

SAFETY PLAN

J&R Logistics Corp.



SAFETY, EFFICIENCY & RELIABILITY

**SAFETY
FIRST**

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About US

Established in May 2021, J&R Logistics originates out of Lehigh Valley, Pennsylvania, Savannah, Georgia and North St. Louis, Missouri, and is an exclusive, contracted linehaul service provider to [FedEx Ground](#).

Our team is devoted to providing first-class transportation services while providing safe, dependable, and unmatched dedication and responsibility to safety and outstanding levels of on-time performance and driver satisfaction.

We strive to continuously exceed expectations while fostering a culture of professionalism, accountability, respect, and diversity. These core principles are paramount to every decision we make and are at the forefront on how we effectively service our customer base.

Our highly valued drivers at J&R Logistics are the “lifeline” of our business and are treated with the utmost respect and appreciation. Our robust hiring process and continuous training allow us to recruit and secure only the most talented individuals that share the same commitment to excellent customer service and safety standards.

Welcome

CONGRATULATIONS and welcome aboard J&R Logistics. We are extremely excited to have you as part of our team where you will have the opportunity to grow with the company’s success by providing first-class service to [FedEx Ground](#).

Safety is at the core of our mission that is critical to the overall success of the company and its team members. Below, you will find critical safety tactics to utilize during “normal” operations and emergency situations.

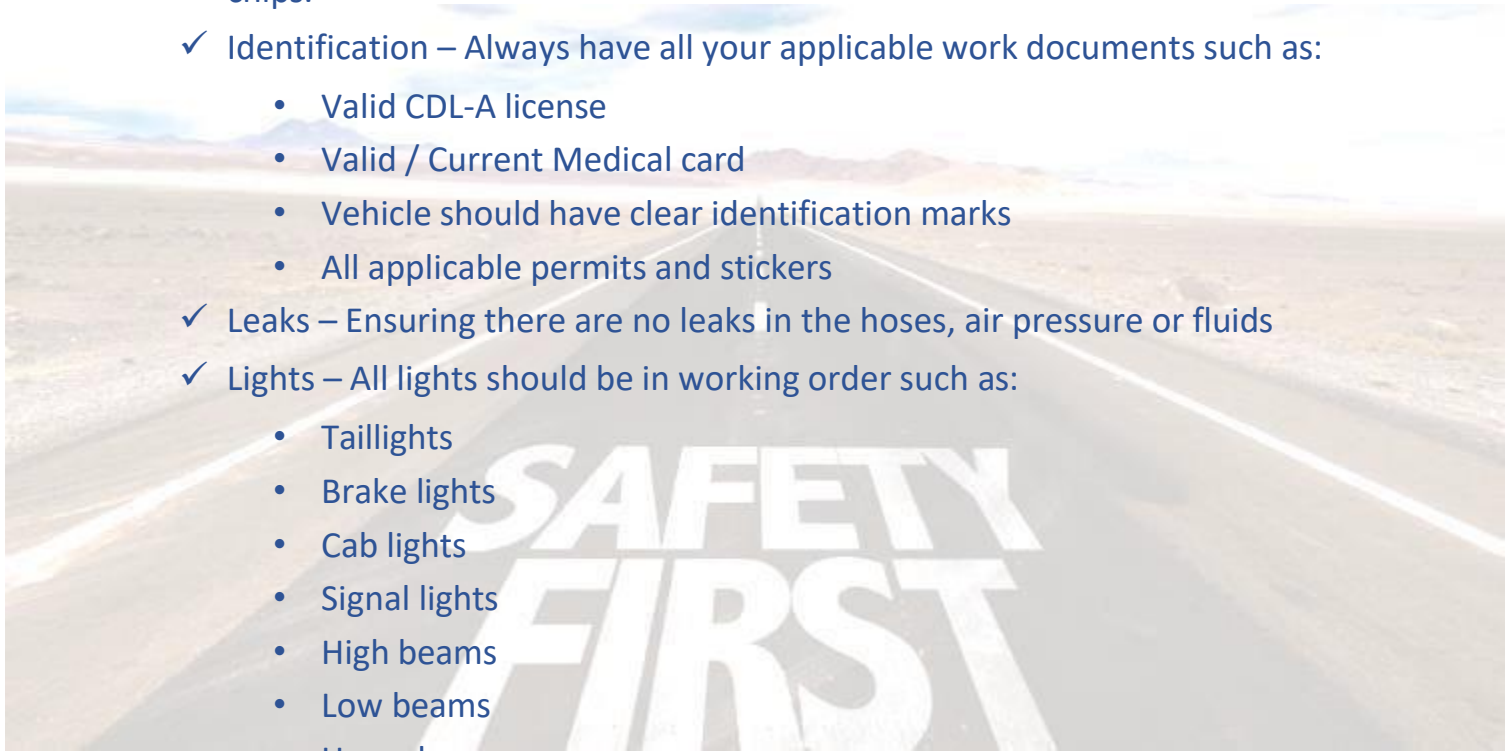


Please review, utilize, and keep at your disposal for quick reference. A copy is also included in each tractor for your ease of reference.

Pre-Trip Inspection:

Prior to leaving the depot and picking up your paperwork, you are **required** to check and confirm the following is in working order:

- ✓ Windshield – Should be free of cracks and chips
- ✓ Mirrors – Should be adjusted for proper placement and free of cracks and chips.
- ✓ Identification – Always have all your applicable work documents such as:
 - Valid CDL-A license
 - Valid / Current Medical card
 - Vehicle should have clear identification marks
 - All applicable permits and stickers
- ✓ Leaks – Ensuring there are no leaks in the hoses, air pressure or fluids
- ✓ Lights – All lights should be in working order such as:
 - Taillights
 - Brake lights
 - Cab lights
 - Signal lights
 - High beams
 - Low beams
 - Hazards
- ✓ Tires – Ensure there are no cuts, bubbles, nails, debris, etc. and should have the proper psi and levels of tread
- ✓ Set-Up – Ensure the tractor is set up for your trip to minimize distractions. You should have:
 - All proper and valid paperwork for the tractor
 - Driving position set up
 - Easy access to the GPS and ELD system





Pre-Trip Inspection (cont.):

- Safety items inside the tractor such as:
 - ✦ Triangles
 - ✦ Fire extinguisher

Post-Trip Inspection:

If you notice or become aware of any issues, a DVIR should immediately be completed, and a management team member should be alerted. ***Do not continue unless all issue(s) has been addressed.***

Upon return to the depot, you are ***required*** to check and confirm the following is in working order:

- ✓ Windshield – Should be free of cracks and chips
- ✓ Mirrors – Should be adjusted for proper placement and free of cracks and chips
- ✓ Identification – Always have all your applicable work documents such as:
 - Valid CDL-A license
 - Valid / Current Medical card
 - Vehicle should have clear identification marks
 - All applicable permits and stickers
- ✓ Leaks – Ensuring there are no leaks in the hoses, air pressure or fluids
- ✓ Lights – All lights should be in working order such as:
 - Taillights and Brake lights
 - Cab lights and Signal lights
 - High and Low beams
 - Hazards
- ✓ Tires – Ensure there are no cuts, bubbles, nails, debris, etc. and should have the proper psi and levels of tread



Coupling and Uncoupling:

- ✓ Pre-Trip your Dolly – Please ensure the following:
 - No red tag
 - Check and confirm that the following are all in working order:
 - ✦ The fifth wheel mounting and Suspension
 - ✦ Frame and Drawbar eye
 - ✦ Safety chains and Tire condition
 - ✦ Airlines and hoses
- ✓ Pre-Trip your trailers and dolly connections, lights on both trailer and dolly, brakes, hoses are properly connected, etc.
- ✓ If a trailer is on a dock, you are **required** to verify the trailer and door are closed and ensure no one can be harmed during your hook up and take off. Please reference last page with detailed dock procedures
- ✓ After entire unit is connected pre-trip, if any defect is found, **this must be reported immediately** to both FedEx Ground and J&R Logistics; You are required to stay until this issue is fully resolved

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Additional Conduct First Day and Going Forward:

- ✓ **Sleep:** You must ensure you have had adequate sleep for your trip. If you are tired, you must **immediately** alert the staff at J&R Logistics
- ✓ **Sobriety:** It is absolutely and unequivocally critical that you are 100% sober for the duration of the trip and inform any J&R Logistics staff if you have taken any medications which were not approved by a practicing medical practitioner prior to operating any vehicle.
- ✓ **Clothing:** Your clothing should always be appropriate for the workplace to ensure you minimize any risk(s) of injury.
- ✓ **Setting up for your Trip:** Before beginning your trip, you should always adjust and prepare:
 - Seating position and mirror position
 - GPS destination
 - Paperwork and safety materials
- ✓ **HOS:** J&R Logistics highly recommends you familiarize yourself with Omnitrac's / Trimble ELD's in addition to the training we will provide. J&R Logistics will provide you easily accessible documentation on the unit so it can be utilized properly and to transfer if you ever have a DOT Level 2 Inspection.
- ✓ **Breakdown:** In the event of the breakdown, **immediately** pull over into a safe area, assess the issue and reach out to both a member of FedEx Ground and J&R Logistics staff
- ✓ **Accident or Injury:** Any accident or injury must **immediately** be reported to FedEx Ground and J&R Logistics **without hesitation**. Inside the tractor, an accident package report will be provided for your utilization should the need arise. In addition, there is a workers compensation instruction sheet with contact details and locations within the document folder of each tractor

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Please review and adhere to all the information provided in this Safety Plan.

In the case where you have additional questions and/or comments, please feel free to reach out to J&R Logistics management directly and we would be happy to discuss with you in detail.

Contacts:

- ✓ J&R Logistics 24/7 Line: 732-552-3883
- ✓ Rolling Equity Lease 24/7 Roadside Service: 903-884-6090
- ✓ Fleetnet: 888-218-3797



ATTN: TSPs in U.S./Canada

Trailer dock pull regulations and safety obligations

Due to the high risk involved in pulling trailers from the dock with individuals still in the trailer and/or in the process of loading trailers, service providers are reminded to ensure that personnel are aware of safe trailer dock pull operations and appropriate precautions, in accordance with the applicable regulations and Agreement terms.

It's the responsibility of the operator to accurately observe and verify the trailer is safe to pull away from the dock. Instructions given by another person or via a digital device do not remove that responsibility.

Regulations

Per Federal Motor Carrier Safety Regulations (49 CFR Part 392.9(b)) and guidance, and Standard 10 of the National Safety Code for Motor Carriers-Canada and applicable provincial regulations, operators are required to:

- Perform examinations of the cargo and load-securing devices.
- Ensure that the cargo is properly loaded and secure before operating the vehicle.
- Get out and visually check that the trailer is properly loaded and secure before pulling it from the dock.
- Be familiar with methods and procedures for securing cargo and may have to adjust the cargo or load securing devices pursuant to §392.9(b).

Responsibilities

To prevent injury from occurring, service providers agree to ensure personnel take the following safety-related precautions when performing a trailer dock pull:

- Visually confirm the trailer is ready to be pulled by verifying dock plates are down/detached, and that the trailer and dock doors are closed immediately before pulling the trailer.
- If unable to visually confirm the trailer is closed, the operator should use a tool to tap on the back door of the trailer.
- Consider using a digital camera probe for a visual check.
- At a customer location, attempt to receive confirmation from the customer.



If unable to verify the trailer is closed and ready via one of the above methods, notify FedEx Ground and they will attempt to verify the status of the trailer. If no verification can be ascertained by customer and/or by FedEx Ground, leave the trailer and do not attempt to pull it without verification.