

# Unsafe Driving

## GBTI Inc

At **GBTI Inc**, our commitment to road safety is unwavering. We recognize the importance of improving our unsafe driving score to ensure the safety of our drivers, the public, and our operations. To that end, we are implementing a comprehensive **Unsafe Driving** focused on education, accountability, motivation, and technology.

### Objectives

- Reduce unsafe driving behaviors across our fleet
- Improve FMCSA Unsafe Driving BASIC scores
- Promote a safety-first culture within the organization
- Increase driver engagement and retention through recognition of safe practices

### 1. Comprehensive Driver Training

- New and current drivers will undergo safety training covering defensive driving, traffic laws and company-specific policies.

### 2. Driver Safety Incentive Program

- We reward safe driving through a structured incentive program.
- Drivers can earn bonuses, recognition, or other rewards for:
  - Accident-free driving
  - No traffic violations
  - Compliance with speed limits
  - Adherence to hours-of-service rules and maintenance checks

### 3. Behavior Monitoring and Real-Time Feedback

- Telematics systems and dash cams are installed in company vehicles to monitor:
  - Speeding
  - Harsh braking or acceleration
  - Lane departures
  - Use of mobile devices while driving
- Real-time alerts and regular feedback reports help drivers correct unsafe behaviors immediately.

#### **4. Progressive Disciplinary Measures**

- Unsafe behaviors will be addressed through a clear, documented process:
  - First offense: Verbal or written warning
  - Second offense: Mandatory retraining
  - Continued non-compliance: Suspension or termination

#### **5. Regular Safety Meetings and Communication**

- Review recent safety data and incidents
- Provide additional training or updates
- Encourage open discussion on road safety challenges

#### **Program Evaluation and Continuous Improvement**

- The program's effectiveness will be reviewed quarterly through:
  - Analysis of FMCSA scores and internal safety metrics
  - Driver feedback
  - Incident reports and trends
- Adjustments will be made to continuously improve outcomes and meet evolving safety standards.

At **GBTI Inc**, safety is not just a priority—it's a core value. Through this structured and data-driven approach, we aim to significantly reduce unsafe driving incidents, improve our compliance standing, and ensure that every driver returns home safely.

# Hours of Service

## GBTI Inc

At **GBTI Inc.**, we are fully committed to improving driver safety, operational efficiency, and regulatory compliance. We recognize the need to enhance our **Hours-of-Service** performance and are taking proactive steps to address violations, reduce risks, and foster a strong culture of accountability.

### Objectives

- Reduce HOS-related violations under FMCSA regulations
- Improve internal compliance and safety metrics
- Provide drivers and dispatchers with the tools, knowledge, and support to remain compliant
- Use technology to monitor, communicate, and resolve HOS issues effectively

### Key Initiatives

#### 1. Real-Time GPS & ELD Monitoring

- Our Safety Team will monitor all trucks in real-time using **Electronic Logging Devices (ELDs)** and GPS technology.
- Driver behaviors such as speeding, harsh braking, or reckless driving will be closely tracked.
- This allows immediate response to potential violations and improves accountability on the road.

#### 2. Enhanced Trip Planning Procedures

- Dispatchers will undergo **training in time management and route planning** to ensure HOS compliance.

- Trip schedules will be built around realistic drive times, including weather, traffic, and loading delays.

### 3. Weekly and Daily Logbook Audits

- Trained compliance staff will perform **weekly audits** of driver logbooks to verify accuracy and adherence to FMCSA guidelines.
- In high-risk cases or where recurring issues are found, **daily reviews** may be implemented.
- Common audit checks will include:
  - Missing pre-trip inspection logs
  - Incomplete trailer/shipping document numbers
  - Inaccurate or unverified entries
- Feedback and corrective training will be provided as necessary.

### 4. Messaging System

- A **text notification** will alert drivers in real-time if they:
  - Fail to certify their logs
  - Forget to input shipping document numbers or other key data
- These reminders reduce administrative errors and improve logbook accuracy.

### 5. Technical Issue Response Protocol

- If a driver reports a technical malfunction with their **ELD device**, our support team will immediately contact the ELD provider for resolution.
- Temporary procedures, including paper logs, will be used in compliance with FMCSA guidelines while the issue is resolved.

### Continuous Training & Support

- Drivers will receive ongoing training on ELD usage, HOS rules, and proper documentation practices.
- New hires will be onboarded with a thorough understanding of GBTI Inc.'s safety and compliance expectations.

Through these initiatives, **GBTI Inc.** is dedicated to improving our HOS compliance, minimizing violations, and maintaining a safe, lawful, and efficient transportation environment. Our goal is not just to meet FMCSA standards but to exceed them—promoting a culture of safety and professionalism across every level of our operation.