



Hiring Prerequisites Policy

2026

This Hiring Prerequisites Policy was made for Ampa Enterprises, Inc and is property of Trucky Freight Services, Inc.

Purpose

The purpose of these hiring prerequisites is to ensure that all personnel joining Ampa Enterprises, Inc. meet the minimum standards necessary to operate safely, professionally, and effectively within the organization.

Meeting the minimum requirements does not guarantee employment or acceptance into the company.

All applicants are subject to review and approval by Ampa Enterprises, Inc. leadership.

Minimum Age Requirements

Company Drivers

Applicants must be at least:

18 Years of Age

to be eligible for consideration as a Company Driver.

Leadership Positions

Applicants seeking leadership positions, including management positions, must be at least:

21 Years of Age

unless otherwise approved by Executive Leadership.

Fleet Owners & Subcontractors

Personnel seeking Fleet Owner or Subcontractor status must be at least:

21 Years of Age

and meet all additional company requirements.

Application Requirements

All applicants must:

- Submit a complete company application.
- Provide accurate information.
- Meet company eligibility requirements.
- Complete any additional onboarding documentation required by the company.

Providing false, misleading, or fraudulent information may result in denial of employment or termination.

Interview Requirements

All applicants must successfully complete an interview with an authorized representative of AMPA Enterprises.

The interview process is designed to evaluate:

- Professionalism
- Communication skills
- Maturity
- Company fit
- Understanding of company expectations

Orientation Requirements

All applicants must complete company orientation before being authorized to operate under AMPA Enterprises.

Orientation may include:

- Company overview
- Policies and procedures
- Safety expectations
- Driver standards
- Company systems training
- Portal setup and access

Communication Requirements

All personnel must:

- Maintain an active Discord account.

- Maintain access to company communication platforms.
- Possess a working microphone.
- Be able to communicate effectively with leadership and other personnel.

Failure to maintain required communication capabilities may impact eligibility for employment or continued participation.

Professional Standards

Applicants must demonstrate:

- Professional conduct
- Respectful communication
- Accountability
- Integrity
- Maturity
- Willingness to follow company policies

Ampa Enterprises, Inc reserves the right to deny employment to any applicant who fails to meet company standards.

Equipment Requirements

Personnel must utilize company-approved equipment, modifications, and resources.

Unauthorized modifications, save edits, or equipment may result in denial of employment or removal from the company.

Agreement to Company Policies

As a condition of employment, all personnel must agree to comply with:

- Company Rules & Regulations
- Safety Policies
- Confidentiality Requirements
- Communication Policies
- Leadership Standards
- NDA Requirements
- Arbitration Agreement
- Any future company policies adopted by AMPA Enterprises

Required Equipment, Software & Accounts

As a condition of employment, all personnel must maintain access to the required software, accounts, and modifications necessary to operate within Ampa Enterprises, Inc.

Required Software & Accounts

All personnel must possess:

- A legal copy of American Truck Simulator (ATS)
- An active Discord account
- An active TrucksBook account
- Access to company communication systems
- Access to the Driver Portal and other company systems when applicable
- Required Modifications

All personnel must install and maintain the following required modifications:

- Sartana's Modding Utility Trailer
- PolyFirs Enhanced Cascadia Mod
- Company Edits (Provided by Ampa)
- Company Terminals (Provided by Ampa)

Additional required modifications may be implemented by the company as operational needs evolve.

Company-Provided Assets

Ampa Enterprises, Inc. may provide certain company-specific assets, including but not limited to:

- Company edits
- Company terminals
- Company branding packages
- Company-approved configurations
- Operational resources

These assets remain the property of Ampa Enterprises, Inc. and may only be used in accordance with company policies.

Maintenance of Requirements

Personnel are responsible for ensuring all required software, accounts, and modifications remain functional and up to date.

Failure to maintain required software, accounts, or modifications may result in temporary suspension of operations, removal from company activities, or other corrective action until compliance is restored.

Unauthorized Modifications

Personnel may not utilize unauthorized modifications, edits, or equipment while operating on behalf of Ampa Enterprises, Inc.

All modifications and equipment utilized under company authority must be approved by Ampa Enterprises, Inc.

Final Approval

All hiring decisions remain at the sole discretion of Ampa Enterprises, Inc.

The company reserves the right to approve, deny, postpone, suspend, or revoke employment opportunities based upon operational needs, company standards, policy compliance, or other factors deemed relevant by company leadership.