



## ***Driver Recertification Program***

The Driver Re-certification Program is designed to identify those drivers who have a frequency of preventable accidents within a defined period of time. The purpose of this program is to provide early assistance to those drivers who are experiencing preventable accidents due to lack of particular driving skills or careless driving and to develop a safer and longer tenured employee.

This program has specific criteria, based on tenure of the driver and the driver's accident history that will address corrective action for those drivers experiencing preventable accidents.

The following criteria will be followed for those drivers experiencing preventable accidents:

### ***First Preventable Accident or Cargo loss/Damage***

<b>Time Period</b>	<b>Corrective Action</b>
Within 90 days of employment	Termination
Between 91 – 180 days of employment	Recertification – Probation of the longer of 90 days or 180 days of employment
After 180 days of employment	Letter from Tim Hill

### ***Second Preventable Accident or Cargo Loss/Damage***

Between 91- 180 days of employment	Termination
After 180 days of employment and within 270 days (9 months) of first accident	Recertification and 90 days probation
While on probation	Termination

### ***Third Preventable Accident or Cargo Loss or Damage***

Within rolling 270 day (9 months) period	Termination
While on probation	Termination

### ***Failure to Report an Accident***

Company Vehicle Only – Damage under \$500 – Automatic recertification and probation

Adverse Vehicle/Property Involved – Automatic Termination

I understand the driver re-certification program and acknowledge that the steps outlined above will be taken if I am involved in a preventable accident during my employment with Source Logistics.

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Driver

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Date