

# DRIVER + ACCOUNT MATCH REVIEW

**Carrier:** Carrier Generic

**Account:** Generic Acct

**Location:** Indianapolis, IN

**Driver:** Derryck Juwan Thomas

**Residence:** Bargersville, IN 46106

## 1■■ GEOGRAPHY (FIRST HARD GATE)

### Account Requirement

Hiring radius: within 50 miles of Indianapolis (8735 E 33rd St)

### Driver Location

Bargersville, IN 46106

~18–22 miles from terminal depending on route

### ■ PASS – SOLID

No geography issues. This alone keeps him alive where many get killed.

## 2■■ EXPERIENCE (THIS ACCOUNT IS NOT ENTRY LEVEL)

### Account Requires

1+ year total driving experience

Winter driving experience (at least one season)

Preference for manual pallet jack unload

Local/regional acceptable

### Driver Has

CDL since 2020

4–5 years T/T experience

Midwest & East Coast driving

Multiple winters driven (IN, WI, IA, OH)

Grocery / reefer / tank / van experience

Local + regional

### ■ PASS – STRONG

He exceeds minimums comfortably.

## 3■■ CDL / TRANSMISSION / EQUIPMENT

### Account Reality

Slip seat = YES

Nights = ONLY

Tight docks, liftgates, pallet jack unload

Auto transmission allowed (Carrier Generic policy)

### Driver

Auto restriction: YES

Carrier Generic accepts auto

This account uses modern fleet — auto OK

■ **PASS**

No manual requirement for CMV.

(Car hauling manual rule does NOT apply here.)

**4■■ SCHEDULE & LIFESTYLE (THIS IS THE BIGGEST WASHOUT AREA)**

**Account Reality (NO SUGARCOATING)**

Dock out 2000–0300

ALL night driving

Weekends required

Slip seat

Driver unload

On-call at least 1x/week

Layovers during week possible

Grocery stores, mom & pop docks (tight)

**Driver Background Signals**

Has done:

- Local
- Shuttle
- Regional
- Reefer

Currently working low-mile shuttle (0–500 mi/week)

■■ **RISK FLAG (NOT A DQ)**

This is not a qualification issue — this is an expectation risk.

If he thinks:

- "Home daily, easy nights"
- "Daylight deliveries"
- "Drop & hook"

He will quit.

**5■■ SAFETY / VIOLATIONS / ACCIDENTS**

**Violations**

No moving violations in last 3 years

■ Excellent

**Accident**

02/2022 deer strike

Personal vehicle

Not at fault

Non-DOT

■ **PASS**

## 6■■ EMPLOYMENT HISTORY (THIS IS THE ONLY REAL CONCERN)

### Carrier Generic Rule

Max 9 jobs in last 3 years

Non-driving jobs count

### Driver's Last ~3 Years (approx)

Let's be blunt — this is job-hoppy:

- US1 Logistics (current)
- Andy Mohr Ford
- M&M Transportation
- Commercial Transport
- CPC Logistics
- Ryder
- Venture
- 10 Roads Express
- JB Hunt (borderline timeframe)

### ■■ YELLOW FLAG – REVIEWABLE

This does not auto-DQ, but you must frame it correctly or safety will side-eye it.

## 7■■ CRIMINAL / DRUG / ALCOHOL

No felonies

No misdemeanors

No DUI/DWI

No SAP

Hair test clean history

### ■ PASS – CLEAN

## ■ AI-STYLE ACCOUNT FIT SCORE (SPECIFIC TO GENERIC ACCT)

Category	Score	Notes
Geography	20 / 20	Perfect
Experience	25 / 25	Exceeds
Safety	20 / 20	Clean
Account Lifestyle Fit	10 / 20	Night / unload risk
Job Stability	10 / 15	High movement
TOTAL	85 / 100	GREEN/YELLOW

Risk Tier: ■ MODERATE

Qualification Status: ■ QUALIFIED

Retention Risk: ■■ MEDIUM if expectations not reset

## ■ FINAL VERDICT (NO BS)

■ QUALIFIED TO SUBMIT

## ■ ONLY IF YOU CONTROL EXPECTATIONS

This driver meets every written Carrier Generic & account requirement.

If he washes out, it will be because of:

- Nights
- Slip seat
- Driver unload
- Weekend work
- On-call

Not because of safety, experience, or background.

## ■ REQUIRED RECRUITER NOTES (DO NOT SKIP)

If you submit without this framing, you're asking for a chargeback.

Use language like this:

*"Driver fully understands this is a night-only, slip-seat, driver-unload grocery account with weekends and on-call rotation. Has prior reefer and local experience and confirms comfort with pallet jack unload and tight docks."*

## ■ ONE NON-NEGOTIABLE QUESTION TO ASK BEFORE SUBMIT

Ask this verbatim:

*"This is 100% night driving with slip seating, weekends, driver unload, and occasional layovers. Are you fully committed to that schedule long term?"*

If he hesitates → do not submit.

## Bottom Line

- Technically strong driver
- Account-fit dependent on mindset
- Submit = OK
- Oversell = guaranteed failure