

IntelliApp

Thank you for your interest in US Xpress, Inc. To apply for a driving position, please complete our online application. Incomplete information will delay the processing of your application or prevent it from being submitted.

In compliance with Federal and State equal employment opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, marital status, veteran status, non-job related disability, or any other protected group status.

By submitting this application, you acknowledge and agree that any telephone calls between you and U.S. Xpress may be monitored and recorded for record-keeping, quality assurance and training purposes.

Personal Information	
Referral Code: pulse_app	
Name	Steve T Roy
Residence 3 years or longer (If No, previous addresses shown below)	Yes
Current Address	1802 Robinson Rd #231
City, State/Province Zip/Postal	Grand Prairie, TX 75051
Country	United States
Residence 3 years or longer (If No, previous addresses shown below)	Yes
SSN/SIN	###-##-1392
Date of Birth	##-##-####
Primary Phone	806-994-7601
Email	steveroytransport@gmail.com
How did you hear about us?	Internet - Access Recruiting WM Dallas NSP Terrell TX
Have you been working with a recruiter?	
What position are you applying for?	Experienced Company Driver (DRV-EX)
Thank you for your interest in U.S. Xpress. By submitting this application, you acknowledge and agree that any telephone calls between you and U.S. Xpress may be monitored and recorded for record-keeping, quality assurance and training purposes.	
I agree to receive job alerts from US Xpress and those acting on its behalf. This includes receiving emails about trucking	Yes

<p>job opportunities at the email address I have provided. I understand that I am not required to provide my consent as a condition of submitting this form. My information will not be used for any other purpose. I may opt out at any time.</p>	
<p>Thank you for providing your information above so that you may be contacted regarding your current application. By clicking ?Yes? here, you agree to receive recruiting alerts regarding future opportunities from U.S. Xpress, and those acting on its behalf, at the telephone number you have provided (or will provide) to U.S. Xpress. You agree that these alerts may come via autodialed calls, pre-recorded messages, and text messages.</p>	<p>Yes</p>

Company Questions	
<p>WE PARTICIPATE IN E-VERIFY Please view the posters below English version Poster Right-to-Work</p> <p>Spanish version Poster Right-to-Work</p>	
GENERAL INFORMATION	
Area of Interest	Any
Willing to work as a team?	No
Do you prefer male or female partner?	
Are you a smoker?	
Do you prefer your partner to be a smoker?	
I give US Xpress permission to share my phone number with any potential matches	
How much truck driving experience do you have?	5 Years+
Did you select 0-3 Months of Experience?	No
Trainer Gender Preference	
Trainer Smoking Preference	
Trainer Pet Preference	
	No

Have you attended truck driving school in the past 5 years?	
Which School did you attend?	
Have you had a major preventable accident in the last 12 months? (Rollover, lane change, rear end, loss of control, side impact crashes)	No
Are you legally authorized to work in the U. S.?	Yes
Are you currently a member of the Active Reserves or National Guard?	No
Are you a U.S. Military Veteran?	No
Please select branch	
Do you read, write, and speak English sufficiently to converse with the public, to understand traffic signs and signals, to respond to officers' questions, and to make entries on reports?	Yes
Have you ever worked for USXpress, Inc. before?	No
Have you ever been known by any other name?	No
Enter name:	
Were you referred by an employee?	No
Please enter name	
Employee ID	
In case of Emergency	
First name	Gail
Last Name	Roy
Phone	6019551782
Address	690 hwy 139 301
City	Monroe
State	La
Zip Code	71203
Relationship	PARENT
DRIVING EXPERIENCE	
For each class of equipment, enter type of equipment (van, reefer, tank, etc.), start and end dates. If no experience in a class, enter "NONE".	
Straight Truck	

Tractor and Semi-Trailer	6 years
Other	
What states have you driven in regularly?	48
Are you applying to be Independent Contractor- Owner Operator/Lease Purchase driver?	No
Business Name	
Federal Employee ID#	
Type of Business (Sole Proprietorship, Partnership, Corporation, Other) If Other, describe:	
ICC#	
DOT#	
Business Address (Street, City, State, Zip)	
Business Telephone	
Referral Employee ID	
Worklist No Overwrite	
Worklist Overwrite	
Experience	
Recruiter Routing Overwrite	
Referral Employee name	
Recruiter Routing No Overwrite	
Are you 21 and over?	
Do you have a valid Class- A CDL License?	
Have you ever failed a drug screen?	
What area are you looking to work in?	
Have you ever worked for U.S. Xpress before?	
How many accidents or tickets have you received in the last 3 years?	
How many accidents or tickets have you received in the last 3 years?	
Interview Time	
Olivia ID	

Licenses	
Please list all licenses that you presently hold or have held in the past 3 years.	
License Number	#####576
State/Province	AR
Country	United States
License Class	Class A
License Expiration Date	10-04-2014
Physical Expiration Date	09-04-2014
Current License	No
Commercial Driver License	Yes
Endorsements	
Tanker Endorsement	No
HAZMAT Endorsement	No
X Endorsement	No
Doubles Triples Endorsement	No
Other Endorsement	No

Licenses	
Please list all licenses that you presently hold or have held in the past 3 years.	
License Number	#####191
State/Province	MS
Country	United States
License Class	Class A
License Expiration Date	09-30-2020
Physical Expiration Date	09-30-2020
Current License	No
Commercial Driver License	Yes
Endorsements	
Tanker Endorsement	Yes
HAZMAT Endorsement	No
Hazmat Expiration Date	09-30-2020
X Endorsement	Yes
Doubles Triples Endorsement	Yes
Other Endorsement	No

Licenses	
Please list all licenses that you presently hold or have held in the past 3 years.	
License Number	#####843
State/Province	TX
Country	United States
License Class	Class A
License Expiration Date	09-25-2023
Physical Expiration Date	06-27-2020
Current License	Yes
Commercial Driver License	Yes
Endorsements	
Tanker Endorsement	Yes
HAZMAT Endorsement	No
X Endorsement	No
Doubles Triples Endorsement	Yes
Other Endorsement	No

Employment / Unemployment	
Unemployment	
Start Date	06-2021
End Date	08-2021
Comment	Hurt leg
Martin Transportation Systems, Inc.	
Company	Martin Transportation Systems, Inc.
Start Date	04-2021
End Date	05-2021
Address	7300 Clyde Park SW
City, State/Province Zip/Postal	Byron Center, MI 49315
Country	United States
Phone	616-455-8850
Fax	616-432-5497
Position Held	Driver
Reason for leaving?	Had problems at home/broke tiva

Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	OTR
Miles driven weekly	1500-2000
Most common truck driven	Tractor-Trailer
Most common trailer	Van
Trailer length	53 feet or more
Force Transportation Inc	
Company	Force Transportation Inc
Start Date	12-2020
End Date	03-2021
Address	6163 N West 86th Street
City, State/Province Zip/Postal	Johnston, IA 50131
Country	United States
Phone	774-209-0102
Position Held	
Reason for leaving?	Na
Were you terminated/discharged/laid off?	Yes
Termination Explanation	Na
Is this your current employer?	Yes
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes

Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	
Miles driven weekly	
Most common truck driven	Tractor-Trailer
Most common trailer	Flatbed
Trailer length	45 to 52 feet
WL Transport Co	
Company	WL Transport Co
Start Date	03-2020
End Date	11-2020
Address	
City, State/Province Zip/Postal	Palos Heights, IL
Country	United States
Phone	708-286-5025
Position Held	
Reason for leaving?	Dropped everyone's pay from .60 to .55
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	All 48 states
Miles driven weekly	
Most common truck driven	Tractor-Trailer
Most common trailer	Van
Trailer length	53 feet or more
GP Transco	

Company	GP Transco
Start Date	10-2019
End Date	02-2020
Address	7955 S Cass Avenue #114
City, State/Province Zip/Postal	Chicago, IL 60561
Country	United States
Phone	630-423-7797
Position Held	
Reason for leaving?	Pay... but they made up a lie like they're the 3rd highest
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	
Miles driven weekly	
Most common truck driven	Tractor-Trailer
Most common trailer	Van
Trailer length	53 feet or more
Crst Malone	
Company	Crst Malone
Start Date	12-2018
End Date	10-2019
Address	
City, State/Province Zip/Postal	Trussville, AL
Country	United States
Phone	205-951-5963
Fax	319-731-6493

Position Held	
Reason for leaving?	Yes
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	
Miles driven weekly	
Most common truck driven	Tractor-Trailer
Most common trailer	Flatbed
Trailer length	53 feet or more
Crst Malone	
Company	Crst Malone
Start Date	02-2019
End Date	09-2019
Address	
City, State/Province Zip/Postal	Trussville, AL
Country	United States
Phone	800-366-6361
Fax	319-731-6493
Position Held	
Reason for leaving?	Pay
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes

Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	
Miles driven weekly	
Most common truck driven	Tractor-Trailer
Most common trailer	Flatbed
Trailer length	53 feet or more
Celadon	
Company	Celadon
Start Date	11-2018
End Date	12-2018
Address	
City, State/Province Zip/Postal	Indianapolis, IN
Country	United States
Phone	317-972-7000
Fax	866-500-5840
Position Held	
Reason for leaving?	
Were you terminated/discharged/laid off?	
Did you operate a commercial motor vehicle?	
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	
Areas Driven	
Miles driven weekly	
Most common truck driven	
Most common trailer	
Trailer length	

Quality Carriers	
Company	Quality Carriers
Start Date	07-2018
End Date	10-2018
Address	1208 East Kennedy Blvd. Suite
City, State/Province Zip/Postal	Tampa, FL 33602
Country	United States
Phone	800-282-2031
Fax	813-569-1682
Position Held	
Reason for leaving?	I moved
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	
Miles driven weekly	
Most common truck driven	Tanker
Most common trailer	Tank Trailer
Trailer length	53 feet or more
Baxter Logistics LLC	
Company	Baxter Logistics LLC
Start Date	01-2018
End Date	06-2018
Address	2700 S Pipeline Rd
City, State/Province Zip/Postal	Eules, TX 76040
Country	United States
Phone	682-552-3389

Position Held	Driver
Reason for leaving?	Pay
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	All 48 States
Miles driven weekly	2500-3000
Most common truck driven	Tractor-Trailer
Most common trailer	Van
Trailer length	53 feet or more
Dillon Logistics	
Company	Dillon Logistics
Start Date	11-2017
End Date	12-2017
Address	
City, State/Province Zip/Postal	Dallas, TX
Country	United States
Phone	866-329-6003
Fax	630-281-7094
Position Held	Driver
Reason for leaving?	PAy
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes

Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	local
Miles driven weekly	2000-2500
Most common truck driven	Tractor-Trailer
Most common trailer	Van
Trailer length	53 feet or more
North America midway entertainment	
Company	North America midway entertainment
Start Date	01-2016
End Date	10-2017
Address	
City, State/Province Zip/Postal	Byram, MS
Country	United States
Phone	
Position Held	Driver
Reason for leaving?	New job
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	All 48 States
Miles driven weekly	2000-2500
Most common truck driven	Cabover Tractor
Most common trailer	Flatbed

Trailer length	53 feet or more
North America Midway	
Company	North America Midway
Start Date	01-2016
End Date	05-2017
Address	
City, State/Province Zip/Postal	
Country	United States
Phone	
Position Held	
Reason for leaving?	
Were you terminated/discharged/laid off?	
Did you operate a commercial motor vehicle?	
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	
Areas Driven	
Miles driven weekly	
Most common truck driven	
Most common trailer	
Trailer length	
Pam Transport (Drug & Alcohol)	
Company	Pam Transport (Drug & Alcohol)
Start Date	10-2014
End Date	12-2015
Address	
City, State/Province Zip/Postal	Tontitown, AR
Country	United States
Phone	
Position Held	Driver
Reason for leaving?	Pay

Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	Yes
Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	Yes
Areas Driven	All 48 States
Miles driven weekly	2500-3000
Most common truck driven	Tractor-Trailer
Most common trailer	Van
Trailer length	53 feet or more
Plunkett construction	
Company	Plunkett construction
Start Date	02-2010
End Date	07-2014
Address	
City, State/Province Zip/Postal	Byram , MS
Country	United States
Phone	601
Position Held	
Reason for leaving?	Truck driver school
Were you terminated/discharged/laid off?	No
Is this your current employer?	No
May we contact this employer at this time?	Yes
Did you operate a commercial motor vehicle?	No
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while employed/contracted by this employer/contractor?	

Did you perform any safety sensitive functions in this job, regulated by DOT, and subject to drug and alcohol testing?	
Areas Driven	
Miles driven weekly	
Most common truck driven	
Most common trailer	
Trailer length	

Trucking School	
Start Date	08-2014
End Date	09-2014
School	C1
City, State/Province	North Little Rock , AR
Country	United States
Phone	
Did you graduate?	Yes
Were you subject to the Federal Motor Carrier or Transport Canada Safety Regulations while attending this truck school?	Yes
Did you perform any safety sensitive functions at this truck school, regulated by DOT, and subject to drug and alcohol testing?	Yes
GPA	
Hours of Instruction	80
Border Crossing	Yes
Log Books	Yes
Federal Motor Carrier Regulations	Yes
Hazardous Materials	Yes

Education	
School Name	WL transport
Start Date	06-2020
End Date	10-2020
City, State/Province	Palos Hills, IL

Country	US
What did you study?	WL Transport
Phone	
Graduation Date	

Motor Vehicle Record	
HAVE YOU HAD AN ALCOHOL TEST WITH A BREATH ALCOHOL CONCENTRATION OF 0.04 OR GREATER IN THE LAST THREE YEARS?	No
Date of Violation	
Please Explain	
HAVE YOU REFUSED A REQUIRED TEST FOR DRUGS OR ALCOHOL IN THE LAST THREE YEARS? (INCLUDING VERIFIED ADULTERATED OR SUBSTITUTED DRUG TEST RESULTS)	No
Date of Violation	
Please explain	
HAVE YOU COMMITTED OTHER VIOLATIONS OF DOT AGENCY DRUG AND ALCOHOL TESTING? *If yes to any of the above questions please attach substance professional name, address, and phone # for further reference.	No
Date of Violation	
Please Explain	
Has your license, permit or privilege to operate a motor vehicle ever been denied, suspended or revoked?	No
Please list all dates and explain	

Vehicle Accident Record
Were you involved in any accidents/incidents with any vehicle in the last 5 years (even if not at fault)?
No Accidents

Traffic Convictions \ Violations	
Have you had any moving violations or traffic convictions in the past 3 years?	
Violation Date	06-2021
Charge / Description	Speeding
MPH Over Limit:	30+
Violation State/Province	OK
In Commercial Vehicle	No
Fined?	Yes
License Suspended?	
License Revoked?	
Perform Community Service?	
Other Penalty?	
Fine Amount (if any):	\$200 - \$299
Comments <i>(If an accident was involved in this violation, please explain):</i>	

Traffic Convictions \ Violations	
Have you had any moving violations or traffic convictions in the past 3 years?	
Violation Date	04-2019
Charge / Description	Speeding
MPH Over Limit:	5
Violation State/Province	WA
In Commercial Vehicle	Yes
Fined?	Yes
License Suspended?	
License Revoked?	
Perform Community Service?	
Other Penalty?	
Fine Amount (if any):	\$0 - \$99
Comments <i>(If an accident was involved in this violation, please explain):</i>	\$65 ticket

Criminal Record	
Residents of Massachusetts, Rhode Island, Hawaii, Minnesota, Seattle WA, Buffalo NY, Newark NJ, Philadelphia PA, Richmond California and any other state, city, county or municipality that prohibits criminal conviction inquiries in an employment application shall skip and not answer the following conviction inquiries. Residents of any state, city, county or municipality that prohibits inquiries regarding or disclosure of criminal convictions that have been erased or expunged pursuant to applicable law or pardon or that prohibits disclosure of certain convictions based the lapse of time from the date of conviction shall skip and not answer the following conviction inquiries.	
Have you ever been convicted of, careless or reckless driving, 15 MPH over the posted speed limit, leaving accident scene, or using commercial vehicle in commission of a Felony (LIST ALL OFFENSES)	Yes
Please list all dates and explain	26 miles over in my personal vehicle and it's getting dismissed in November.
Have you been convicted of a Felony in the past 10 years?	No
Please list all dates and explain	
Have you been convicted of any Misdemeanor in the last 10 years other than a traffic violation?	Yes
Please list all dates and explain	Family violence I just pled guilty 3 days time served
Have you been convicted of any DUI or DWI in the past 5 years?	No
Please list all dates and explain	
Have you ever been convicted of multiple DUI/DWI?	No
Please list all dates and explain	

Signature	
Full Name	Steve T Roy
IP Address	107.77.201.22
Signature Date/Time	08-10-2021 11:48 AM
By signing my application below, I agree to use an electronic signature to demonstrate my consent. An electronic signature is as legally binding as an ink signature.	
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.	

Signed Date:

08-10-2021 11:48 AM

Signed:



Federal FCRA Summary of Rights Acknowledgment

By checking this box, I (a) acknowledge that I have read and understand the federal FCRA Summary of Rights and have been given the opportunity to copy/print the Summary of Rights and (b) agree to use an electronic signature to demonstrate my consent. An electronic signature is as legally binding as an ink signature.

Yes

PSP Disclosure and Authorization

By checking the box, I (a) acknowledge that I have read and understand the PSP Disclosure and Authorization and also have been given the opportunity to copy/print it, and (b) agree to use an electronic signature to demonstrate my consent. An electronic signature is as legally binding as an ink signature.

Yes

Additional Consent or Certification

By checking the box, I (a) acknowledge that I have read and understand the above and also have been given the opportunity to copy/print it, and (b) agree to use an electronic signature to demonstrate my consent. An electronic signature is as legally binding as an ink signature.

Yes

FCRA Disclosure and Authorization

By checking this box, I acknowledge that I have read and understand the Consumer Reports Disclosure and I agree to the release.

Yes

Employment Verification Acknowledgment and Release (DOT Drug and Alcohol)

By checking the box, I (a) acknowledge that I have read and understand the above and also have been given the opportunity to copy/print it, and (b) agree to use an electronic signature to demonstrate my consent. An electronic signature is as legally binding as an ink signature.

Yes

Application Forms Explained

This form only attempts to summarize the application forms. You remain responsible for reading the forms in their entirety. By signing any of the above forms, you agree that you have read and understood that form.

Yes

CONSENT TO ELECTRONIC RECORDS AND SIGNATURE

By providing your consent, you (1) acknowledge that you have read this Consent to Electronic Records and Signature, (2) consent to having the General Consent for Limited Queries of the Federal Motor Carrier Safety Administration Drug and Alcohol Clearinghouse made available to you in electronic form, (3) acknowledge that you may request a paper copy of an Electronic Record at no charge to you; and (4) indicate your intent to utilize an electronic signature to provide consent to U.S. Xpress, Inc

Yes

User Requested Copy

User requested a copy to be sent to this email address
steveoytransport@gmail.com.

Yes



U.S. XPRESS, INC.
CONSUMER REPORTS DISCLOSURE
DISCLOSURE

As an applicant for employment or a current employee of U.S. Xpress, Inc. ("U.S. Xpress"), you are a consumer with rights under the Fair Credit Reporting Act. As part of the employment process, including for determinations related to initial employment or other employment related actions, U.S. Xpress will obtain a consumer report and/or investigative consumer report on you from a consumer reporting agency as defined by the Fair Credit Reporting Act.

A "consumer reporting agency" is a person or business which, for monetary fees, dues, or on a cooperative nonprofit basis, regularly assembles or evaluates consumer credit information or other information on consumers for the purpose of furnishing consumer reports to others, such as U.S. Xpress.

A "consumer report" means any written, oral or other communication of any information by a consumer reporting agency bearing on your credit worthiness, credit standing, and credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of service as a factor in establishing your eligibility for employment.

An "investigative consumer report" means a consumer report or portion thereof in which information on your character, general reputation, personal characteristics, or mode of living is obtained through personal interviews by an entity or person that is a consumer reporting agency with your neighbors, friends, or associates or with others with whom you are acquainted or who may have knowledge concerning any such items of information. In connection with an investigative consumer report, you may request, in writing and within a reasonable time, additional disclosures regarding the nature and scope of the investigation.

The information sought by U.S. Xpress will include, but not be limited to the following: employment, education and social security verification, names and dates of previous employment, reasons for termination/separation, criminal conviction records, public court records, character, general reputation, and when applicable, Department of Motor Vehicle records, credit reports and reports related to professional licenses or certifications earned (including, Commercial Driver's License Information System (CDLIS)).

If information in your consumer report influences the decision not to hire you or to take any adverse employment decision regarding you, U.S. Xpress will provide you with a copy of the report upon which it intends to base its decision, the name, address, and toll-free telephone number of the consumer reporting agency, and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. You will have a reasonable amount of time to respond to any pre-adverse notification before a final determination is made or adverse action is taken.

If any final adverse action is taken against you based upon a consumer report, U.S. Xpress will provide you with an adverse action notice that will include the following information:

- A statement that an adverse action has been taken, based in whole or in part on a consumer report received from a consumer reporting agency;
- The name, address, and telephone number of the consumer reporting agency (including a toll-free telephone number established by a national agency) that provided the report;
- A statement that the consumer reporting agency did not make the decision to take the adverse action and is unable to provide the applicant or employee the specific reason why the adverse action was taken;
- A statement of the applicant's or employee's right to obtain a free copy of the consumer report from the consumer reporting agency by making a request within sixty days; and
- A statement of the applicant's or employee's right to dispute with the consumer reporting agency the accuracy or

completeness of any information in the report.

U.S. XPRESS, INC. AUTHORIZATION TO RELEASE INFORMATION

I have read and understand the above Consumer Rights Disclosure ("Disclosure"). During my application process as a candidate for employment and at any time during my employment, I hereby authorize U.S. Xpress, Inc. to procure one or more consumer reports and/or investigative consumer reports on me for employment purposes as described in the Disclosure. I understand that the consumer report(s) and/or investigative consumer report(s) may include information regarding my employment, education and social security verification, names and dates of previous employment, reasons for termination/separation, criminal conviction records, public court records, character, general reputation, and when applicable, Department of Motor Vehicle records, credit reports and professional license or certification earned. This report(s) may be compiled with information from credit bureaus, court record repositories, departments of motor vehicles, past or present employers and educational institutions, governmental occupational licensing or registration entities, business or personal references, and any other source required to obtain the information for which disclosure was authorized and to verify information that I have voluntarily supplied. I understand that I have rights under the Fair Credit Reporting Act, including that I may request a complete and accurate disclosure of the nature and scope of the background verification and a free copy of my consumer report and/or investigative consumer report. I also understand that I can dispute and contest the accuracy or completeness of any information in the report furnished by the consumer reporting agency.

I understand that U.S. Xpress, Inc. requires my social security number and date of birth, as required by the Immigration and Control Act, for use in the proper identification and background screening of applicants/employees. I understand that the use of this information will be limited to confirmation of my eligibility for employment and to the consumer reporting process, and will not be used to discriminate against me in violation of any law.

I acknowledge that I have fully read and understand the Disclosure and this Authorization To Release Information, and freely and voluntarily agree to their provisions. I hereby authorize U.S. Xpress, Inc. and its employees, authorized agents and/or affiliates to obtain disclosure of the information as set forth herein. This authorization shall remain on file and shall serve as an ongoing authorization to obtain consumer reports and/or investigative consumer reports at any time during my employment.

Printed Name:
Steve T Roy

Social Security #:
###-##-1392

Signed Date: 08-10-2021



Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



IMPORTANT DISCLOSURE REGARDING BACKGROUND REPORTS FROM THE *PSP Online Service*

In connection with your application for employment with US Xpress, Inc. ("Prospective Employer"), Prospective Employer, its employees, agents or contractors may obtain one or more reports regarding your driving, and safety inspection history from the Federal Motor Carrier Safety Administration (FMCSA).

When the application for employment is submitted in person, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer will provide you with a copy of the report upon which its decision was based and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. If any final adverse action is taken against you based upon your driving history or safety report, the Prospective Employer will notify you that the action has been taken and that the action was based in part or in whole on this report.

When the application for employment is submitted by mail, telephone, computer, or other similar means, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer must provide you within three business days of taking adverse action oral, written or electronic notification: that adverse action has been taken based in whole or in part on information obtained from FMCSA; the name, address, and the toll free telephone number of FMCSA; that the FMCSA did not make the decision to take the adverse action and is unable to provide you the specific reasons why the adverse action was taken; and that you may, upon providing proper identification, request a free copy of the report and may dispute with the FMCSA the accuracy or completeness of any information or report. If you request a copy of a driver record from the Prospective Employer who procured the report, then, within 3 business days of receiving your request, together with proper identification, the Prospective Employer must send or provide to you a copy of your report and a summary of your rights under the Fair Credit Reporting Act.

Neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. You may challenge the accuracy of the data by submitting a request to <https://dataqs.fmcsa.dot.gov>. If you challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. Your request will be forwarded by the DataQs system to the appropriate State for adjudication.

Any crash or inspection in which you were involved will display on your PSP report. Since the PSP report does not report, or assign, or imply fault, it will include all Commercial Motor Vehicle (CMV) crashes where you were a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, all inspections, with or without violations, appear on the PSP report. State citations associated with Federal Motor Carrier Safety Regulations (FMCSR) violations that have been adjudicated by a court of law will also appear, and remain, on a PSP report.

The Prospective Employer cannot obtain background reports from FMCSA without your authorization.

AUTHORIZATION

If you agree that the Prospective Employer may obtain such background reports, please read the following and sign below:

I authorize US Xpress, Inc. ("Prospective Employer") to access the FMCSA Pre-Employment Screening Program (PSP) system to seek information regarding my commercial driving safety record and information regarding my safety inspection history. I understand that I am authorizing the release of safety performance information including crash data from the previous five (5) years and inspection history from the previous three (3) years. I understand and acknowledge that this release of information may assist the Prospective Employer to make a determination regarding my suitability as an employee.

I further understand that neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. I understand I may challenge the accuracy of the data by submitting a request to <https://dataqs.fmcsa.dot.gov>. If I challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. I understand my request will be forwarded by the DataQs system to the appropriate State for adjudication.

I understand that any crash or inspection in which I was involved will display on my PSP report. Since the PSP report does not report, or assign, or imply fault, I acknowledge it will include all CMV crashes where I was a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, I understand all inspections, with or without violations, will appear on my PSP report, and State citations associated with FMCSR violations that have been adjudicated by a court of law will also appear, and remain, on my PSP report. I have read the above Disclosure Regarding Background Reports provided to me by Prospective Employer and I understand that if I sign this Disclosure and Authorization, Prospective Employer may obtain a report of my crash and inspection history. I hereby authorize Prospective Employer and its employees, authorized agents, and/or affiliates to obtain the information authorized above.

Printed Name:
Steve T Roy

Signed Date: 08-10-2021



U.S. Xpress, Inc.

Xpress Resolution Program and Rules for Arbitration

1. **Purpose.** The Xpress Resolution Program is designed to provide quick, fair, and inexpensive resolution of disputes among U.S. Xpress, Inc. and its applicants and employees. Except as otherwise stated herein, the Xpress Resolution Program creates the only process for resolving such disputes, and no such dispute can be pursued before a judge and jury in court.
2. **Definitions.** The following terms will have the following meanings herein:
 1. "Agreement" means a written or electronic agreement by which a Participant agrees to the Program.
 2. "Arbitration" means a legal proceeding administered by a Neutral Provider that uses an Arbitrator who issues a signed, written decision that is binding on the Parties to a Legal Dispute.
 3. "Arbitrator" means a neutral person with no personal or financial interest in a Legal Dispute who is currently licensed to practice law, has been approved by the Neutral Provider as a qualified arbitrator, and is jointly selected by the Parties to a Legal Dispute.
 4. "Class Action" means a class, collective, or other representative action in which a Party pursues a Legal Dispute on behalf of not only that Party, but also on behalf of any other person or entity.
 5. "Company" means U.S. Xpress, Inc. and its parent, subsidiary or affiliated companies, together with their directors, officers, employees, agents, and benefit programs (including the fiduciaries, employees, and agents of such programs); any entity or person alleged to be liable together with U.S. Xpress, Inc.; and the successors and assigns of U.S. Xpress, Inc.
 6. "Deliver", "Delivered" and "Delivering" means to send by U.S. Postal Service with postage prepaid; by non-U.S. Postal Service delivery service providing written proof of delivery, with fee for delivery pre-paid or paid by established account. If to U.S. Xpress, Inc., delivery will be made by sending to: S. Xpress, Inc., Attention: Legal Department, Contract Administration, 4080 Jenkins Rd. Chattanooga, TN 37421.
 7. "Expenses of Arbitration" means the fees and expenses of the Neutral Provider and Arbitrator (but not respective attorney fees and disbursements, witness expenses, or costs of producing evidence).
 8. "Initiating Party" means a Party initiating a Legal Dispute and Request for Arbitration.
 9. "Legal Dispute" means any dispute between a Participant and the Company that involves any legal or equitable claim, regardless of when the events on which it is based occurred, including events before or after a Participant's employment and events before a Participant became subject to this Program (unless such Legal Dispute was already asserted in a court or before an administrative adjudicative body). A Legal Dispute does not include - (i) a Participant's claim pursuant to the California Labor Code Private Attorney General Act; (ii) a Participant's claim for workers' compensation benefits, unemployment compensation benefits, or benefits under a plan governed by the Employee Retirement Income Security Act; (iii) a Participant's claim filed in a court or an administrative adjudicative body before the Participant signed an Agreement; or (iv) claims of any Party expressly excluded from mandatory arbitration by federal or Tennessee law (g., claims excluded from mandatory arbitration by the Dodd-Frank Act).
 10. "Mediation" means a settlement conference in which a Mediator assists the Parties to a Legal Dispute in trying to resolve the Legal Dispute.
 11. "Mediator" means a neutral person with no personal or financial interest in a Legal Dispute who maintains a current certification as a professional mediator and is jointly selected by the Parties to a Legal Dispute.
 12. "Neutral Provider" means Resolute Systems, LLC.
 13. "Participant" means an individual who has agreed to the Program.
 14. "Party" means a person or entity bound by this Program.
 15. "Program" means the terms of this document (as amended from time to time).

16. "Program Director" means the person(s) U.S. Xpress, Inc. appoints to be responsible for the management and administration of this Program.
 17. "Responding Party" means a Party responding to a Legal Dispute and Request for Arbitration.
 18. "Request for Arbitration" means a document in which a Party sets forth a Legal Dispute in short and plain terms to initiate Arbitration under the Program, which shall also include the name and address of the Initiating Party.
3. **Application and Coverage.** This Program applies to and binds the Company, each Participant, and the heirs, beneficiaries, and assigns of each Participant. The Program does not restrict or expand substantive legal rights of the Company or any Participant. The Program does not prohibit (i) a Participant from filing a charge with the Equal Employment Opportunity Commission, the National Labor Relations Board, or a similar government agency; (ii) any such agency from investigating any such charge; or (iii) any such agency from pursuing legal action on behalf of a Participant. The Arbitrator, however, will have no authority to grant the Company its attorney fees when it is a prevailing party.
 4. **Resolution through Good Faith Negotiations and Mediation.** The Parties intend to attempt to resolve Legal Disputes through prompt and informal negotiations. The Participant and a Company representative (not legal counsel where the Participant has no legal counsel present) shall meet personally in a good faith attempt to resolve the Legal Dispute. Should the Legal Dispute remain unresolved after the initial meeting, the Parties may submit the Legal Dispute to Mediation in an attempt to reach a prompt, voluntary resolution. The Parties will jointly agree on a Mediator (if needed, the Neutral Provider may provide a list of Mediators for consideration). The Parties will equally split the fees and expenses of the Mediator, unless the Company elects to pay a greater share. A Participant only will be required to engage in Mediation if the Company elects to pay all of the fees and expenses of the Mediator. Otherwise, Mediation is voluntary. Any Legal Dispute not resolved through informal negotiations or Mediation must be resolved exclusively through mandatory and binding Arbitration, as set forth herein.
 5. **Mandatory and Binding Arbitration.** This Program is the exclusive method through which Legal Disputes may be resolved. The Neutral Provider will administer Arbitration under its Rules (except as noted otherwise herein). Company will be responsible for paying the Expenses of Arbitration. Nothing in this Program is intended to dissuade any Participant from using Company's Equal Employment Opportunity and similar policies to report suspected violations of the law and/or policy. To the contrary, Participants must comply with those policies.
 6. **Temporary Injunctive Relief and Criminal Charges.** Any Party may seek from a court necessary temporary injunctive relief, including measures for the protection of persons or property, while a Legal Dispute is being pursued to final resolution under this Program.
 7. **Statutes of Limitations.** A Party must initiate Arbitration within the statutes of limitations established by law. Any administrative charge that is a prerequisite to litigation (*e.g.*, an EEOC charge) must also be filed within the statutes of limitations.
 8. **Fees and Expenses.** Except as otherwise provided by law, (1) the expenses of witnesses will be borne by the Party calling them, (2) attorney fees will be borne by the Party incurring them, (3) discovery costs will be borne by the Party initiating the discovery, (4) cost of copies of deposition transcripts or other discovery will be borne by the Party ordering the copy, and (5) the fees and expenses of experts, consultants, and others retained or consulted by a Party will be borne by the Party using those services.
 9. **Minimum Recovery for Small Value Claims.** If a Party stipulates that the monetary value of a Legal Dispute is no greater than \$7,500.00 (excluding possible recovery of attorney fees), and the Party recovers a greater monetary award through Arbitration than was offered as settlement before the Arbitration Hearing, then the Party's minimum recovery will be \$7,500.00. A Participant also shall be eligible to recover attorney fees, as applicable by law.
 10. **Class Actions.** To the extent consistent with the National Labor Relations Act, no Legal Dispute may be made the subject of a Class Action in Arbitration or in a court of law. Instead, a Party must pursue a Legal Dispute only in Arbitration and only on behalf of that Party. The Arbitrator may not mandate or grant a request for Class Action Arbitration; nor may the Arbitrator order the consolidation of multiple Arbitration proceedings, unless otherwise mutually agreed to in writing by the Parties. **Within thirty (30) days after becoming subject to this Program, a Party may inform the Program Director in writing that the Party is electing to "Opt Out" of that portion of the Program that would prohibit the Party from pursuing a Legal Dispute through a Class Action in a court of law by Delivering written notice to: U.S. Xpress, Inc., Attention: Legal Department, Contract Administration, 4080 Jenkins Rd., Chattanooga, TN 37421.** A Party exercising the "Opt Out" right may pursue a Legal Dispute through a Class Action in a court of law, without waiver of the right to a jury, on

behalf of only those Parties who also have exercised this "Opt Out" right. If such court denies class certification, the Party's Legal Dispute must again be pursued in Arbitration. By not exercising the "Opt Out" right, a Party voluntarily agrees not to pursue a Legal Dispute through a Class Action in Arbitration or in a court of law.

11. **National Labor Relations Act.** The National Labor Relations Act ("NLRA") affords covered employees certain rights (www.nlrb.gov/rights-we-protect/Participant-rights). This Program does not condition employment on a Participant's waiving non-waivable rights under the NLRA. No Participant will be retaliated against for exercising rights under the NLRA. This Program does not prohibit a Participant covered by the NLRA from filing a charge with the National Labor Relations Board ("NLRB") or from engaging in concerted activity for mutual aid or protection protected by the NLRA. The Arbitrator shall have no authority to determine whether a Party has committed an unfair labor practice as the NLRB has exclusive jurisdiction over such charges.
12. **Confidentiality.** All Parties are expected to keep communications regarding a Legal Dispute strictly confidential (except where disclosure would be necessary to protect an individual's safety or Company's property interests or where a requirement of strict confidentiality is prohibited by law). The Parties and their legal representatives may attend conferences and Arbitration Hearings. Other persons may attend only with the permission of the Parties and consent of the Arbitrator.
13. **Choice of Law and Venue.**
 1. U.S. Xpress, Inc. is headquartered in Hamilton County, Tennessee. Employees and owner/operators may work in Tennessee, as well as a number of other states. Employment decisions are typically made in Tennessee, and witnesses and relevant documents are commonly located in Tennessee. Accordingly, the Parties agree that Tennessee law will apply to Legal Disputes, without regard for conflicts of law principles. The Parties further agree that any Arbitration shall be conducted in Hamilton County, Tennessee (unless otherwise agreed). The Arbitrator will set the date and the time of the Arbitration Hearing at least 30 days in advance, unless the Parties agree to a shorter time.
 2. Where a Participant is a "transportation worker" (for example, an over-the-road driver), the Tennessee Uniform Arbitration Act ("TUAA") will apply to this Program. Where not expressly inconsistent, the TUAA shall be interpreted in a manner consistent with the Federal Arbitration Act ("FAA"). Where a Participant is not a "transportation worker," the FAA shall apply.
14. **Rules Specific to Arbitration.**
 1. **Request for Arbitration.** Requests for Arbitration shall be Delivered to: **U.S. Xpress, Inc., Attention: Legal Department, Contract Administration, 4080 Jenkins Rd., Chattanooga, TN 37421.** Within ten days of receipt of a Request for Arbitration, the Program Director will forward a copy of the Request for Arbitration to the Neutral Provider.
 2. **Selection of Arbitrator.** Within ten days of receipt of a Request for Arbitration, the Neutral Provider will simultaneously send each Party an identical list of names of at least five persons chosen from a panel of Arbitrators. Each Party will have 15 days to strike any Arbitrator, number the remaining names in order of preference, and return the list to the Neutral Provider. If a Party does not return the list within 15 days, all Arbitrators will be deemed equally acceptable. From among the Arbitrators approved on all lists, and in accordance with the order of mutual preference, the Neutral Provider will invite one Arbitrator to serve. Each Party will have the right to strike one list of Arbitrators in its entirety. When a Party exercises this right, the Neutral Provider will issue a new list of Arbitrators consistent with the above procedures. If the lists of struck/preferred Arbitrators the Parties return to the Neutral Provider do not contain at least one Arbitrator approved by all Parties, the Neutral Provider will instruct the Parties to rank all of the Arbitrators on the list in order of preference (with number 1 being the most preferred) within 7 days of receipt. Upon receiving the Parties' lists, the Neutral Provider will invite the Arbitrator with the lowest cumulative numerical ranking to accept and serve.
 3. **Answering Statements.** A Responding Party will Deliver an answering statement to the Neutral Provider, the Initiating Party, and any other Responding Party within 30 days of receiving the Request for Arbitration, which shall include defenses and any counterclaim. The Initiating Party will Deliver an answering statement to any counterclaim to the Neutral Provider and all Responding Parties within 14 days of receiving the counterclaim, which shall include defenses of the Initiating Party.
 4. **Initial Conference Call.** Within 20 days following the Arbitrator selection, the Neutral Provider will facilitate a call between the Arbitrator and the Parties. During this call, the Arbitrator may instruct the Parties to exchange statements of claims and answering statements and take such other steps as may appear appropriate to achieve the expeditious and just disposition of the Arbitration.
 5. **Discovery.** With a view toward making discovery expeditious and cost effective, the Arbitrator will direct the Parties to exchange witness lists and to comply with reasonable discovery requests and

depositions as contemplated by the Federal Rules of Civil Procedure. The Arbitrator will have the authority, to the extent permitted by law, to enforce notices to, and to authorize the issuance of subpoenas requiring production of documents and attendance of witnesses. The Arbitrator has the authority to issue a protective order to protect the disclosure of confidential or otherwise sensitive information as contemplated by Rule 26(c) of the Federal Rules of Civil Procedure.

6. **Conferences.** At the request of a Party or initiative of the Arbitrator, the Arbitrator may hold additional conferences to discuss and decide any matter which will expedite the Arbitration Hearing. The Arbitrator will issue oral or written orders reflecting his or her decisions on the above matters. Any pre-Arbitration Hearing conference may be conducted by telephone, by written submission, or in person.
7. **Summary Disposition.** At any time before the Arbitration Hearing and upon written request of any Party, the Arbitrator will notify and hold conferences for discussing issues relating to the summary disposition of a Legal Dispute and will set a briefing schedule with regard to any motions for summary disposition. The Arbitrator will have the authority to issue summary disposition consistent with the procedures and standards applicable under Rules 12 and 56 of the Federal Rules of Civil Procedure.
8. **Administration of the Arbitration Hearing.** The Arbitrator and Parties will attend the Arbitration Hearing in person. The Arbitrator may require witnesses to testify under oath and, if required by law or requested by a Party, will do so. The Party requesting any stenographic, audio, or video record of any conference will bear the cost of producing the same; provided, that if the Arbitrator orders all or part of the record, Company will bear the cost. Copies of the record will be furnished to all other Parties upon request and payment of the cost of reproduction. In considering a dispositive motion and in conducting an Arbitration Hearing, the Arbitrator will apply the Federal Rules of Evidence. All documentary evidence to be considered by the Arbitrator will be filed at or before the Arbitration Hearing unless the Arbitrator finds good cause to permit a post-hearing submission. All Parties will be afforded an opportunity to examine and comment on any post-hearing evidence.
9. **Post-Hearing Submissions and Decision.** The Arbitrator will permit the filing of post-hearing briefs at the request of a Party and will determine the procedure and timing of such filings. Unless otherwise agreed by the Parties or specified by applicable law, the Arbitrator will make a decision no later than 45 days after the date of the closing of the Arbitration (as reopened, if applicable) or, if applicable, after the submission of post-hearing briefs. The Arbitrator's decision will be in writing and signed by him or her. The Arbitrator will write a statement of reasons for the decision which includes an analysis of applicable law. The decision will be executed in any manner required by applicable law.
15. **Modification and Termination.** This Program may be modified/terminated by Company by giving 30 days' written notice to Participants it then employs. No such modification/ termination will apply to (i) any Participant not or no longer employed as of the date of notice or (ii) any Legal Dispute with respect to which Arbitration is ongoing as of the date of notice.
16. **Consideration.** The consideration provided to a Participant by Company for the Program (and any modification) includes, but is not necessarily limited to: (a) consideration of the Participant's application for employment or to enter into an independent contractor relationship; (b) the Participant's employment or continued employment, understanding that nothing in this document is intended to alter any "at will" employment relationship; (c) the agreement of Company to be bound by the Program; (d) the agreement of Company to give notice of any modifications or termination of the Program; (e) the agreement of Company to pay the Expenses of Arbitration; (f) the minimum recovery set forth in Paragraph 9; and (g) the agreement of Company to waive any right to recover its attorney fees when it is a prevailing Party.
17. **Severability.** Each provision of this Program is severable, and the invalidity or unenforceability of any provision will not affect that of any other. However, if a court of competent jurisdiction determines that the Class Action waiver is unenforceable with respect to a Legal Dispute, then the Parties' agreement to submit that Legal Dispute to Arbitration will be deemed terminated (subject to any appeal of the court's determination). No Arbitrator will have the authority to determine that this Program's Class Action waiver is unenforceable.
18. **No Waiver.** The failure of a Party to object to any non-compliance with these Rules will not be deemed a waiver of the right of the Party to insist on full compliance with these Rules.

ARBITRATION PROGRAM AGREEMENT

I have applied to be considered for employment or have changed positions with U.S. XPRESS, INC. ("U.S. XPRESS"). I understand my application, or any offer of employment or continued employment by U.S. XPRESS, is contingent on my agreement to be bound by the terms and conditions of U.S. XPRESS's alternative dispute program known as Xpress

Resolution Program and Rules for Arbitration (the "Program").

I acknowledge that US XPRESS has provided me a copy of the Program and that I have reviewed it. In exchange for the legal consideration referenced in the Program, including US XPRESS's agreement to also be bound by the Program and to consider my application and/or to employ or continue to employ me, I consent to, and agree to be bound by, the terms of the Program. **In particular, and without limitation, I confirm my understanding and agreement that work disputes in which I am involved that fall within the Program's definition of "Legal Dispute" will be resolved exclusively through final and binding arbitration rather than before a judge or jury in court or before an administrative adjudicative body.** Within thirty (30) days after becoming subject to the Program, I may inform the Program Director in writing that I am electing to "Opt Out" of that portion of the Program that would prohibit my pursuing a Class Action in a court of law. By not exercising the "Opt Out" right, I voluntarily agree not to pursue a Class Action in arbitration or in a court of law.

Printed Name: Steve T Roy

Signed Date: 08-10-2021

Social Security #: ###-##-1392

Signed:



Request/Consent for Information from Previous Employer(s)/Carrier(s) For Alcohol and Controlled Substances Testing Records

And changes in Parts 390 and 391 of the FMCSA

X 08-10-2021 X ###-##-1392

Date Social Security Number

Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



X Steve T Roy X

Print Name (First, MI, Last) Signature

I, the above mentioned signer, hereby authorize

Martin Transportation Systems, Inc.	
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To release and forward in accordance with the following regulation, all known information pertaining to my alcohol and controlled substances testing/training records to US Xpress, Inc.

DISCLOSURE AND RELEASE

In accordance with DOT Regulation 49 CFR Part 391.23, I authorize the release of information from my DOT regulated drug and alcohol testing records by the carriers (company/school) listed above to US Xpress, Inc., Asurint and/or HireRight for the sole purpose of transmitting such records to US Xpress, Inc. I authorize release of the following information concerning DOT drug and alcohol testing violations including pre-employment tests during the past three years: (i) alcohol tests with a result of 0.04 or higher; (ii) verified positive drug tests; (iii) refusals to be tested (including verified adulterated or substituted results); (iv) other violations of DOT drug and alcohol testing regulations; (v) information obtained from previous employers of a drug and alcohol rule violation(s); and (vi) documents, if any, of completion of a return-to-duty process following a rule violation. I also authorize the carriers (company/school) listed above to release information about names and dates of previous employers, reasons for termination of employment, work experience, accidents, academic history, professional credentials and other information.

The information that I have authorized US Xpress, Inc. or HireRight to review involves tests required by DOT. If any carrier (company/school) listed above furnishes US Xpress, Inc. or HireRight with information concerning items (i) through (vi) above, I also authorize that carrier (company/school) to release and furnish the dates of my negative drug and/or alcohol tests and/or tests with results below 0.04 during the three-year period and the name and phone number of any substance abuse professional who evaluated me during the past three years.

Request/Consent for Information from Previous Employer(s)/Carrier(s) For Alcohol and Controlled Substances Testing Records

And changes in Parts 390 and 391 of the FMCSA

X 08-10-2021 X ###-##-1392

Date Social Security Number

Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



X Steve T Roy X

Print Name (First, MI, Last) Signature

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Request/Consent for Information from Previous Employer(s)/Carrier(s) For Alcohol and Controlled Substances Testing Records

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Date Social Security Number

Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



X Steve T Roy X

Print Name (First, MI, Last) Signature

I, the above mentioned signer, hereby authorize

WL Transport Co	
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Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



X Steve T Roy X

Print Name (First, MI, Last) Signature

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GP Transco	
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To release and forward in accordance with the following regulation, all known information pertaining to my alcohol and controlled substances testing/training records to US Xpress, Inc.

DISCLOSURE AND RELEASE

In accordance with DOT Regulation 49 CFR Part 391.23, I authorize the release of information from my DOT regulated drug and alcohol testing records by the carriers (company/school) listed above to US Xpress, Inc., Asurint and/or HireRight for the sole purpose of transmitting such records to US Xpress, Inc. I authorize release of the following information concerning DOT drug and alcohol testing violations including pre-employment tests during the past three years: (i) alcohol tests with a result of 0.04 or higher; (ii) verified positive drug tests; (iii) refusals to be tested (including verified adulterated or substituted results); (iv) other violations of DOT drug and alcohol testing regulations; (v) information obtained from previous employers of a drug and alcohol rule violation(s); and (vi) documents, if any, of completion of a return-to-duty process following a rule violation. I also authorize the carriers (company/school) listed above to release information about names and dates of previous employers, reasons for termination of employment, work experience, accidents, academic history, professional credentials and other information.

The information that I have authorized US Xpress, Inc. or HireRight to review involves tests required by DOT. If any carrier (company/school) listed above furnishes US Xpress, Inc. or HireRight with information concerning items (i) through (vi) above, I also authorize that carrier (company/school) to release and furnish the dates of my negative drug and/or alcohol tests and/or tests with results below 0.04 during the three-year period and the name and phone number of any substance abuse professional who evaluated me during the past three years.

Request/Consent for Information from Previous Employer(s)/Carrier(s) For Alcohol and Controlled Substances Testing Records

And changes in Parts 390 and 391 of the FMCSA

X 08-10-2021 X ###-##-1392

Date Social Security Number

Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



X Steve T Roy X

Print Name (First, MI, Last) Signature

I, the above mentioned signer, hereby authorize

Crst Malone	
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Quality Carriers	
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Application Forms Explained

We get it, with orientation comes a LOT of paperwork that can be tedious. Let us summarize what you're signing.

- **Consumer Reports Disclosure:** This form gives us authority to pull your background check, Motor Vehicle Records (MVR) and other consumer reports.
- **Important Disclosure Regarding Background Reports from the PSP Online Services: The Federal Motor Carrier Safety Administration (FMCSA) Pre-Employment Screening Program (PSP) gives us five-year crash and three-year DOT inspection histories for CDL drivers. We use it to evaluate your safety performance and any violations received from DOT roadside inspections.**
- **Xpress Resolution Program and Rules for Arbitration:** This form outlines our Company's arbitration program. It states that any dispute must be resolved in Chattanooga, TN through arbitration rather than in a court with a jury, meaning (with a few exceptions) U.S. Xpress can't file a lawsuit in court against a driver and a driver can't file a lawsuit in court against U.S. Xpress related to your application, employment, or contracted services. Instead, the driver and U.S. Xpress will agree on an arbitrator who will decide the matter. An arbitrator is a neutral factfinder, like a judge, who is jointly selected by you and U.S. Xpress.
- **Arbitration Program Agreement:** This is the actual agreement you need to sign confirming your receipt and understanding of the Xpress Resolution Program and Rules for Arbitration.
- **Consent to Electronic Records and Signature:** By signing this form, you are consenting to signing forms electronically rather than physically.



CONSENT TO ELECTRONIC RECORDS AND SIGNATURE

The purpose of this Consent is to ensure that you are aware that you are agreeing to receive and sign documents electronically.

Definitions.

"Electronic Records" include documents you may complete via web page and save on your computer or attach to e-mail.

An "Electronic Signature" means any mark, symbol, sound or process that is written, stamped, engraved, attached to or logically associated with an electronic document and executed by a person with the intent to sign.

Consent to Use Electronic Records and Signatures. By agreeing to this Consent to Electronic Records and Signature, you acknowledge receipt of this document, consent to use of Electronic Records and Electronic Signatures in connection with providing your consent to U.S. Xpress, Inc. to conduct limited queries of the Federal Motor Carrier Safety Administration's Drug and Alcohol Clearinghouse. Your consent is effective until you withdraw your consent.

Requesting Paper Copies. You may request paper copies of Electronic Records by contacting Laura Jones at 423-510-3663 or 4080 Jenkins Road, Chattanooga, TN 37421.

Withdrawing Consent and Updating Contact Information. You have the right to withdraw your consent at any time and at no cost to you. If at any time you wish to withdraw your consent or need to update your contact information for us to contact you electronically, contact Laura Jones at 423-510-3663 or 4080 Jenkins Road, Chattanooga, TN 37421. If you withdraw your consent, the legal enforceability of any prior Electronic Record and Electronic Signature will not change.

Hardware and Software Requirements.

To access and retain Electronic Records electronically, you will need the following: internet access, current version of an Internet browser (such as Internet Explorer, Firefox, Chrome), a means to retain documents by printing or storing electronically, a valid email address, and a personal computer, mobile device, or other device capable of supporting the requirements listed above. If these requirements change in any way that creates a material risk that you would not be able to receive or retain your Electronic Records, we will notify you.

Printed Name:

Steve T Roy

Social Security #:

###-##-1392

Signed Date: 08-10-2021

A handwritten signature in black ink, appearing to read "Steve T Roy", written over a white background.

Steve T Roy

1802 Robinson Rd #231

Grand Prairie, TX 75051

806-994-7601



U.S. XPRESS, INC.
CONSUMER REPORTS DISCLOSURE
DISCLOSURE

As an applicant for employment or a current employee of U.S. Xpress, Inc. ("U.S. Xpress"), you are a consumer with rights under the Fair Credit Reporting Act. As part of the employment process, including for determinations related to initial employment or other employment related actions, U.S. Xpress will obtain a consumer report and/or investigative consumer report on you from a consumer reporting agency as defined by the Fair Credit Reporting Act.

A "consumer reporting agency" is a person or business which, for monetary fees, dues, or on a cooperative nonprofit basis, regularly assembles or evaluates consumer credit information or other information on consumers for the purpose of furnishing consumer reports to others, such as U.S. Xpress.

A "consumer report" means any written, oral or other communication of any information by a consumer reporting agency bearing on your credit worthiness, credit standing, and credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of service as a factor in establishing your eligibility for employment.

An "investigative consumer report" means a consumer report or portion thereof in which information on your character, general reputation, personal characteristics, or mode of living is obtained through personal interviews by an entity or person that is a consumer reporting agency with your neighbors, friends, or associates or with others with whom you are acquainted or who may have knowledge concerning any such items of information. In connection with an investigative consumer report, you may request, in writing and within a reasonable time, additional disclosures regarding the nature and scope of the investigation.

The information sought by U.S. Xpress will include, but not be limited to the following: employment, education and social security verification, names and dates of previous employment, reasons for termination/separation, criminal conviction records, public court records, character, general reputation, and when applicable, Department of Motor Vehicle records, credit reports and reports related to professional licenses or certifications earned (including, Commercial Driver's License Information System (CDLIS)).

If information in your consumer report influences the decision not to hire you or to take any adverse employment decision regarding you, U.S. Xpress will provide you with a copy of the report upon which it intends to base its decision, the name, address, and toll-free telephone number of the consumer reporting agency, and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. You will have a reasonable amount of time to respond to any pre-adverse notification before a final determination is made or adverse action is taken.

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- A statement of the applicant's or employee's right to obtain a free copy of the consumer report from the consumer reporting agency by making a request within sixty days; and
- A statement of the applicant's or employee's right to dispute with the consumer reporting agency the accuracy or

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U.S. XPRESS, INC. AUTHORIZATION TO RELEASE INFORMATION

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I understand that U.S. Xpress, Inc. requires my social security number and date of birth, as required by the Immigration and Control Act, for use in the proper identification and background screening of applicants/employees. I understand that the use of this information will be limited to confirmation of my eligibility for employment and to the consumer reporting process, and will not be used to discriminate against me in violation of any law.

I acknowledge that I have fully read and understand the Disclosure and this Authorization To Release Information,= and freely and voluntarily agree to their provisions. I hereby authorize U.S. Xpress, Inc. and its employees, authorized agents and/or affiliates to obtain disclosure of the information as set forth herein. This authorization shall remain on file and shall serve as an ongoing authorization to obtain consumer reports and/or investigative consumer reports at any time during my employment.

Employer / Contractor / Educational Institution:

Celadon

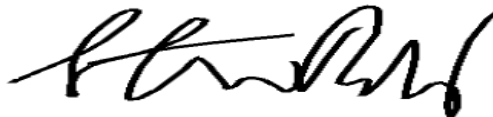
Printed Name:

Steve T Roy

Social Security #:

###-##-1392

Signed Date: 08-10-2021



Steve T Roy

1802 Robinson Rd #231

Grand Prairie, TX 75051

806-994-7601

Gender:



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An "investigative consumer report" means a consumer report or portion thereof in which information on your character, general reputation, personal characteristics, or mode of living is obtained through personal interviews by an entity or person that is a consumer reporting agency with your neighbors, friends, or associates or with others with whom you are acquainted or who may have knowledge concerning any such items of information. In connection with an investigative consumer report, you may request, in writing and within a reasonable time, additional disclosures regarding the nature and scope of the investigation.

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Employer / Contractor / Educational Institution:

Baxter Logistics LLC

Printed Name:

Steve T Roy

Social Security #:

###-##-1392

Signed Date: 08-10-2021



Steve T Roy

1802 Robinson Rd #231

Grand Prairie, TX 75051

806-994-7601

Gender:



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Dillon Logistics

Printed Name:

Steve T Roy

Social Security #:

###-##-1392

Signed Date: 08-10-2021



Steve T Roy

1802 Robinson Rd #231

Grand Prairie, TX 75051

806-994-7601

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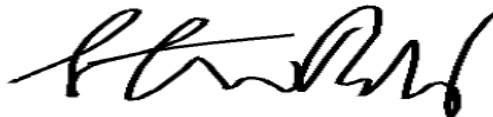
Employer / Contractor / Educational Institution:
North America midway entertainment

Printed Name:
Steve T Roy

Social Security #:

###-##-1392

Signed Date: 08-10-2021



Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



U.S. XPRESS, INC.
CONSUMER REPORTS DISCLOSURE
DISCLOSURE

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An "investigative consumer report" means a consumer report or portion thereof in which information on your character, general reputation, personal characteristics, or mode of living is obtained through personal interviews by an entity or person that is a consumer reporting agency with your neighbors, friends, or associates or with others with whom you are acquainted or who may have knowledge concerning any such items of information. In connection with an investigative consumer report, you may request, in writing and within a reasonable time, additional disclosures regarding the nature and scope of the investigation.

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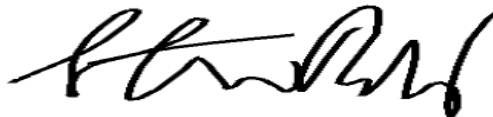
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Employer / Contractor / Educational Institution:
North America Midway

Printed Name:
Steve T Roy

Social Security #:
###-##-1392

Signed Date: 08-10-2021



Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



U.S. XPRESS, INC.
CONSUMER REPORTS DISCLOSURE
DISCLOSURE

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Employer / Contractor / Educational Institution:
Pam Transport (Drug & Alcohol)

Printed Name:
Steve T Roy

Social Security #:
###-##-1392

Signed Date: 08-10-2021



Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



U.S. XPRESS, INC.
CONSUMER REPORTS DISCLOSURE
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Employer / Contractor / Educational Institution:
Plunkett construction

Printed Name:
Steve T Roy

Social Security #:
###-##-1392

Signed Date: 08-10-2021



Steve T Roy
1802 Robinson Rd #231
Grand Prairie, TX 75051
806-994-7601
Gender:



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Employer / Contractor / Educational Institution:

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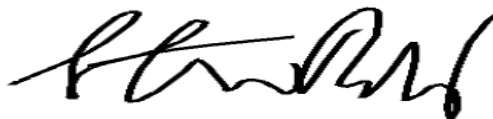
Printed Name:

Steve T Roy

Social Security #:

###-##-1392

Signed Date: 08-10-2021



Steve T Roy

1802 Robinson Rd #231

Grand Prairie, TX 75051

806-994-7601

Gender:



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Employer / Contractor / Educational Institution:

WL transport

Printed Name:

Steve T Roy

Social Security #:

###-##-1392

Signed Date: 08-10-2021



Steve T Roy

1802 Robinson Rd #231

Grand Prairie, TX 75051

806-994-7601

Gender:



A Summary of Your Rights Under the Fair Credit Reporting Act

Para informacion en espanol, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment - or to take another adverse action against you - must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - ◆ a person has taken adverse action against you because of information in your credit report;
 - ◆ you are the victim of identity theft and place a fraud alert in your file;
 - ◆ your file contains inaccurate information as a result of fraud;
 - ◆ you are on public assistance;
 - ◆ you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need - usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.** Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).

- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a "security freeze" on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Financial Protection (OCFP) Division of Consumer Compliance Policy and Outreach 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air Carriers</p>	<p>Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423</p>
<p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., Suite 8200 Washington, DC 20416</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549</p>
<p>8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p>	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>
<p>9. Retailers, Finance Companies, and All Other Creditors Not Listed Above</p>	<p>Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>