

Action Plan for Hours of Service and Unsafe Driving

At Hero Truck Line Inc., we are dedicated to improving safety and minimizing violations related to unsafe driving and Hours of Service (HOS) compliance. Our primary goal is to reduce risks, enhance safety for our drivers and the public, and ensure adherence to regulatory standards. We have devised a comprehensive, action plan to address these areas, incorporating training, technology, monitoring, and accountability.

Actions to Improve Unsafe Driving

We recognize that unsafe driving behaviors not only pose a danger to the public but also lead to higher operational costs and poor regulatory scores. By addressing the root causes of unsafe driving and fostering a culture of accountability, Hero Truck Line Inc. aims to drastically reduce violations related to unsafe driving.

1. Comprehensive Driver Training Program

- **Objective:** Equip drivers with knowledge and skills for safe driving behaviors and traffic law adherence.
- **Actions:**
 - Develop a refresher training program that focuses on defensive driving, vehicle handling, and avoiding aggressive driving behaviors such as speeding, tailgating, and improper lane changes.
 - Include real-world scenarios and situational awareness exercises in training to emphasize proactive decision-making on the road.
 - Focus on company-specific policies and highlight the impact of violations on company safety scores and driver performance.

2. Driver Safety Incentive Program

- **Objective:** Motivate drivers to maintain high safety standards through rewards and recognition.
- **Actions:**
 - Introduce performance-based rewards for drivers with no unsafe driving incidents. Rewards may include bonuses, additional time off, and recognition.
 - Implement a tiered reward system that differentiates between different levels of safety, such as maintaining safe driving for 6 months, 1 year, and beyond.

3. Monitoring and Immediate Feedback System

- **Objective:** Track driver behavior in real-time and provide corrective feedback as needed.
- **Actions:**
 - Deploy telemetry systems (telematics) and dash cams on all trucks to monitor speed, braking patterns, acceleration, and overall driver behavior.

- Establish a alerts system that flags unsafe behaviors, such as harsh braking, speeding, or rapid lane changes, immediately notifying the driver and safety team.
- Provide weekly feedback sessions with drivers to review their performance, highlight unsafe driving incidents, and offer corrective coaching where necessary.

4. Enhanced Disciplinary Measures for Repeated Violations

- **Objective:** Maintain a high standard of safety through accountability.
- **Actions:**
 - Establish a clear progressive disciplinary policy for drivers with repeated unsafe driving behavior, including retraining, written warnings, and possible suspension or termination for persistent violations.
 - Utilize data-driven performance reviews to identify unsafe driving patterns and implement corrective actions tailored to individual drivers' needs.

5. Use of Advanced Safety Technology

- **Objective:** Leverage technology to monitor, coach, and correct unsafe driving behaviors in real-time.
- **Actions:**
 - Install dash cameras with driver-facing capabilities to monitor driver attentiveness and alertness during long hauls.
 - Implement real-time speed and driving habit monitoring systems integrated with GPS to notify both the driver and fleet managers of speed limit breaches or unsafe driving patterns.

6. Monthly Safety Meetings and Feedback

- **Objective:** Foster open communication and a safety-focused culture.
- **Actions:**
 - Conduct monthly safety meetings to review common driving hazards, share best practices, and discuss recent incidents or violations.
 - Create a driver feedback forum where drivers can report concerns, share safety tips, and provide suggestions for improving overall fleet safety.

Actions to Improve Hours of Service (HOS)

HOS violations are a serious concern that can jeopardize both safety and regulatory standing. Hero Truck Line Inc. is committed to ensuring that all drivers comply with HOS regulations to maintain the safety of our drivers and avoid unnecessary violations.

1. Real-Time GPS & ELD Monitoring

- **Objective:** Ensure that all drivers comply with HOS limits and prevent violations through constant monitoring.
- **Actions:**
 - Implement Electronic Logging Devices (ELDs) in all trucks to automatically track driving hours and rest periods.
 - Monitor real-time GPS data to track whether drivers are adhering to their planned routes and taking required breaks.
 - Use geo-fencing technology to ensure that drivers stay within their HOS limits while on their designated routes.

2. HOS Compliance Training

- **Objective:** Educate drivers on HOS regulations and emphasize the importance of compliance.
- **Actions:**
 - Provide HOS courses that cover the latest regulatory changes, maximum driving hours, required rest breaks, and the importance of logbook accuracy.
 - Include hands-on training to ensure drivers can efficiently use ELDs to log their hours and manage their breaks.
 - Conduct pre-trip meetings to remind drivers of their specific HOS requirements for each journey.

3. Enhanced Trip Planning and Dispatch Support

- **Objective:** Help drivers avoid HOS violations by ensuring proper planning and realistic expectations.
- **Actions:**
 - Train dispatchers to plan routes that include adequate time for required rest breaks and overnight stops, preventing drivers from exceeding HOS limits.
 - Ensure that trip schedules allow for natural breaks and overnight rest periods, especially for long-haul routes, reducing pressure to drive beyond legal hours.
 - Provide trip planning tools for dispatchers that integrate HOS limits and offer real-time route adjustments based on driver availability.

4. Logbook Audits

- **Objective:** Monitor logbook accuracy and ensure that all entries meet regulatory standards.
- **Actions:**
 - Conduct weekly logbook audits to verify that all entries are complete and accurate, checking for unlogged breaks, incorrect driving hours, or missing information.
 - Implement a compliance review system where drivers receive feedback on discrepancies in their logs and corrective actions are taken promptly.
 - Offer one-on-one coaching for drivers who have frequent logbook errors or inconsistent practices.

5. Automated Text Message Reminders

- **Objective:** Improve logbook consistency and reduce errors.
- **Actions:**
 - Set up automated text alerts to remind drivers to certify their logs, record key details (like trailer numbers and shipping IDs), and take required rest breaks during long trips.
 - Use push notifications for ELDs to alert drivers when they are approaching their driving time limits or need to take a rest.

6. Immediate Technical Support for ELD Issues

- **Objective:** Resolve technical issues promptly to prevent disruptions in HOS compliance.
- **Actions:**
 - Establish a dedicated technical support team that drivers can contact immediately if they experience ELD malfunctions or issues with data syncing.
 - Provide on-the-spot troubleshooting for ELDs and ensure that any issues are resolved swiftly to avoid inaccurate log entries or violations.

Hero Truck Line Inc. is committed to improving safety, reducing unsafe driving incidents, and ensuring full HOS compliance. By implementing a mix of driver education, performance monitoring, advanced technology, and proactive planning, we aim to enhance the safety of our fleet while minimizing violations and regulatory risks. Our ongoing commitment to improvement ensures that we can operate a safe, efficient, and compliant fleet, protecting both our drivers and the general public.