



**MOTOR CARRIER GROUP CHAIRMAN'S FACTUAL
REPORT**

Motor Carrier Attachment – FirstFleet Post-Crash Drug Testing Policy

Delray Beach, Florida

HWY19FH008

(4 pages)

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- Upon your return to your home terminal, turn in all information you gathered at the scene, disposable camera, etc.

If you are involved in an accident it is important that you only give a statement to the investigating officer (if asked), do not speak to anyone about the accident (except to gather information), and only communicate to FirstFleet management or its authorized representatives during and after the accident investigation. Disciplinary action for accidents are handled on a case-by-case basis and accidents involving fatalities, bodily injury, or severe vehicle damage may result in severe disciplinary action up to and including discharge. Failure to report any accident or incident will result in termination. Post-accident drug and alcohol testing is required within 32 hours of the incident unless waived by the Company. This testing may include DOT or non-DOT drug testing and Breath Alcohol Testing (BAT) dependent upon the type of incident. Failure to submit for required post-accident testing is grounds for termination.

FirstFleet Accident Appeal Guidelines

The accident review committee generally meets 2 times a year at various terminal locations.

A driver may appeal a preventable accident ruling by:

- Appearing in person.
- Call on the day of the hearing and present case.
- Submitting pictures, diagrams and statements as to why the driver feels that the accident was not preventable.

The committee will review the accident appeal information provided. Then vote by closed ballot. Majority rules as to upholding or overturning the determination of accident/incident preventability. Drivers are entitled to one appeal per accident. Drivers may not appeal accidents that are more than 1 year old. All FirstFleet records will reflect committee decisions. The accident review committee consists of four or five drivers and one or more managers. While the Safety Director and other Safety Department staff attend, they do not vote. After the accident appeal is completed, the driver will receive a formal letter from the Safety Department advising of the outcome of the appeal. If a decision is reversed by the committee, any forfeited safety bonuses will be reimbursed to the driver.

Notification of Motor Vehicle Traffic Convictions

Federal regulations require persons who operate a commercial motor vehicle, or who hold a commercial driver's license, to notify the issuing state and the person's employer of any conviction of violating any state or local law or ordinance related to motor vehicle traffic control other than a parking violation. This regulation applies regardless of whether the violation occurs in a Company vehicle, other commercial vehicle, personal vehicle, or any other motorized vehicle governed by state or local law. You must report any such conviction to FirstFleet and to the state within 30 days after your conviction. Any employee whose license is