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COMPANY POLICY ON PROBATION AND TERMINATION

All drivers and/or owner operators shall be subject to the following company policies. These policies will govern the disciplinary procedures for the offenses listed. If a situation arises that is not covered by these policies, it shall be dealt with in the manner deemed most appropriate by the company management.

The term "employment" shall fall within the definition of employment found in the FMCSR and shall include company drivers, owner operators, and drivers provided by owner operators.

The following offenses shall result in immediate termination of employment.

- Operation of company equipment while under the influence of drugs or alcohol.
- Conviction of any drug related offense.
- Conviction for DWI, DUI, reckless driving or leaving the scene of an accident,
- Conviction of a felony during the term of employment with the company
- Acts of dishonesty
- Theft of cargo, company equipment, fuel, or supplies
- Acts of violence against any company employee, customer, or any other person while in the scope of employment
- Desertion of a load or refusal to deliver a load that has been assigned
- Two preventable collisions within any 3 year period
- More than 4 moving violations within any 3 year period
- Vandalism of company property
- Providing false information on employment application



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The following offenses shall result in disciplinary actions up to and including termination.

- Refusal of dispatch
- Unexcused late delivery
- Failure to make daily check calls
- Failure to turn in accurate logs
- Insubordination
- Excessive moving violations (Less than 4)
- Preventable collision
- Customer complaints
- Unsafe operation
- Running out of route
- Failure to complete or turn in paperwork
- Vehicle abuse
- Failure to maintain or inspect vehicle resulting in out of service write-ups during roadside inspections
- Log falsification
- Coming on company property while under the influence of drugs or alcohol
- Sexual harassment

Any issues not specifically covered by this policy shall be reviewed on an individual basis and dealt with in the manner deemed appropriate by management.