

[REDACTED] TRUCKING POLICY CELL PHONE USE

July 29, 2009

To: All [REDACTED] Drivers. Independent Contractors, Owner Operators Fleet Managers

Re: CELL PHONE / TEXT MESSAGING POLICY

Greetings:

Effective Thursday July 30th, 2009 [REDACTED] will enact and enforce cell phone and text messaging policy and procedures to all drivers and fleet managers while the vehicle is in motion unless the device is a hand free unit or in the case of an emergency.

Drivers and Employees are prohibited from using any cellular phone while vehicle is in motion. This includes the time waiting for a traffic signal to change . Also Prohibited are texting or making use of electronic e- mail functions on any device while vehicle is in motion.

Fleet managers are to use the Aether units to send out a message to the truck to inform the driver to find a safe location to park their unit and then call into their fleet manager or other department personnel.

Failure to comply with this policy is considered a serious infraction and can and will result in disciplinary action including termination of hauling agreement and termination of employment.