

## Hiring Process for a D.M. Bowman Professional Driver

1. Application must be filled out. You can do this:
  - In person at the recruiting office in Williamsport or at a local terminal
  - Via fax
  - On line at [www.joinymbowman.com](http://www.joinymbowman.com)
2. Pre-Qualification may require a signature if you fill out the online application. We will check the following before inviting you to orientation:
  - Motor Vehicle Record
  - Criminal Background
  - DAC/USIS Report
3. You will interview with the Driver Manager
4. Drug Screen, DOT Physical and Functional Ability Test
5. If the reports are satisfactory, you will be invited to Orientation\*
  - 2 days in Williamsport MD
  - Policies, Procedures, Benefits, Safety, Maintenance
6. Terminal Orientation–
  - 1 day at Terminal
7. Check Ride/Road Test
8. Drug screen results are negative
9. Employment verification is complete
10. You are hired as a professional driver for D.M. Bowman, Inc.

\*You will be paid \$200 Orientation pay on the following Friday after hire date.