



Four Star Greenhouse

1015 Indian Trail Road, Carleton, MI 48117 | 734.654.6420 | Fax: 734.654.1795 | mail@PWfourstar.com | www.PWfourstar.com

## **REGIONAL CLASS-A TRUCK DRIVER**

**PROGRESSION OF SUPERVISORS:** Logistics Supervisor, Logistics Manager, Senior Manager of Logistics, Maintenance & Safety, CFO, CEO, Vice President, President

### **JOB SUMMARY:**

Transport Four Star horticulture products & contracted commercial loads in the Midwest U.S. and across the country utilizing assigned Tractor and Trailer equipment. Operate in safe manner compliant with all DOT and company regulations. Interact with internal staff and customers in a professional and positive manner, acting as a front line ambassador of Four Star with our customers.

### **INDIVIDUAL ATTRIBUTE IDEALS:**

1. Act with Integrity – doing the right thing with honor, even when no one is looking or the consequences are costly, focused on what's best for our company and customers.
2. Relate Authentically – connect with others, listen to understand, communicate with unwavering candor, honesty, discretion and respect for all.
3. Operate Transparently – be proactively open and honest, lead by offering complete visibility into successes, failures and challenges that are encountered each day.
4. Embody Teamwork – embrace and foster a collaborative culture, share ideas, engage in constructive debate, give and expect mutual support, celebrate wins together.
5. Exemplify Accountability – measure myself by the highest standards of integrity, responsibility and performance, as if I was the Owner of Four Star.

### **ESSENTIAL SKILLS:**

1. Operate all equipment safely and according to any applicable industry and company guidelines.
2. Capable of proficient use of a company-provided smart phone, use GPS and read a roadmap.
3. Monitor and act throughout the delivery process to ensure the delivery of high-quality product to our customers, evaluating, adapting to and communicating any issues or circumstances with the Logistics team.
4. Communicate with courtesy and respect in all situations with Four Star colleagues and customer staff.
5. Demonstrate a basic skill level to perform all necessary mathematical calculations and reports as necessary, including but not limited to accurately counting racks and trays, calculating weights, determining hours of service.

### **ESSENTIAL FUNCTIONS:**

1. Assist Dock teams as appropriate with loading and unloading of product at Four Star and customer sites.
2. Carry out instructions given orally and in writing, including those on shipping documents and routing plans.
3. Conduct a thorough pre-trip and post-trip inspection as required by Department of Transportation (DOT).





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4. Communicate all incidents of delays or problems with equipment or goods to Logistics Supervisor or Logistics Manager.
5. Report any customer complaints or concerns without delay to Logistics Supervisor or Logistics Manager.
6. Immediately report all accidents, injuries or incidents to Logistics Supervisor or Logistics Manager and complete all necessary DOT required protocols.
7. Complete all necessary DOT required and company required reports related to moving of products and equipment, including ELD compliance.
8. Report any change to your license status to Logistics Supervisor or Logistics Manager.
9. Perform over-the-road delivery of contract loads during off-season months (June-December).
10. Deliver high standards of work performance:
  - Operate equipment with priority focus on safety.
  - Be dependable, adaptable and consistent.
  - Take ownership of core responsibilities.
  - Maintain a collaborative, can-do, positive attitude.
  - Communicate proactively and effectively.
  - Develop Great Relationships with Customers.
  - Act as a front-line ambassador to our Four Star customers.

#### **QUALIFICATIONS:**

1. A current CDL Class-A license is required along with ability to meet DOT regulations for English proficiency.
2. Must have minimum 2-Yrs of verifiable Over-the-Road commercial driving experience.
3. Must have driving record clear of DUI/DWI or reckless driving charges in last five years.

#### **HEALTH & PHYSICAL REQUIREMENTS:**

1. Ability to pass DOT drug screening procedures including MVR, PSP, DOT physical, criminal background check.
2. Ability to move/pull carts on 4-wheel castors, weighing over 200 lbs.
3. Lifting up to 35 lbs.