carriers are required to maintain a [qualification file](#) for each of their drivers. The following checklist will help you ensure that each driver qualification file is updated on an annual basis.

Form/Inquiry/Note to Include	Must Retain Document For
Inquiry To State Agencies for Driving Record – Annual — 49 CFR 391.25 (a) and (c) Motor carriers must contact State agencies annually for an updated copy of each driver's MVR.	3 years from date of execution
Review of Driving Record – Annual — 49 CFR 391.25 (c)(2) At least once every 12 months, the carrier must collect a current motor vehicle record (MVR) from the State issuing a driver's license and review the MVR to determine whether the driver still meets the minimum requirements for safe driving, and to confirm they are not disqualified pursuant to 49 CFR 391.15 . A note including the name of the person who performed this review and the date must be retained in the file with the MVR.	3 years from date of execution
Clearinghouse Limited Query – Annual — 49 CFR Part 40 & 382 At least once every 12 months, employers must conduct a Limited annual query for all current CDL drivers employed. Employers must have a signed Limited Query Release form from all drivers to conduct limited queries through the Drug & Alcohol Clearinghouse.	Life of employment + 3 years after termination
Medical Examination Report and Medical Examiner's Certificate — 49 CFR 391.43 All Commercial drivers are required to pass a physical exam conducted by a licensed medical examiner at least once every 24 months or as noted by the medical examiner. The carrier must retain a copy of this certificate. For CDL drivers; the carrier must retain a copy of the CDLIS motor vehicle record, which contains the examination information. A new MVR must be obtained within 15 days of receiving the new medical card to verify it has been self-certified and attached to the Drivers License.	Life of employment + 3 years after termination
Employer note verifying that medical examiner is listed on National Registry of Certified Medical Examiners — Non-CDL drivers: 49 CFR 391.51(b)(9)(iii) ; CDL drivers: 49 CFR 391.51(b)(9)(iii) A note must be included in the driver's qualification file to verify that the medical examiner is listed on the National Registry of Certified Medical Examiners .	Life of employment + 3 years after termination
Inquiry To State Agencies for Driving Record – Medical — 49 CFR 391.25 (a) and (c) Motor carriers must contact State agencies for an updated copy of each driver's MVR, within 15 days of receiving the new medical card to verify the driver has self-certified with the DMV and has selected the correct tier of operation.	Life of employment + 3 years after termination

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NON-CDL DQ FILE CHECKLIST

NON-CDL Driver Qualification File Checklist

[49 CFR 391](#) explains the minimum requirements for commercial motor vehicle drivers. Motor carriers are required to maintain a [Qualification File](#) for each of their drivers. The following checklist will help you ensure that each driver qualification file is complete. This file must be completed within 30 days of hire.

✓	Form/Inquiry/Note to Include	Must Retain Document For
Initial DQ File Documents	Driver's Application for Employment — 49 CFR 391.21(b)-12 A person shall not drive a commercial motor vehicle unless he/she has completed and furnished the motor carrier that employs him/her with an application for employment that meets the requirements of paragraph (b) of this section.	Life of employment + 3 years after termination
	Safety Performance History Records Request — 49 CFR 391.23(a)(1) Carriers must investigate the driver's safety performance history and employment record during the preceding three years. This investigation must be completed within 30 days of the date employment begins. Carrier must retain a record of the request and all response documentation.	Life of employment + 3 years after termination
	Medical Examination Report and Medical Examiner's Certificate — 49 CFR 391.43 All commercial drivers are required to pass a physical exam conducted by a licensed medical examiner at least once every 24 months. The carrier must retain a copy of this certificate. For CDL drivers; the carrier must retain a copy of the CDLIS motor vehicle record, which contains the examination information.	Life of employment + 3 years after termination
	Road Test Certificate — 49 CFR 391.31(a) Except as provided in subpart G, a person shall not drive a commercial motor vehicle unless he/she has first successfully completed a road test and has been issued a certificate of driver's road test in accordance with this section. The road test shall be given by the motor carrier or a person designated by it.	Life of employment + 3 years after termination
	Employer note verifying that medical examiner is listed on National Registry of Certified Medical Examiners — Non-CDL drivers: 49 CFR 391.51(b)(9)(ii) ; CDL drivers: 49 CFR 391.51(b)(9)(iii) A note must be included in the driver's qualification file to verify that the medical examiner is listed and current on the National Registry of Certified Medical Examiners .	Life of employment + 3 years after termination
	Hours of Service Statement — CFR 395.8(i)(2) Motor carriers, when using a driver for the first time or intermittently, shall obtain from the driver a signed statement giving the total time on duty during the immediately preceding 7 days and the time at which the driver was last relieved from duty prior to beginning work for the motor carriers. The driver must certify their 7 prior days on the day they start performing a safety sensitive function	Life of employment + 3 years after termination
	Inquiry To State Agencies for 3-Year Driving Record — 49 CFR 391.23(a)(1) and (b) Carriers must contact State agencies for the driver's MVR for the past three years. Request must be made within 30 days of hire. MVR must be kept in the driver's qualification file, and updated annually. See "Review of Driving Record" entry below.	Life of employment + 3 years after termination



Annual Ongoing Driver Qualification File Checklist

[49 CFR 391](#) explains the minimum requirements for commercial motor vehicle drivers. Motor carriers are required to maintain a [qualification file](#) for each of their drivers. The following checklist will help you ensure that each driver qualification file is updated on an annual basis.

✓	Form/Inquiry/Note to Include	Must Retain Document For
Ongoing Updates	Inquiry To State Agencies for Driving Record – Annual — 49 CFR 391.25 (a) and (c) Motor carriers must contact State agencies annually for an updated copy of each driver's MVR.	3 years from date of execution
	Review of Driving Record – Annual — 49 CFR 391.25 (c) (2) At least once every 12 months, the carrier must collect a current motor vehicle record (MVR) from the State issuing a driver's license and review the MVR to determine whether the driver still meets the minimum requirements for safe driving, and to confirm they are not disqualified pursuant to 49 CFR 391.15. A note including the name of the person who performed this review and the date must be retained in the file with the MVR.	3 years from date of execution
	Medical Examination Report and Medical Examiner's Certificate — 49 CFR 391.43 All Commercial drivers are required to pass a physical exam conducted by a licensed medical examiner at least once every 24 months or as noted by the medical examiner. The carrier must retain a copy of this certificate. For CDL drivers; the carrier must retain a copy of the CDLIS motor vehicle record, which contains the examination information. A new MVR must be obtained within 15 days of receiving the new medical card to verify it has been self-certified and attached to the Drivers License.	Life of employment + 3 years after termination
	Employer note verifying that medical examiner is listed on National Registry of Certified Medical Examiners — Non-CDL drivers: 49 CFR 391.51(b)(9)(ii) ; CDL drivers: 49 CFR 391.51(b)(9)(iii) A note must be included in the driver's qualification file to verify that the medical examiner is listed on the National Registry of Certified Medical Examiners .	Life of employment + 3 years after termination

RECORD RETENTION



Driver Files: As long as driver is employed and for three years thereafter, save current medical card and one past medical card



Vehicle Files: 1 year and for an additional six months after vehicle leaves carrier's control; and save current and one past vehicle annual inspection



Time Records: 6 months



Daily Driver Vehicle Inspections (DVIR): 90 Days



Roadside Inspections (DVER): 1 Year



Drug Testing Records:

- Negative Tests - 1 year
- Positive Tests - 5 years
- Return to Duty & SAP info - 5 years

QUESTIONS?



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