



**Motor Carrier Attachment 4:
Walmart Driver Safety Incentive Program**

**Cranbury, NJ; 06/07/2014
HWY14MH012**

(3 pages)

Private Fleet Safety

Driver Safety Incentive Program



Purpose

To increase safety awareness and performance by focusing on safe defensive driving practice, that protects our associates and the motoring public while enhancing Walmart’s positive relationship with the community.

Resources

Link	Resources
Items Needed	
	Safety Day Adjustment Form
TO - 66	Distracted Driving Policy

Procedures

Safe Driving

Walmart Over-the-Road (OTR) drivers (including both full and part time drivers) will earn a quarterly safety incentive for driving safely, with no preventable vehicular accidents or incidents, during a quarter.

Incentive Qualifications

- Must be employed through the end of the quarter.
- No preventable vehicular accident resulting in damages or recovery cost of \$1,000.00 or greater.
- A preventable vehicular accident will result in the driver associate failing to earn the mileage incentive for four quarters, including the quarter in which it occurred. A subsequent preventable vehicular accident will restart the four quarter calculation.

Example: A driver has a preventable vehicular accident on March 4th, and then has another preventable accident on November 7th of the same calendar year. In this example, the driver would not be eligible for an incentive quarter until the 4th quarter of the following year for a total loss of seven quarters of incentive.

- A preventable vehicular incident with damage totaling \$100.00 to \$999.99 will result in the driver associate failing to earn the mileage incentive for the quarter in which the vehicular incident occurred.
- Minor vehicular incidents with damage totaling \$99.99 or less, will not affect the mileage incentive.

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Incentive Pay

- Single driver mileage awards are based on miles driven for the quarter, currently calculated at [REDACTED] per mile.
- Team driver mileage awards are based on miles driven for the quarter and are split between the two drivers. [REDACTED]

Safety Day Qualifications

- Must drive a minimum of 10,000 miles in the quarter.
- No preventable vehicular accident resulting in damage of \$1000.00 and greater.
- No preventable vehicular incidents resulting in damage of \$100.00 - \$999.99.
- No violation of the Distracted Driving Policy.

Safety Day Pay

- A Safety Day is paid at an average days pay (ADP)
- Drivers may not accumulate any more than 4 safety days.
- **The Safety Day time off is taken on a scheduled work day and cannot be combined with any other pay.**
- Drivers may request a monetary payout of an available safety day in lieu of taking a scheduled day off.

Quarters for Safe Driving and Safety Day Incentives:

First Quarter – February, March, April

Second Quarter – May, June, July

Third Quarter – August, September, October

Fourth Quarter – November, December, January

Payment Schedule for Safe Driving Incentive and Awarding a Safety Day

Payment of the safe driving incentive and/or awarding a safety day will occur as soon as possible following the completion of the Regional Review, if the accident is found to be non-preventable and after any applicable corrections are made. To celebrate safe driving and commemorate the incentive, transportation offices will schedule quarterly cook-outs in the month following each quarter.