

APPLICATION INFORMATION NOTICE – Read this document PRIOR to filling out your application. The following information is mandatory under Part 391 of the Federal Motor Carrier Safety Regulations (FMCSR). Your previous employers will be contacted for the purpose of investigating your safety performance history as required by FMCSR s391.23 paragraphs (d) and (e). (d)The prospective motor carrier must investigate a minimum, the information listed in this paragraph from all previous employers of the applicant that employed the driver to operate a CMV within the previous three years. The investigation request must contain specific contact information on where the previous motor carrier employers should send the information requested. (1) General driver identification and employment verification information. (2)The data elements as specified in s390.15(b)(1) of this chapter for accidents involving the driver that occurred in the three year period preceding the date of the employment application. (i)Any accidents as defined by s390.5 of the chapter. (ii)Any accidents the previous employer may wish to provide that are retained pursuant to s390.15 (b) (2), or pursuant to the employers' internal policies for retaining more detailed minor accident information. (e)In addition to the investigations required by paragraph (d) of this section, the prospective motor carrier employers must investigate the information listed below in this paragraph from all previous DOT regulated motor employers that employed the driver within the previous 3 years from the date of the employment application, in the safety-sensitive function that required alcohol and controlled substances testing specified by 49 CFR part 40. (1)Whether, within the previous three years, the driver had violated the alcohol and controlled substances prohibitions under subpart B of part 382 of this chapter, or 49 CFR part 40. (2)Whether the driver failed to undertake or complete a rehabilitation program prescribed by a substance abuse professional (SAP) pursuant to s382.605 of this chapter, of 49 CFR part 40, subpart O. If the previous employer does not know this information (i.e., and employer that terminated an employee who tested positive on drug test), the prospective motor carrier must obtain documentation of the driver's successful completion of the SAP's referral directly from the driver. (3)For a driver who had successfully completed a SAP's rehabilitation referral, and remained in the employ of the referring employer, information on whether the driver had the following testing violation subsequent to completion of a s382.605 or 49 CFR part 40 subpart O referral: (i)Alcohol tests with a result of 0.04 or high alcohol concentration. (ii)Verified positive drug test; (iii) Refusals to be tested (included verified adulterated or substituted drug test results). We must also know if you were subject to the FMCSR's while employed at a previous employer. Check the appropriate box next to FMCSR Yes or No on each employer you list in the 'Employment Record for the Past 10 Years' section of the application. We are also required to know if the job you held at a previous employer was designated by any Department of Transportation (DOT) regulated mode as a "safety sensitive" position subject to alcohol and controlled substance testing requirements as required by 49 CFR Part 40. Therefore, also check the appropriate box DOT Safety Sensitive Yes or No on each employer you list in the 'Employment Record for the Past 10 Years' section of the application 391.23. You have the following rights regarding the investigative information we receive from your past employers who were DOT regulated pursuant to the previously mentioned paragraphs (d) and (e) of 391.23. (i)The right to review information, provided by previous employers; (ii) The right to have errors in the information corrected by the previous employer and for that previous employer to resend the corrected information to the prospective employer; (iii) The right

to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and the driver cannot agree on the accuracy of the information.

For more information refer to: <http://www.fmcsa.dot.gov/rules-regulations/administration/fmcsr/fmcsrruletext.aspx?reg=391.23>

TITLE VII

PAM Transport, Inc. complies with Title VII by utilizing the Title VII review criteria suggested by the Equal Employment Opportunity Commission (EEOC), the following items will be taken under review regarding felony convictions; 1) The nature and the gravity of the offense or offenses. 2) The time that has passed since the conviction and/or completion of the sentence. 3) The nature of the job held or sought.

WEBSITE PRIVACY POLICY & DISCLOSURE OF INFORMATION

PAM TRANSPORT, INC. provides this privacy statement to demonstrate our firm commitment to your privacy. PAM TRANSPORT, INC. seeks to provide a safe and confidential means to recruit and hire qualified applicants via an electronic employment application process for positions within the PAM TRANSPORT, INC. organization. This statement provides important information regarding use of your personal information and your right to privacy if you choose to complete an online employment application with PAM TRANSPORT, INC.

Our site contains links to other Web sites over which we have no control, and may contain windows that provide access to other Web sites not affiliated with PAM TRANSPORT, INC. PAM TRANSPORT, INC. is not responsible for the privacy policies or practices of other Web sites to which you choose to link from the PAM TRANSPORT, INC. Web site. We encourage you to review the privacy policies of those other Web sites so you can understand how they collect, use and share your information. PAM TRANSPORT, INC. does not endorse or make any representations or warranties concerning, and will not in any way be liable for, any informational content, products, services, software, or other materials available on an external website., even if one or more pages of the external website are framed within a page of this Web site. This Privacy Policy applies solely to the information we collect on the PAM TRANSPORT, INC. Web site, and does not apply to information we collect in any other fashion.

You do not have to submit the employment application online unless you choose to do so. You have the choice of downloading and printing the application and mailing it directly to PAM Transport, Inc at P.O. Box 188, Tontitown, AR 72770. If you choose to submit your application online, you will be required to provide personal information such as, name, address, social security number, telephone/fax numbers, e-mail address, demographic information, education information and prior employment information.

PAM Transport, Inc. will take reasonable steps to protect the personal information it receives from misuse and loss from unauthorized access, modification or disclosure. The personal information provided by you on this online employment application will only be used internally by PAM Transport, Inc., its affiliate offices and third party consumer reporting agencies, for the purpose of obtaining an investigative consumer report and assessing your suitability for a position within the PAM Transport, Inc. organization. Your personal information will not be disclosed to any non-PAM Transport, Inc. entity or used for any other purpose without your prior written consent. PAM Transport, Inc. does not rent, sell, or exchange any personal information for use by marketing or employment agencies, or otherwise disclose such information to third parties, except as may be required by law or through voluntary cooperation with law enforcement authorities if we judge that such cooperation is necessary to avoid potential serious harm.

In order to process your online application for employment, PAM Transport, Inc. may have to transmit, share, or release your personal information to other PAM Transport, Inc. offices or third party consumer reporting agencies. Therefore, it is essential that you provide us with your specific consent to transmit and share your personal information in the "Submit" section. You may withdraw your consent to the release of background information by emailing driverapp@pamt.com and stating your desire to withdraw the consent. Withdrawal of your consent to the release of background information will result in your application for employment being withdrawn from consideration.

PAM Transport, Inc. retains all information obtained from you on the pamtransport.com web site in an effort to make your repeated use of our site more efficient, practical and relevant. Your application will be valid for one (1) month from the date you submit your application online unless renewed by you. An electronic record of the electronic consent to the terms, and the version of the terms to which you assented will be maintained for three (3) years from the date of application submission. You may modify or update the information on your employment application at any time by accessing the following link www.driveforpamtransport.com and entering your username and password you previously established. You may print a copy of the electronic application and consent forms at any time by choosing the print option provided at the submit section of the employment application.

You have the right to receive a hard copy of this employment application, consent for release of information or other electronic record in written form. To obtain a written copy of the electronic records or to update your email address you must contact via email at driverapp@pamt.com. You must list your first, middle, last name, mailing address, position you applied for, and last four numbers of your Social Security number, and request to receive a non electronic copy of your application and consent or advise us of your new electronic address (email address). Once the written request for the written copy has been received it will be mailed to the address given in the request.

If you are experiencing difficulties when attempting to login to your previous application you may contact 1-800-283-5127 and speak to a company representative. The company representative cannot make changes to your application. Company representatives are available to assist you with logging into the system, obtaining a copy of your application or providing instructions.

When contacting us be sure to include any information that would help us identify you in our files, such as your complete name and address, your username, or information about the position for which you were applying. No PAM Transport, Inc. staff will ever ask for your password, so please do not ever give out your password to anyone.

All applicants are requested to check off the appropriate response to each statement in the "Submit" section of the employment application. Please do not leave any statement without a response or PAM Transport, Inc. will not be able to fully process your employment application. If you choose not to consent to the transmission and retention of your personal information electronically, you can request an application be mailed by emailing us at driverapp@pamt.com and return mail it via U.S. Postal Service to PAM Transport, Inc., attention: Driver Recruiting at PO Box 188, Tontitown, AR 72770.

PAM Transport, Inc. reserves the right to make changes to this privacy statement from time to time. The revised statement will be effective immediately upon posting to our Web site. Please check the version number and effective date of this privacy statement to determine whether changes have been made since the last time you visited this Web site.

Your privacy is very important to us. If you have any questions or feel that your privacy has been violated, please contact PAM Transport, Inc. by e-mail, mail or phone:

Name: PAM TRANSPORT, INC. System Administrator

Email Address: driverapp@pamt.com

Mailing Address: P.O. Box 188, Tontitown, AR 72770

Telephone: 1-479-361-9111