



Motor Carrier Attachment 12:
Walmart USDOT Compliance Policy
Cranbury, NJ; 06/07/2014
HWY14MH012
(2 pages)

CONFIDENTIAL & PROPRIETARY DOCUMENT

SUBJECT:	OBSERVANCE OF D.O.T. & COMPANY RULES
SECTION:	D.O.T. COMPLIANCE
EFFECTIVE DATE:	JANUARY 23, 2004

POLICY

The General Transportation Manager and the Safety Manager will ensure that the Dispatcher and Drivers comply with all applicable D.O.T. and Company rules and regulations.

PROCEDURE

To preserve the positive Wal-Mart image and ensure compliance with D.O.T. regulations, drivers will maintain Daily Logs as follows:

- The Daily Log duty status/activity will be logged to the nearest one-quarter (¼) hour of the event.
- Driver's Daily Log will be kept current with the last change of duty status change.

The Operations Manager and Dispatcher are responsible to ensure that:

Drivers will not be dispatched in such a manner that will cause them to violate D.O.T regulations, that Drivers are logging correctly, that all trips are logged, and that unsafe equipment is not dispatched.

Drivers are responsible to ensure:

- Equipment Pre-Trip Inspections are logged at a minimum of 15 minutes. An inspection must be performed at least once in every 24-hour period and when equipment is not changed.
- Trip numbers are written on the daily log sheets.
- All trips and drops are logged.
- Previous day's logs will be turned in upon return to the domicile dispatch.
- Take a 10-hour break after driving 11 hours.
- Must notify the Driver Coordinator when approaching the "Driving 70 hours in 8 Days" rule.
- Will not accept a dispatch that will cause them to violate D.O.T. Hours of Service Regulations.

Failure to comply with the above will result in Performance Coaching (see Performance Tracking for Drivers in the Personnel Manual).

Transportation Management Responsibility:

Any member of management who asks any Driver associate to operate Wal-Mart equipment outside of Department of Transportation Regulations, or who knowingly allows a Driver to do so, will be terminated. Comments such as "sharpen your pencil", or "can't you find another quarter hour", or "are you sure that's all the time you've got", or "I need your help on this one" can be construed by a Driver associate as encouragement to falsify their log -- and may also lead to termination.