



POLICY & PROCEDURE

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## COMMERCIAL DRIVER

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Cooper Natural Resources is seeking a Commercial Driver to perform a variety of duties in the operation of hauling Sodium Sulfate from Ozark plant to railhead . This position consists of chalking truck when loading/unloading, and following the all loading processes rules and regulations. This position also requires (mandatory) the wearing of personal protective equipment during loading/unloading procedures and performing pre and post inspections. This position is located in our Ozark Division in Gaines County, Texas

### Required Qualifications

- Graduation from high school or GED equivalent, one (1) year relevant experience or any equivalent combination of education and experience that demonstrates the ability to do the job. Must have CDL w/Hazardous Material (HAZMAT) and tanker endorsement.
- Control documentation and coordinate with Administration Staff.
- Adhere to CNR Quality Manual, Procedures and Work instructions.
- Maintain vehicle in a neat and tidy condition daily.
- Carry out regular vehicle/equipment checks as directed daily.
- Thorough knowledge of HAZMAT, traffic laws and defensive driving.
- Ability to safely drive various vehicles.
- Ability to establish and maintain effective relationships with employees, supervisors, customers and the general public.
- Ability to communicate effectively with drivers, loaders, customers and supervisors.
- Ability to work independently and as a team.
- Ability to perform heavy manual tasks under varying weather conditions.
- No Major violations in the past five years (DWI, Unlawful use, Drag Racing, Speed contest, Wrong Way, Reckless operation).
- No more than two minor violations in the past three years or no more than one chargeable accident with one minor violation in the past three years and not at fault accidents for truckers.
- All drivers operation light to medium units must be 21 or older.
- All drivers operating heavy and extra heavy trucks or tractor trailer units must be 23 with at least 2 years experience driving similar vehicles
- All drivers must have a valid license for class of vehicle being operated. Class A CDL W/ HAZMAT and tanker endorsement.
- All accidents are to be considered at fault unless a police report is provided with the initial application showing driver “not at fault” or not contributing to the occurrence.
- Physician’s statement must be obtained on drivers 65 yrs of age or older.

### Physical Demands:

The physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential

functions. The employee is occasionally required to climb, balance, stoop, kneel, crouch, crawl, and walk.

- Ability to perform heavy manual labor, frequently lifting up to 75 pounds and occasionally up to 100 pounds with the assistance of applicable equipment or other employees.
- Ability to meet color and peripheral vision requirements.
- Must be able to work from heights with the assistance of proper safety equipment.
- Ability to work in all outdoor weather conditions.

Cooper Natural Resources provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Cooper Natural Resources complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfers, leaves of absence, compensation, and training.

Cooper Natural Resources expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Cooper Natural Resources employees to perform their expected job duties is absolutely not tolerated.