



Hiring Procedure and Policy

American Freight is an equal opportunity employer. Hiring decisions are administered without regard to race, color, creed, religion, national origin, ancestry, age, sex, gender, gender identity or expression (including transgender status), sexual orientation, marital status, veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws. Our management is dedicated to ensuring the fulfillment of this policy with respect to hiring and promotes a diverse workforce.

1. Application

American Freight accepts applications through the “Careers” tab on its website, and through third-party recruiting websites that will direct applicants to American Freight’s “Careers” tab. Applicants will be able to review open positions and the necessary qualifications for those positions, and may apply to positions that interest them. The hiring process, including the number of steps in the process, may vary based on the position of interest.

2. Evaluation

Applicants will be evaluated for potential interview based on job related criteria. Candidates selected for interview will be further evaluated during the interview process to assess their match to the position criteria and job requirements.

3. Candidate Selection

Following interviews, management personnel will select the most suitable candidate to fill the open position and may extend a verbal offer of employment conditioned on passing any applicable background check and/or drug screen. Candidates who verbally accept a job offer will receive a formal offer letter from American Freight with information regarding any background check and/or drug screen necessary to be eligible for hire in accordance with company policy.

American Freight will work diligently to keep the lines of communication open and timely communicate with applicants as it works to fill positions at the pace business allows.

4. Complaints

The Company maintains an internal complaint procedure to address any concerns regarding the hiring process. Any complaints can be directed by email to TitleVIIcoordinator@americanfreight.us or by toll-free phone call at 1- 855-733-4357.