

Chargeable Accident Assessment

C.R. England, Inc.

Company Drivers and Independent Contractors are solely responsible for the safe operation of their vehicle.

Chargeable Accident Determination Vb2013:

Pursuant to C.R England policy, accidents that are charged to the driver (chargeable) are determined by preventability. A preventable accident is one in which the driver's actions directly caused the accident, or the driver failed to exercise every reasonable precaution under the circumstances to prevent the accident.

Disciplinary Action as a Result of the Chargeable Accident:

Any driver involved in a chargeable accident is subject to discipline in accordance with the chargeable Accident Retraining and Points System Chart. The suspension of driving privileges will be in effect while the retraining is in progress. No driver should leave the retraining facility until he or she has been cleared by Safety

1.) Automatic Employment Review

- a. Rollover – 5 Points
- b. Jackknife – 4 Points
- c. Left Highway – 3 Points
- d. Topped Trailer – 4 Points

2.) Safety Policy Violation

- a. Rear End – 3 Points
- b. U-Turn – 5 Points
- c. Reckless – Points TBD
- d. Excessive Speed – 3 Points

3.) Accident Types –

- a. Roll-Away-2
- b. Lane Change-2
- c. Right Turn / Left Turn – 1 Point
- d. HPVOFO – 1 Point
- e. Backing (GOAL) 1 Point
- f. Topped Trailer – 4 Points
- g. Failure to Yield – 3 Points
- h. Other (to be determined by Upper Management)

4.) Degree of Negligence

- a. Up to \$2500.00 – 1 Point
- b. From \$2501.00 - \$6500.00 – 2 Points
- c. Over \$6501.00 – 3 Points

5.) Each Injury – 1 Point

6.) Violate Accident Probation – 1 Point

7.) Unreported Accident – 2 Points

8.) Call in Complaint or IMD – 1 Point

9.) Moving Violation – 1 Point

10.) Accident Frequency

- a. Each accident within 6 months – 3 Points
- b. 7-12 Months – 2 Points
- c. 13 – 24 Months – 1 Point

Disciplinary Measure Table

Drivers can be suspended during the term of their retraining

- Up to 2 Points – retraining
- 3 – 4 Points – Retraining and 6 months' probation or notice
- 5 – 6 Points – Retraining and 12 months' probation or notice
- 7 Points or more – Employment status is reviewed by upper management and discharge of employment or contract is considered.

Violation of any probation may result in discretionary discipline up to and including termination of employment if you are a Company Driver or cancellation of your contract if you are an Independent Contractor.

Policy Violations

C.R. England accepts and adopts as policy all existing and future Federal State, and local motor carrier regulations. Violating any one of the Company Policies listed below may result in immediate suspension pending investigation, subjections to all post-accident drug and alcohol testing (all DOT recordable accidents), and /or termination or contract cancellation if the accident is preventable and charged to the driver.

- Tailgating resulting in a Rear-End accident
- U-turning resulting in an accident or bending faring.
- Traveling at an excessive speed for the condition
- Operating recklessly