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**Commercial Fleet Safety Program**

**Scope**

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The following pages contain policies and procedures to ensure we hire and retain only the most safe and courteous of drivers, as well as provide safe and reliable vehicles in which to conduct company business. This policy focuses on CDL Regulated individuals driving commercial vehicles. The objective of this policy is to reduce or eliminate motor vehicle accidents and associated injuries by following the safe practices established in this program. Compliance with this program is mandatory for all company commercial drivers. Violations of this program may result in disciplinary action up to and including suspension of driving privileges or termination. Any deviations from this program must be immediately brought to the attention of the employee’s supervisor or the program administrator.

**Program Responsibilities**

Management is responsible for providing the tools and resources necessary to implement this program and for ensuring the program administrator and all employees follow the provisions in this program. Program Administrator: commercial drivers and fleet are under the supervision of, and he/she is responsible for the administration of company policy regarding the fleet. The program administrator is responsible for:

• Evaluating prospective company drivers.

• Maintaining an accurate qualified driver list.

• Maintaining accurate qualification records.

• Maintaining accurate substance abuse testing records.

• Ensuring company vehicles are maintained mechanically.

• Selecting/procuring all company vehicles.

• Ensuring all qualified drivers are trained in the safe operation of commercial vehicles.

• Monitoring drivers to ensure compliance with all elements of this program; and

• Making recommendations about retention or release of employees based on driving tests from the driver trainer. Driver Trainers. driver trainers are responsible for:

• Conducting on-road driving tests for new employees and existing employees as needed.

**Commercial Drivers**

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drivers are responsible for conducting themselves in accordance with this program. All drivers will:

• Meet all minimum qualification criteria.

• Be medically qualified to drive a commercial motor vehicle (defined under 391.41: Physical qualifications for drivers).

• Maintain satisfactory evaluations from the company’s driver trainer.

• Receive negative drug/alcohol tests; and

• Maintain an acceptable motor vehicle record (MVR). Commercial Fleet Safety Program WB-2733 (6-16)

Driver Qualification Criteria Driver applicants will not be considered for employment unless they meet the minimum requirements listed below:

• Be at least 21 years old to operate a commercial motor vehicle interstate.

• Be able to read and speak English sufficiently to converse with the general public, to understand highway traffic signs and signals, to respond to official inquiries, and to make entries on reports and records.

• Be physically and mentally qualified to drive a company vehicle and possess a valid medical certificate as defined in 49 CFR Part 391.

• Possess a current and valid commercial driver’s license and proper endorsements for the type of commercial vehicle to be driven.

• Must not be disqualified to drive a commercial motor vehicle under the rules and regulations set forth in 49 CFR Part 391.15.

• Meets all the requirements and be able to perform all the tasks and essential duties of the job description.

• Have at least two years of verifiable driving experience with like-type vehicles.

• Have at least five years verifiable driving experience, if required to transport hazardous materials.

• Has not been convicted of any of the following major violations:

* Driving under the influence of drugs/alcohol.
* Refused a chemical test.
* Use of a motor vehicle in committing of a felony.
* Vehicular manslaughter or homicide.
* Hit and run or leaving the scene of an accident.
* Fleeing, eluding a police officer, or resisting arrest.
* Vehicle-related open container violations.
* Reckless driving, careless driving, or speed contests.
* Speed greater than 15 MPH over limit.
* Passing a stopped school bus.
* Violating out of service order.
* Operating with a suspended or revoked license.
* Railroad crossing violation.
* Violating traffic law in connection with a fatal accident.

• Has not been convicted of any more than two of the following “minor” violations:

* Speeding 15 or less over the posted speed limit
* Driving too fast for conditions
* Unsafe lane change
* Failure to stop at a stop sign
* Failure to yield right-of-way
* Improper turn
* Following too closely
* Illegal passing
* Seatbelt or child restraint violations
* Operating without insurance
* Driving a commercial motor vehicle without a commercial driver’s license, or without the proper class or endorsements.
* Equipment load, size, weight, and similar safety related violations.

**Hiring Process**

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The MBG Refuse Service Inc employment hiring process is designed to ensure that the safest individuals are hired to operate our motor vehicles. This multi-step process shall be used for all applicants and will be administered uniformly without bias toward race, color, religion, gender, age, national origin, disability, sexual orientation, or any other criteria deemed unlawful by state, federal, or local law. Application. All commercial driver applicants must submit a completed, accurate, signed, and dated application for employment. The hiring/screening process will not continue until all information on the application has been verified. Previous Employment. Employment history will be collected and verified for every commercial driver applicant. All commercial driver applicants must provide this employer information on all driving positions they have held for the previous ten years:

• Names, addresses, phone numbers, or other contact information of previous employers; and

• Names, titles, phone numbers, or other contact information of previous supervisors.

**Motor Vehicle Records**

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The driving record from the previous five years will be examined for all commercial driver applicants from the appropriate agency of every state in which the applicant held a motor vehicle license or permit.

The driver qualification and hiring process will not continue until all driving record information has been verified and no disqualifying violations have been found (see driver qualification criteria above).

**Drug and Alcohol History**

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All applicants will be asked if he or she has tested positive, or refused to test, on any pre-employment drug and alcohol test administered by a previous employer. If the applicant admits to any of the above, without documented successful completion of DOT return-to-duty requirements, he or she will not be considered for employment. All applicants who indicate no drug or alcohol violations must provide written consent for a drug and alcohol history to be obtained for the preceding two years from all DOT-regulated employers. If the applicant fails to provide this consent, he or she will not be considered for employment. Any positive indication of drug or alcohol use at the following levels will immediately disqualify the applicant:

• Alcohol test with a result of 0.04 or higher.

• Verified positive drug test.

• Verified adulterated or substituted drug test results; and

• Violations of DOT agency drug and alcohol testing regulations. Applicants who have successfully completed DOT return-to-duty requirements after a drug or alcohol regulation violation will continue through the hiring process.

**Pre-Employment Screening Program**

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All applicants must provide written approval for to request a copy of the applicant’s commercial driving record from the FMCSA’s Pre-Employment Screening Program. Non-compliance with hours of service, cargo securement, vehicle inspections, etc. will be evaluated in the hiring process. Significant or repeated violations may disqualify the applicant. When an applicant attempts to apply, renew, or update his or her CDL, will request the state perform a check of its databases, the Commercial Driver’s License Information System, and the National Driver Registry to ensure the driver is not disqualified in that state or another jurisdiction, or does not possess a commercial license from more than one jurisdiction.

**Background and Fair Credit Reporting Act Investigations**

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All applicants must provide written approval for to perform a criminal background check and a credit report check. These checks will be made on all commercial driver applicants and other applicants who may be required to operate a motor vehicle while conducting company business.

**Proof of Citizenship and Right to Work.** All commercial driver applicants shall be required to provide either proof of U.S. citizenship or proof of their legal right to work in the United States.

**Personal Interviews**

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All applicants will be interviewed in person by human resources personnel.

**Drug/Alcohol Screening**

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All commercial driver applicants will submit to a drug/alcohol screening before an initial offer of employment is extended. Only the designated drug/alcohol testing facility will be used. Drug/alcohol test results from the commercial driver applicant’s previous employer will not be accepted.

A negative test result is a condition of employment. No driver applicant will perform any work or activity until a negative test result has been obtained for the driver applicant. Be advised that marijuana remains a drug listed in Schedule I of the Controlled Substances Act.

It is unacceptable for any employee subject to drug testing under the DOT’s drug testing regulation to use drugs or alcohol medicinally or recreationally.

**Medical Qualification**

All applicants shall be medically examined and certified as physically qualified to operate a commercial motor vehicle by a licensed, DOT-certified medical examiner designated by.

**Driving Evaluation.**

All applicants will be required to submit to a driving test to evaluate their driving proficiency. The driving test will be an on-road driving test with a designated driver trainer. The applicant will be evaluated on pre-trip inspections, city and rural driving on two-lane and multiple-lane roads including freeway and interstate, passing, backing, and emergency procedures. This evaluation will be used in the hiring assessment and to develop portions of the company’s mandatory driver training program. This driving test will be completed before a new commercial driver is allowed to operate a commercial vehicle for company business. Driving evaluations will be documented on the driver’s road test examination.

**Driver Training Company Orientation**

During orientation, commercial drivers will be introduced to all documents, rules, procedures, and policies used by commercial drivers, many of which are included in this Commercial Fleet Safety Program.

During driver orientation, drivers will be introduced to company facilities and will be provided with area access security codes and keys as needed. Drivers will also be introduced to personnel with whom they will interact during their employment with.

**Employment Documentation**

MBG Refuse Service uses a variety of forms and other record keeping documents, including, but not limited to vehicle inspection reports, fuel and other vehicle service and maintenance receipts. Drivers will be introduced to these documents by a representative from the company.

**Driver Safety Rules**

Commercial drivers are responsible for complying with all driver safety rules. Driver safety rules include:

• Do not operate the vehicle unless all occupants are wearing a seat belt.

• Do not drive the vehicle without headlights illuminated.

• Do not allow any unlicensed/unauthorized persons to operate a company motor vehicle.

• Do not operate any vehicle while impaired, affected, or influenced by alcohol, illegal drugs, medication, illness, fatigue, or injury.

• Do not engage in distracting activities while driving. This includes using a cell phone for talking or texting; eating; using a computer, GPS, or MP3 player; applying makeup; reading; looking at maps; or any other activity that takes a person’s eyes or attention away from driving. Drinking non-alcoholic beverages is acceptable.

• Do not use a radar detector.

• Obey the posted maximum and minimum speed limits at all times.

• Do not pick up hitchhikers or allow unauthorized passengers inside the motor vehicle.

• Do not drive a motor vehicle that is mechanically unsafe to operate.

• Do not operate a motor vehicle with unsecured equipment.

• Move to another traffic lane or slow down when approaching an emergency vehicle along the side of the roadway.

• Observe all state and local laws while operating the motor vehicle.

• Do not accept payment for carrying passengers or materials not authorized by the company.

• Do not push or pull another vehicle or tow a trailer without company authorization.

• Do not transport flammable liquids and gases without prior authorization. If authorized, only DOT- or UL-approved containers are to be used, and only in limited quantities when necessary.

• Do not use ignition or burning flares.

**Use only issued reflective triangles.**

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These rules will be reviewed annually and signed by each commercial driver. The signed copy will be maintained in the driver’s file. Disciplinary action up to and including termination may result if drivers fail to comply with the driver safety rules.

**Driver Safety Notices.**

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MBG Refuse Service will post safety notices, regulatory changes, procedure changes, and any traffic/road condition reports in the following locations:

**Individual Driver Training**

MBG Refuse Service has developed and adopted a policy that all commercial drivers complete a mandatory retraining period if found violating the company’s safety policy. Training is conducted and includes both classroom and road training. The total length of the training depends on each driver completing all course objectives. Upon the completion of training, the driver trainer will make a recommendation to the program administrator to either retain or release the new driver. In some cases, a driver undergoing training may not be allowed to complete the training. This usually occurs if, in the opinion of the driver trainer, the driver poses a safety liability to the company. Moving violations and/or accidents may also trigger additional training throughout the year.

**Group Driver Training**

All commercial drivers must attend required training. This training will consist of a review of company procedures, updates on regulatory changes, safety topics such as defensive driving, driver fatigue, discussion of current issues, and a review of all accidents, incidents, and citations. All group training will be documented.

**Vehicle Observation**

The program administrator will conduct random unannounced vehicle observations of company drivers during their operations. The program administrator’s observations will be documented, and the records retained in the driver’s file.

**Criteria for maintaining employment**

Each authorized driver must comply with the criteria below to maintain status as a qualified commercial driver and be authorized to drive a commercial motor vehicle. Failure to comply with any of the following conditions will automatically disqualify a driver from operating a commercial motor vehicle.

**Licenses**

All drivers must maintain the proper commercial driver’s license (CDL) for their job duties. Drivers will not possess more than one state-issued license.

**Traffic Violations**

Drivers must notify the program administrator within 48 hours of conviction of any traffic violations (except parking). These requirements apply to any motor vehicle the driver was operating at the time the violation was received, regardless of who owns the vehicle.

**Drugs/Alcohol**

Drivers will not operate a commercial motor vehicle with a blood alcohol concentration of 0.04% or more or while under the influence of legal or illegal drugs that impair the operation of the motor vehicle. The sale, purchase, transfer, or possession of any controlled substance (except medically- prescribed drugs) are strictly prohibited while using a company vehicle, while on the company premises, or while engaged in company business.

**Suspensions/Revocations**

Drivers will not operate a commercial motor vehicle if their license is suspended, revoked, or canceled, or if they are disqualified from driving. The driver must immediately notify the program administrator if their license is suspended, revoked, or canceled.

**Motor Vehicle Records**

The program administrator will check the motor vehicle records (MVR) of all authorized commercial drivers. All annual reviews will be documented and maintained in the driver qualification file. Disciplinary action, up to and including termination, can result if a motor vehicle record indicates non-compliance with the driver qualification criteria. CSA Program the Federal Motor Carrier Safety Administration’s Comprehensive Safety Accountability (CSA) tracks violations by company specific DOT numbers. It is very important that all drivers understand how their driving affects not only their safety record, but the companies, as well. The program administrator will review the CSA safety report each month and address areas where safety has diminished across the company. The program administrator will review the daily inspections. This may result in additional safety training or changes in drivers’ status.

**Driver Qualification Files**

MBG Refuse Service maintains a qualification file for all drivers. No employee shall operate a company vehicle or any personal vehicle while on company business unless they are listed on the company’s qualified driver list. This includes personal vehicles if used for company business. MBG Refuse Service maintains a current list of qualified drivers and is required to provide this list to our insurance carrier annually and anytime changes are made to the list.

This information is required for each driver:

• Driver application for employment.

• Copy of driver’s license

• Hire date

• Inquiry to previous employers in the past three years

• Inquiry to state agencies

• Medical Examination Report and DOT Card

• Driver’s road test examination results

• Certificate of road test\*

• Annual MVR and review of driving record

• Annual driver’s certificate of violations

• Annual review of driving record

* Pre employment drug screen results
* Confirmation that employee has been cleared through FMCSA Clearinghouse

\*Note:

* Drivers will be issued copies of these certificates.
* Drivers only need to have a copy of the medical examiner’s certificate in their possession while driving.
* Qualification records for each commercial driver will be maintained for a minimum of three years after the driver’s employment is terminated.

**Vehicle Inspections/Driver Pre-Trip Inspection**

A properly performed and thorough pre-trip inspection will be conducted by each driver before operating the vehicle. The following steps must be completed for each pre-trip inspection. All vehicle inspections will be documented on the driver’s vehicle inspection report. If anything, unsafe is discovered during the pre-trip inspection, it must be fixed immediately.

1. Review Last Vehicle Inspection Report – The driver must review the last driver’s vehicle inspection report to verify that any needed repairs were made to the vehicle. If an authorized signature certifies that defects were corrected or that correction was unnecessary, the driver will sign the third signature line of the form. If the defects noted were not acknowledged by an authorized signature, the driver shall not drive the vehicle until the defects are corrected.

2. Vehicle Documentation – The driver must verify insurance/registration cards, and any other paperwork required by the DOT are in his or her possession.

3. Vehicle Overview – A general condition review of the vehicle is required. The driver will:

• Look for damage or unusual wear to the vehicle. Examples include vehicle leaning to one side, lights broken or inoperative, tire and rim condition, and suspension and break wear.

• Look under the vehicle for fresh oil, coolant, grease, or fuel leaks.

• Perform a walk-around assessment to look for people, other vehicles, objects, and low hanging wires or limbs.

4. Check Engine Compartment – After verifying the engine is turned off, the parking brake is set and/or wheels chocked, the driver will raise the hood and inspect the engine compartment. Check:

• Fluid levels

• Power steering

• Batteries

• Belts for cracks or wear

• Tightness in alternators, water pumps, and air compressor

• Cracked or worn electrical wiring insulation

5. Start Engine and Inspect Inside the Cab – The driver will verify that the parking brake is set, place gearshift in neutral, start engine, and listen for unusual noises. Then check:

• Gauges (oil, ammeter/voltmeter, coolant temperature, engine oil temperature, warning lights and buzzers).

• The condition of controls. Look for looseness, sticking, damage, or improper setting (steering wheel, clutch, accelerator, brake controls [foot brake, trailer brake, parking brake], transmission controls, inter-axle differential lock, horn[s], windshield wiper/washer, and lights [headlights, dimmer switch, turn signal, four-way flashers, clearance, identification, marker light switches]).

• Condition of mirrors and windshield/windows; and

• Location of emergency equipment (three red triangles, properly charged and rated fire extinguisher, tire chains, emergency phone number list, and accident reporting kit).

6. Check Lights – The driver will make sure parking brake is set, engine is off, and ignition key is out of the switch and then check these items:

• Headlights (low and high beams)

• Emergency flashers

• Parking, clearance, side maker, and identification lights

• Turn signals

• Brake lights (a helper will be required to complete this task) The driver will clean all lights, reflectors, and glass as needed.

7. Test Brakes - The driver will check these additional items:

• Brake drums (or disks), linings, and hoses for cracks or other visible damage, appropriate liner thickness, and presence of oil or grease.

• Air hoses for worn areas or the presence of cuts or other damage. Shut off the engine and test low pressure warning signal.

• Verify spring brakes activate with low air pressure (usually in a range between 20-40 psi).

• Check the rate of air pressure buildup (typically 85-100 psi within 45 seconds in dual air systems).

• Test air pressure leakage (with a fully charged air system typically 125 psi).

• Verify loss rate does not exceed two psi in one minute for single vehicles and three psi in one minute for combination vehicles.

• Check air compressor governor cut-in and cut-out pressures; and

• Test parking brake with transmission in low gear. Test service brake for left or right pulling when service brakes are applied.

**Vehicle Accident Reporting and Investigation Plan**

Accident reporting and investigating plan describes methods and practices for reporting and investigating accidents. Near-miss accidents or incidents must be reported as well (i.e., when a driver nearly has a vehicle accident but is able to avoid injury or damage).

**Vehicle Accidents**

These steps will be followed in the event of a vehicle accident/incident.

• Stop the vehicle, turn off the engine, and protect the scene by activating the four-way emergency flashers and posting orange emergency triangles to prevent a secondary accident (one near the scene, one marker 100 feet in each direction from the scene, and one marker near curves or hill crests, but no more than 500 feet away).

• Call for medical assistance and assist any injured people, if necessary, but do not move the person unless absolutely necessary to prevent further injury.

• If possible, protect waterways, storm drains, etc. from hazardous materials if spilled.

• Call the police.

• Call your direct supervisor immediately. Your supervisor will alert the Operations Manager and Program Administrator.

• Locate witnesses and get important information from them including names, addresses, and phone numbers.

• Exchange pertinent information with other drivers.

• Take photos of the accident, street signs, landmarks, and/or mile markers.

• Make detailed sketches/drawings of the accident scene, noting the direction of travel for each vehicle involved.

* Take photos of everything. Photos should include both vehicles, roadway conditions, street signs, landmarks, etc. The more photos, the better.

• Complete the vehicle accident report form. Note: Every company motor vehicle is required to have a vehicle accident reporting kit in the glove box. This kit should be used by the driver to record accident facts after the accident as soon as feasible. Accident investigation kits are available from the program administrator.

**Post-Accident Actions**

Drivers involved in an accident are to comply fully by:

• Never admitting fault or apologizing. Apologies can be interpreted as an admission of fault.

• Being polite and never arguing with other drivers or witnesses.

• Being polite and never arguing with the police.

• Never making a statement to the media. Refer them to the company’s media contact.

• Never discussing details of the incident with anyone but your route monitor, operations manager, general manager, and safety program administrator.

• Always reporting the accident/incident to management, regardless of severity.

**Vehicle Accident Involving Employee Injury/Property Damage Reporting**

MBG Refuse Services’ “Vehicle accident involving employee injury/property damage” reporting procedures include:

• is required to test each surviving driver for alcohol and controlled if the following occurs:

* + You are cited during the police investigation of the accident,
  + ANY vehicle involved in the accident requires a tow away from the scene
  + Someone involved in the accident requires immediate medical assistance (ambulance/helicopter travel to the hospital for emergency care)

• Employees injured on the job are to report the injury to the program administrator or safety director as soon as possible following the incident.

• The program administrator or safety director is to follow the established employee injury/property damage accident investigation program. The goal of this reporting and investigation process is not to find fault, but to determine the root cause so corrective actions can be made to eliminate future accidents or incidents.

**Vehicle Accident Report Retention**

Vehicle accident reports and associated information will be maintained by the program administrator for three years after the date of the vehicle accident.

**The following information will be retained:**

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• Date of accident.

• City and state in which the accident occurred.

• Driver name.

• Number of injuries.

• Number of fatalities.

• Whether hazardous materials, other than fuel spilled from the fuel tanks of motor vehicles involved in the accident, were released.

• Copy of vehicle accident report; and

• Copies of all accident reports required by state or other governmental entities or insurers.

**Post-Accident Corrective Action Procedure**

The program administrator will evaluate driver performance in relation to the driver’s training after an accident. The corrective actions outlined below will apply if an accident is determined to have been preventable. Accidents will be reviewed by the program administrator or safety director on a case-by-case basis before the corrective action program is initiated. A driver who is involved in one preventable accident in six months will be placed on probation for 90 days. If the driver successfully completes that period of probation without any further accidents, the driver will be taken off the probation list; however, if the driver is involved in another preventable accident while still on probation, the driver will face further disciplinary action involving retraining, suspension, and possibly termination of employment. MBG Refuse Service also reserves the right to impose more stringent consequences based on the circumstances and/or severity of a preventable accident.

**Law Enforcement Stops/Roadside Inspections/Weigh Stations**

MBG Refuse Service expects drivers to behave in a professional and courteous manner when pulled over by law enforcement, going through weigh stations, or if asked to participate in a roadside inspection. Directions given by the official should be strictly followed. Failure to comply with the procedures set forth below may result in disciplinary actions up to and including termination.

**Roadside Inspection Procedures**

When a driver is required to participate in any of the above actions, he or she must pull off the road immediately to an area designated by the officer. If the driver believes the designated area is unsafe for the driver and/or the officer, the driver will state his or her concerns to the officer in a courteous and professional manner. Once the inspection is underway, the driver shall follow the directions given by the officer and act appropriately. The results of all stops and inspections must be reported to your direct supervisor immediately.

The driver must turn in all inspection reports to the program administrator upon arrival back at the yard. If the vehicle or driver is placed out of service, the driver must notify the program administrator immediately. A vehicle that is placed out of service cannot be operated until all repairs required by the out of service notice have been completed.

**Disposition of Report**

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Upon receiving a roadside inspection report, will arrange to correct any defects still outstanding. Within 15 days of the inspection, the program administrator will certify that all defects have been corrected. This will be done when the carrier official signs, dates, and adds his/her title to the inspection report form. The form will then be mailed, emailed, or faxed to the issuing agency at the address indicated on the form. The driver will be notified when defects have been corrected. Roadside inspection reports will be analyzed for ways to reduce the number of violations and out-of-service rate. A copy of the roadside inspection report will be retained for three years.

**Periodic Program Review**

At least quarterly, the program administrator will conduct a program review to assess the progress and success of the program.

The review will include:

• Review of individuals driving compared to the qualified drivers list.

• Re-evaluation of all training programs and records.

• The need for retraining of management and/or drivers based on accident investigation results.

• Review of drivers involved in a high number of vehicles accidents.

• Responsiveness in reporting vehicle accidents; and

• Vehicle purchases and safety equipment contained on the vehicles. The program’s success will be determined and reported to senior management using this criterion: Cost and frequency of vehicle accidents; Employee feedback through direct interviews, audits, and questionnaires; and Vehicle accident investigation results.

**Operator Substance Screening Acknowledgement**

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That I have been notified of the sanction for violating this program, required by MBG Enterprises Inc, the County or MSDE are not conflict with DOT/FMCSA regulation. In addition to theses actions, if I have a positive test (drug & alcohol) under DOT/FMCSA regulations, I am required to: (1) Be evaluated by a Substance Abuse Professional (SAP); (2) Comply with recommended treatment;(4) Take and pass a return to duty test; and (5) Be subject to a minimum of six (6) follow-up test during the first 12 month following return to duty. Despite compliance with DOT/FMCSA return to duty requirements, an operator who has been disqualified may still not apply for operator certifications for a minimum of 10 years.

I consent freely and voluntarily to participate in this chemical substance program and authorize the Medial Review Officer (MRO) in the instance of a drug test or the breath alcohol technician (BAT) in the instance of an evidential breath alcohol test to release my results to the program manager.

That I acknowledge MBG Enterprises INC has a zero-tolerance policy, and that a laboratory positive drug test for any of the reasons outlined in this policy will result in immediate termination from MBG Enterprises Inc.

That any questions I may have about the materials furnished, by MBG Enterprises Inc or this program should be directed to MBG Refuse Service’s Program Manager.

Signature of Applicant/Operator\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_/\_\_\_/\_\_\_

Print Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Witness\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_Applicant \_\_ Trainee \_\_School Vehicle Operator

**Acknowledgement Of Receipt Of Company Safety Program**

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, certify that I have received a copy of MBG Refuse Service’s company fleet safety program. I certify that I understand the contents of said safety program and will be held to the standards outlined in the fleet safety program. Failure to adhere to the requirements outlined by this fleet safety program will result in disciplinary action such as retraining, probationary periods, suspension without pay, and termination.

Print Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Manager Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_