

DISQUALIFYING EVENTS FOR DRIVERS

The following events serve as a basis for immediate termination of employment with the Company.

- A. Refusal to submit to or failure to pass a drug or alcohol screening requested by a law enforcement official in connection with the operation of ANY VEHICLE.
- B. Operating ANY VEHICLE that contains drugs, alcoholic beverages, or a controlled substance contrary to law.
- C. Failure to submit to or pass a DOT alcohol or controlled substance screening as required by the Contractor.
- D. Operating ANY VEHICLE while under the influence of alcohol or a controlled substance.
- E. Use of ANY VEHICLE in the commission of a felony.
- F. Fleeing or attempting to flee from a law enforcement official.
- G. Falsifying any DOT-related safety document required by its contractor.
- H. Knowingly operating a CMV while the driver's license or permit to operate the CMV was revoked, suspended, cancelled or expired, or for operating a CMV without a valid DOT physical certification issued by a licensed medical examiner.
- I. Six (6) or more violations of the hours of service regulations in a 12-month period.
- J. Failure to report from the accident scene or as soon as possible ANY accident or incident involving a CMV, whether or not causing property damage or harm to another person and regardless of who appears to be at fault.
- K. Failure to possess a valid DOT physical certification, and failure to possess a valid driver license or permit
- L. Causing a preventable accident in a CMV resulting in a fatality or causing a fatality through the negligent operation of ANY VEHICLE, including but not limited to the crimes of motor vehicle manslaughter, homicide by motor vehicle and negligent homicide.
- M. Knowingly failing to stop or remain at the scene of an accident in connection with the operation of ANY VEHICLE.
- N. Causing a preventable accident in a CMV resulting in bodily injury and/or property damage greater than \$50,000.
- O. Causing One (1) or more preventable accidents in a CMV in any 12 consecutive months.
- P. Being involved in a preventable roll-over accident in a CMV.
- Q. Reckless or aggressive operation of ANY VEHICLE, whether or not causing property damage or harm to another person. This includes two (2) instances of exceeding the posted speed limit by 15 mph or more in a 36-month period OR one (1) instance of operating ANY VEHICLE at 80 mph or more.
- R. Violating a law enforcement official's out of service order.
- S. Violating any law or regulation prohibiting the driving of a CMV while texting or e-mailing, while using a HAND-HELD telephone, scanner or other hand-held electronic communication device, or while manually interacting with any electronic device.
- T. Committing two (2) moving violations, in separate incidents, in ANY VEHICLE in a 36-month period.
- U. Committing one (1) serious moving violation in a CMV in a 36-month period (serious moving violation) includes citations for or convictions of the following: Failure to stop, failure to yield, rolling stop, running a stop sign/traffic signal, avoiding a traffic control device (ex. Cutting through a parking lot), and a moving violation in a construction area.

Initial below and then sign/date this document:

_____ I have read this document.

_____ I understand that each of the DISQUALIFYING EVENTS listed above are incorporated into and made a part of my Employment Application and terms of employment with the Company.

Applicant Signature

Date

Printed Name