

USE OF EQUIPMENT

WE'RE SERIOUS ABOUT SAFETY.

While at work, employee-owners are expected to use the same discretion in using personal smartphones as those who use company smartphones. Excessive personal calls during the workday, regardless of phone used, can interfere with productivity and distract other team members. Personal calls should be restricted to non-work areas and conducted during non-work time.

In the event of an emergency or an event that requires immediate attention, please alert your supervisor, then remove yourself from the work area so you do not distract team members or create a hazardous situation.

Our job sites are ever-changing and inherently hazardous. Smartphones, iPads, headphones, radios and similar devices are not to be used while operating equipment, working in the immediate area of equipment, near vehicular or equipment traffic, or any other situation where distractions could cause harm.

MOTOR VEHICLES

BE SAFE

COMMERCIAL MOTOR VEHICLES (CMV).

KNOW THE RULES

Refer to Company Vehicle and Fleet Safety for Company policy on Commercial Motor Vehicles.

PUT YOUR D*MN CELL PHONE AWAY

NON-COMMERCIAL MOTOR VEHICLES.

Employee-owners shall not use any handheld electronic device while operating a motor vehicle during Company business or while operating a Company-owned vehicle. The Company does not require employee-owners to answer calls while they are on the road if it is determined to be unsafe. Team members should use hands-free devices, such as Bluetooth-equipped devices, or exit and park in a safe location before using their smartphone or other device.

WE'RE SERIOUS.

DON'T ANSWER YOUR PHONE WHILE DRIVING.

DISCIPLINARY ACTIONS

Refer to Company Vehicle and Fleet Safety for Company policy on disciplinary actions.

KNOW BEFORE YOU GO!

BEFORE YOU OPERATE A VEHICLE OR HITCH A TRAILER, MAKE SURE YOU HAVE THE PROPER LICENSE, UNDERSTAND ALL REQUIREMENTS, AND ABIDE BY PROPER REGULATIONS. THIS INCLUDES PERMITS, ROUTES AND CURFEWS.