

Driver Training Program

Inder Transport Inc

At Inder Transport Inc, our drivers are the backbone of our operations. To support them in delivering exceptional performance while prioritizing safety and compliance, we have developed a comprehensive, FMCSA-compliant Driver Training Program. This program is designed to meet all federal regulatory requirements and reinforce our unwavering commitment to safety, professionalism, and continuous improvement.

1. Orientation Process

The orientation process serves as the foundation for all new drivers joining Inder Transport Inc. It is carefully designed to provide a thorough introduction to industry regulations, company policies, and essential safety practices.

Key Components:

- **FMCSA Regulations Overview:**

Drivers are introduced to Federal Motor Carrier Safety Administration (FMCSA) regulations, including qualification standards, Hours of Service (HOS) rules, vehicle inspection and maintenance protocols, and correct documentation practices.

- **Safety Protocols:**

Emphasis is placed on understanding and applying core safety principles. This includes:

- Defensive driving techniques
- Fatigue management
- Drug and alcohol awareness
- Accident prevention strategies

- **Vehicle Familiarization:**

Hands-on training with our fleet vehicles is provided, including:

- Operational walkthrough of vehicle systems
- Use of safety features and emergency equipment
- Basic mechanical awareness for pre- and post-trip inspections
- **Electronic Logging Devices (ELDs):**

Drivers are trained in the proper use of ELDs for real-time HOS compliance and logbook management, ensuring both legal compliance and operational efficiency.
- **Company Policies & Culture:**

New hires are introduced to our corporate values, conduct expectations, and internal reporting procedures. This includes escalation protocols, communication channels, and the company's zero-tolerance stance on unsafe behaviors.

2. Remedial Training

Our Remedial Training Program ensures that such events are treated as opportunities for learning and improvement. It is aimed at correcting specific behaviors, reinforcing safe practices, and maintaining a consistent safety standard across our team.

Key Components:

- **Incident Review:**

Each incident is thoroughly investigated and analyzed to determine the root cause. A constructive debrief is conducted with the driver to review findings and prevent recurrence.
- **Targeted Retraining Areas**

Based on the incident type, specific training modules are delivered, including:

 - **Defensive Driving Refresher**
 - **Pre- and Post-Trip Inspection Procedures**
 - **HOS and ELD Compliance Training**

- **Distracted Driving Avoidance Techniques**
- **Behavioral Coaching:**
One-on-one coaching sessions provide a personalized forum for feedback, performance evaluation, and guidance on corrective strategies.
- **Follow-Up Monitoring:**
Following remedial training, drivers are monitored using telematics systems, in-cab observations, and periodic performance reviews to ensure lasting improvement and adherence to safe driving practices.

3. Defensive Driving Program

Defensive driving is at the heart of our safety culture. Our program is designed not only to reduce the risk of collisions but to instill proactive and mindful driving habits that can adapt to any road condition or driving environment.

Core Curriculum:

- **Situational Awareness:**
Teaching drivers how to identify potential hazards early, evaluate traffic flow, and anticipate the actions of other road users.
- **Safe Following Distance:**
Training on proper space management to maintain sufficient reaction time and prevent rear-end collisions.
- **Speed Control:**
Reinforcement of the importance of adhering to speed limits, adjusting speed based on weather, road conditions, and vehicle load, and applying appropriate braking techniques.
- **Reaction Time and Emergency Maneuvers:**
Instruction on how to react quickly and effectively in high-pressure situations, including evasive maneuvers and collision avoidance techniques.
- **Handling Aggressive Drivers:**
Strategies for safely disengaging from aggressive or erratic drivers, including

de-escalation techniques and how to report road rage incidents appropriately.

At Inder Transport Inc, safety is not merely a regulation—it is a core value. We believe that a well-trained driver is not only safer but also more confident, efficient, and dependable. Our ongoing investment in driver education ensures that our team remains prepared to meet the challenges of the road with professionalism and vigilance.