

# Meyer Enterprises Inc

## Driving Safety Policy

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### **Purpose**

Meyer Enterprises Inc is strongly committed to maintaining a safe and professional driving environment for all employees, contractors, and the motoring public. This policy establishes expectations, responsibilities, and disciplinary procedures designed to prevent accidents, injuries, and property damage.

Meyer Enterprises Inc maintains a Safe Driving Program based on the principles set forth in the Smith System® curriculum, emphasizing:

- Good vision
- Alertness
- Sound judgment
- Fast reactions

Initial training for new hires will occur within the first two (2) weeks of employment. Periodic evaluations and ride-alongs will be conducted by Safety Team Leaders.

All drivers must operate in compliance with Part 392 – Driving of Commercial Motor Vehicles under the Federal Motor Carrier Safety Regulations (FMCSR).

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### **Driver Responsibilities**

While operating company vehicles, drivers shall:

- Drive in the safest and most professional manner possible
- Comply with all local, state, and federal regulations
- Adjust driving based on weather, traffic, visibility, and road conditions
- Maintain proper following distance
- Always exercise sound judgment

Defensive driving principles include:

1. Recognize the hazard
2. Understand the defense
3. Act in time

## Company Speed Limit Policy

The maximum speed for all Meyer Enterprises Inc vehicles is **60 MPH**, unless the posted speed limit is lower.

### Responsibility

All drivers must always comply with this company speed limit.

### Procedure

Violation of this speed policy may result in disciplinary action up to and including termination.

Drivers must also reduce speed appropriately in:

- Inclement weather
  - Construction zones
  - Heavy traffic
  - Reduced visibility conditions
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## Stop Sign Violation Policy

All drivers must come to a **complete stop** at every stop sign, stop line, crosswalk, and red traffic signal before proceeding.

A “rolling stop” or failure to bring the vehicle to a full cessation of movement is strictly prohibited.

### Procedure

At all stop signs, drivers must:

1. Bring the vehicle to a full stop behind the marked stop line or crosswalk.
2. Visually scan left-right-left before proceeding.
3. Yield to all vehicles and pedestrians with the right of way.

### Violations

Failure to stop completely at a stop sign or traffic control device will result in:

- First offense: Documented safety counseling and retraining
- Second offense: Written warning and possible suspension
- Third offense: Subject to termination

Any stop sign violation that results in an accident may result in immediate suspension pending investigation.

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## **Cell Phone and Electronic Device Use While Driving**

The use of handheld electronic devices while operating a company vehicle is strictly prohibited.

This includes:

- Texting
- Dialing manually
- Social media use
- Watching videos
- Email use
- Internet browsing
- Holding a phone while driving

### **Hands-Free Use**

Hands-free devices may only be used if:

- The call is brief and necessary for business purposes
- The driver maintains full attention to the road
- Local and state laws permit hands-free use

### **Required Procedure**

Drivers must:

- Pull over safely and park before texting, emailing, or conducting extended phone communication
- Never use a phone while stopped in traffic or at a red light
- Never use FaceTime or video communication while the vehicle is in motion

### **Violations**

Violation of this policy may result in:

- Immediate disciplinary action
- Possible termination
- FMCSA disqualification if applicable

Any accident involving phone use may result in immediate termination.

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## **In-Cab Camera and Monitoring Equipment Policy**

Company vehicles are equipped with inward and outward facing cameras and safety monitoring systems.

These devices are installed to:

- Promote driver safety
- Reduce accidents
- Provide event documentation
- Protecting drivers from false claims

## **Tampering or Covering Cameras**

Drivers are strictly prohibited from:

- Covering cameras
- Obstructing the camera view
- Disconnecting camera equipment
- Tampering with wiring or mounting
- Altering camera angles
- Removing SD cards or data devices

## **Zero-Tolerance Standard**

Any intentional interference with camera or safety equipment is considered a serious safety violation.

## **Disciplinary Action**

- First offense (intentional tampering): Immediate suspension pending investigation
- Confirmed tampering: Subject to termination
- Repeated violations: Immediate termination

If a camera malfunction is suspected, drivers must immediately report it to your immediate supervisor. Failure to report known malfunction may result in disciplinary action.

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## **No Social Media Use While Driving**

Drivers are strictly prohibited from:

- Posting to social media while operating a company vehicle
- Recording videos while driving
- Livestreaming from a moving vehicle
- Taking photos while driving
- Engaging in comments, messaging, or browsing while driving

This includes use at red lights, stop signs, and in traffic.

Violation may result in immediate disciplinary action up to and including termination.

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## **Posting Company Content**

Drivers may NOT post:

- Photos or videos taken inside company vehicles
- Images showing in-cab cameras or safety equipment
- Package labels, addresses, or customer information
- Delivery locations
- Accidents or incident scenes
- Internal company documents
- Dispatch communications
- Criticism of customers, management, FedEx, or coworkers

Customer privacy and company confidentiality must be always protected.

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## **Professional Conduct Online**

Drivers must not:

- Post content which reflects negatively on Meyer Enterprises Inc
- Engage in online arguments while identifying themselves as company drivers
- Post offensive, discriminatory, threatening, or harassing content connected to the company
- Represent themselves as speaking officially on behalf of the company

If you identify yourself as a Meyer Enterprises Inc driver online, you must make it clear you are speaking personally and not on behalf of the company.

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## **Prohibited Driving Practices**

The following behaviors are strictly prohibited:

- Speeding
- Aggressive lane changes
- Tailgating
- Over-speeding on ramps
- Excessive speed for conditions
- Road rage behavior
- Failure to signal
- Rolling stops
- Attempting to bypass railroad crossing signals
- Distracted driving

Violations will result in investigation and disciplinary action up to termination.

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## **Items Prohibited in Company Vehicles**

The following are prohibited:

- Weapons of any kind
- Illegal drugs or unauthorized substances
- Alcohol
- Distraction-causing items within reach while driving
- Offensive materials visible to the public
- Explosives
- Unauthorized electrical devices

This list is not all-inclusive.

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## **Rider / Passenger Policy**

No unauthorized passengers are permitted in company vehicles without prior written approval from management.

Drivers are responsible for ensuring compliance.

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## **Weather & Road Conditions**

Drivers are expected to exercise extreme caution and adjust driving habits in:

- Fog
- Rain
- Snow
- Ice
- Construction zones
- Night driving conditions

If unsafe conditions arise, drivers are expected to notify management immediately if delays occur.

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## **Fatigue Management**

Drivers must monitor their physical and mental condition.

Warning signs of fatigue include:

- Frequent yawning
- Lane drifting
- Memory lapses
- Difficulty maintaining speed
- Heavy eyes

If fatigue is present, drivers must pull over safely and rest.

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## **Accident Reporting**

All accidents, regardless of severity, must be reported immediately to:

**Jordan Hurt – VP of Safety**

704-575-2923

[Acc.me.jordan@gmail.com](mailto:Acc.me.jordan@gmail.com)

**Holly Meyer – President**

843-503-1701

[Meyerincl@outlook.com](mailto:Meyerincl@outlook.com)

Failure to report an accident immediately may result in disciplinary action up to and including termination.

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## **Disciplinary Guidelines**

Violations of this policy may result in:

- Verbal counseling
- Written warning
- Mandatory retraining
- Suspension
- Termination

Serious violations (camera tampering, phone use resulting in accident, stop sign violations causing accident, reckless driving) may result in immediate suspension or termination.

## **Camera & Monitoring Consent Acknowledgment**

I acknowledge that the vehicle I operate may be equipped with inward and outward facing cameras and monitoring systems. I understand that tampering, disabling, or obstructing these systems is strictly prohibited and may result in termination.

**Driver Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## **Driver Policy Acknowledgment**

I acknowledge that I have received, read, and understand the Meyer Enterprises Inc Driving Safety Policy. I agree to comply with all company rules and safety expectations outlined in this document.

**Driver Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_