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CREW AND PICKUP TRUCK SAFETY AND OPERATION

TRUCK, YEAH!

Crew trucks and pickups are an important tool in our fleet. We rely on them to transport employee-owners, materials, and equipment.






Here are some basic work rules to consider when using crew trucks and pickups:

- Anyone operating a Company vehicle must have a current valid driver’s license and be trained on the Company motor vehicle accident reporting procedures.
- Inspect your vehicle before use to make sure that lights, horns, signals, brakes, etc. are in operating condition.
- Always check the surroundings before moving your truck.
- Stunt driving and horseplay shall not be permitted.
- Secure your load. Even if it cannot fall out of the bed, it can roll around and damage or bounce out. In addition, if you stop too fast it will come through the cab.
- Use of seat belts is mandatory.
- Do not overload with employee-owners. Everybody will have a seatbelt. No one will ride in the bed of the truck or the trailer.
- Do not overload the truck with equipment or materials. Stay within the load ratings.
- When pulling a trailer, consider the legal load rating and center the load over the trailer’s axles.
- Bind down the load. Do not travel with an unsecured load, even if you are not traveling on a public roadway. If loaded with equipment, clean the tracks or frame of loose soil and rocks that can fall off and damage a vehicle.
- Trailers will be properly attached to the truck with safety chains. Trailer lights will be attached and in working order. If the trailer has a braking system this should be attached as well.
- Park a minimum of 200 feet from any work operation. Do not park vehicles directly behind equipment.
- Operators of company trucks/vehicles shall know the limitations of their license type and shall not operate a vehicle or vehicle / trailer combination that requires a license type they do not possess.

For more information, please see Exhibit 3.P.001 below.

EXHIBIT 3.P.001

Commercial Motor Vehicle SmartCard

ESS CMV SMARTCARD				
Vehicle Type	Employee	DOT Drug/Alcohol Testing	Driver Qualification	Additional Information
 Pickup truck, 10,000 lbs. or less, (GVWR) (Estimators, BM, ABM, PM, Estimator, Safety Supervisors)	NO	NO	<ul style="list-style-type: none"> Valid Drivers License Motor Vehicle Record (MVR) Smith System Comply with ESS Vehicle Policy 	Applies to most 1/2-ton pick-ups and vans. Verify the GVWR on the inside of the driver's door prior to operation.
 Tractor truck, 10,001 to 26,000 lbs. (GVWR) (INTERSTATE: Foreman, Saw Crews)	NO	NO	<ul style="list-style-type: none"> Valid Drivers License Motor Vehicle Record (MVR) Smith System Comply with ESS Vehicle Policy Medical Certification Pre-Employment Screening Program 	Applies to most 3/4- and 1-ton pick-ups
 Pickup truck and trailer, 10,001 to 26,000 lbs. (GVWR) (INTERSTATE: Foreman, Superintendent, Saw Crews)	NO	NO	<ul style="list-style-type: none"> Valid Drivers License Motor Vehicle Record (MVR) Smith System Comply with ESS Vehicle Policy Medical Certification Pre-Employment Screening Program 	Applies to most 3/4- and 1-ton pick-ups
 Single vehicle, over 26,000 lbs. (GVWR) (Mechanics, Dump/Concrete/Tank Truck Drivers)	YES	YES	<ul style="list-style-type: none"> Class B Drivers License (Class A Preferred) Motor Vehicle Record (MVR) Smith System Comply with ESS Vehicle Policy Medical Certification FMCSA Drug/Alcohol Clearing House Pre-Employment Screening Program 	CDL drivers must submit medical certification to the DMV. The Federal Motor Carrier Safety Administration (FMCSA) requires all drivers who carry liquid loads that total or exceed 1,000 gallons or that carry multiple tanks of 115 gallons or more and that equal or exceed 1,000 gallons to have a letter endorsement on their CDL.
 Tractor trailer, over 26,000 lbs. (GVWR) (Loaders/Drivers, Other combination vehicles over 26,000 lbs. (GVWR))	YES	YES	<ul style="list-style-type: none"> Class A Drivers License Motor Vehicle Record (MVR) Smith System Comply with ESS Vehicle Policy Medical Certification FMCSA Drug/Alcohol Clearing House Pre-Employment Screening Program 	CDL drivers must submit medical certification to the DMV. The Federal Motor Carrier Safety Administration (FMCSA) requires all drivers who carry liquid loads that total or exceed 1,000 gallons or that carry multiple tanks of 115 gallons or more and that equal or exceed 1,000 gallons to have a letter endorsement on their CDL.
References: GVWR – Gross Vehicle Weight Rating GCWR – Gross Combination Weight Rating	DOT Compliance: Driver File Required • Medical Card • Certification of Violations • Pre-Employment Drug Screen	DOT Drug and Alcohol Testing: A CDL required driver has had a DOT pre-employment drug test and is enrolled in DOT random testing program; is subject to reasonable suspicion, and DOT post-accident testing.		

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