

# 41 to 75 UNITS SAFETY EXPECTATIONS

Driver Hiring	Corrective Action	Driver Controls	Orientation	Driver Policies
Established and formalized hiring standards	Formal program		Typically encompasses as little as four hours but can last up to two days	Generally formal, documented and determined by owner with assistance from a safety director, safety consultant and/or attorney
Background criminal checks may be completed	Taken for violation of company policy		Formal defensive driver training may be included	Applies to most aspects of the operations (regulatory, safety, maintenance, etc.)
Follows hiring standards in most cases, rare exceptions made based on experience	Consistant and handled by operations manager or safety director		Completed by safety or HR employee and is documented	Manual exists, but exceptions made on regular basis
Attempts to contact previous employers and documented	Review road side inspections or violations		New driver may ride with a senior driver for a couple of runs	Include regulatory guidance related to logs and D/A testing
Will obtain and review MVR upon hire	Combination of accident and violation may result in termination		Review of: paperwork, formal policies, dispatch procedures, defensive driver training, accident reporting, maintenance/equipment program, HOS and D/A policies	Reviewed during orientation
Typically obtains and confirms written D/A testing results before allowing to drive, but may allow with verbal confirmation from provider			New driver generally introduced to department personnel to review policies of each	
May road test or accept CDL in lieu of road test due to experience				

Safety Responsibility	Safety Attitude	Safety Management	Training	Management
Has named safety contact who has a good understanding of regulatory and safety issues	Management is proactive with respect to safety and regulatory compliance		Formal, structured and documented training processes	Has several staff members including owners, operations, admin staff and FT safety person
Owner may overrule safety department when customer service issues are on the line	Company policies strictly adhered to		Safety meetings held at least annually and are strongly encouraged	Owner still involved in daily operation but relies on staff for departmental oversight
Develops a safety department with formal company policies and procedures	Company takes precedence over individual drivers		Ongoing training addresses trends and includes company meetings and video training tools	Safety department is staffed by person with regulatory and safety experience
Full regulatory compliance is expected	"Best practices" become a normal course of business		Post accident training targets the root cause that led to the loss	Upper management may override safety decisions on a case-by-case basis
SafeStat reviewed on a consistent basis with trends typically addressed			All training processes are documented	

# 41 to 75 UNITS SAFETY EXPECTATIONS

Loss Trending	Reporting	Loss Analysis
Analysis/trending may be performed annually by outside person to determine trends or issues that need to be addressed	Losses reported directly to insurance company	
Formal accident review process to determine preventability, can result in probation and retraining for driver involved	Files maintained on each accident	
Individual accident files are maintained	Account has a formal process in place for drivers to follow in the event of a loss	
	List of contacts and phone numbers provided to drivers	
	Typically training provided to drivers on what to do at accident scene	
	Physical damage only losses are typically handled internally-don't involve third party	
	Drivers will use cell phones or disposable cameras for incidents that occur	

Maintenance	GL/WC	Miscellaneous	Technologies	Safety Features
Company may inspect O/O equipment before leased on	Management begins to consider separate corporations for vehicle ownership and maintenance operations		Receptive to current technology but may not be able to afford specific hardware/software	Equipment purchased with additional safety features whenever possible
Formal maintenance files kept on all equipment - may be computerized	Outside vendors may visit with minimal controls in place - may be uncontrolled hazards with potential to cause injury (uncovered maintenance pits, etc.)		ECM data is captured in-house for engine diagnostics and to monitor driver performance (negative data does not always result in corrective action)	Speed governors are set at or below prevailing speed limits-dependent on travel lanes in certain states
Management monitors all available reports, including downloads of ECM data to verify performance of equipment	Security includes gated fence, lighting and possibly cameras		Satellite tracking used to track movement of assets and communicate with drivers	Speed governors on company owned trucks set first for fuel economy and secondly as a safety tool
One mechanic may have the duties of maintenance foreman or shop supervisor	Employee health and wellness programs in place or being considered to help control compensation costs - Participation voluntary		Has formal policy prohibiting cell phone use when driving - Satellite communication is encouraged when parked	
O/O may be required to have maintenance done in company shop - outside work must be documented and submitted to company	Separation of owner operators from company employees from legal standpoint - O/O required to provide proof of occupational accident insurance			
Regular training may be provided for all mechanics	WC insurance is provided for all employees			
Formal maintenance schedules are established and followed - company typically has service truck to address mechanical issues on the road				
Typically has established guidelines for O/O equipment as to acceptable condition				
Equipment is usually traded to coincide with warranty expiration to reduce costs of major repairs covered by warranty				
Maintenance done on the road is strongly discouraged				