

Delivery Expert Safety

Age Limit for Hiring

A. No one under the age of 18 years will be permitted to operate a motor vehicle while in the course and scope of employment at any Domino's Pizza location.

Safe Driving Standard

A. When making deliveries, or driving a motor vehicle for any other reason while working, all team members must strictly comply with all laws, regulations and rules of the road and use due care and caution in the operation of a motor vehicle. Unsafe driving is prohibited. Team members should report unsafe driving by another team member to his or her team leader or to the Safety Hotline at 1- 800-284-0911.

MVR Standard

A. All personnel involved in product delivery must have their driving records verified by Motor Vehicle Records (MVRs) at the start of employment and at a minimum of every six (6) months thereafter. **Capdevila Agency: will offer MVRs on the drivers every 3 months to insureds.** Franchisees who do not meet MVR requirements will not deliver pizza and other related products. Domino's Pizza delivery personnel must carry a State-issued driver's license. (01/02) B. Copies of all team member MVRs will be maintained in each team member's personnel file. (8/89)

Driving History Requirements

A. Before a person can deliver product for Domino's Pizza, they must comply with the following minimum requirements:

1. If they are 18 years of age, they must have proof of at least two (2) years of driving history. This two (2) year period must be the two-year period immediately preceding the date of the MVR evaluation. (01/02)
2. If they are 19 years of age or older, they must have proof of at least one (1) year of driving history. This one-year period must be the one-year period immediately preceding the date of the MVR evaluation. (01/02)
3. The driving history must be evidenced by an official Motor Vehicle Record kept by an appropriate governmental authority. (8/89)
4. The driving history requirement does not shorten the evaluation period for violations, accidents, and serious violations.
5. If the person has not been licensed in the state for the minimum amount of time for the driving history requirement, an MVR or proof of license must be obtained from the person's previous state, states, or foreign government. (01/02)
6. The learner's permit period may be used for the documentation of driving history only. An appropriate governmental authority must document the permit period. (01/02)
7. A reasonable break in the driving history will be allowed, less than six (6) months in total length. This break in history may not appear at the beginning of the documented minimum driving history required or shorten the required minimum driving history. (01/02)
8. No one will be allowed to drive a personal vehicle for Domino's Pizza without proof of insurance and a valid state driver's license. (8/89)
9. Any team member that does not comply with this standard may only work for Domino's Pizza in a non-driving capacity and then only after signing a "Non-Driving Agreement." (01/02)
10. No one will be allowed to drive for Domino's Pizza with a "suspended," "provisional," "court restricted", "revoked," "learner's permit," or "junior" license. In the event of a "probationary" license, a team member will be allowed to drive if the requirements in the Driving History Requirements section are fulfilled. Additional endorsements are acceptable. (01/02)
11. No vehicle will be allowed to be used for business purposes for Domino's Pizza unless the vehicle passes a periodic inspection. (6/95)

12. No team member may operate a motor vehicle in the furtherance of the company's business unless that person possesses a valid state driver's license. (1/90)

13. To be employed as a team member who is requested to drive by Domino's Pizza, the applicant's or team member's MVR must meet the following criteria (01/02):

- a. No more than two (2) violations in the past two (2) years (e.g., speeding, failure to yield, fail to obey traffic signal/device, fail to stop, improper turn, improper lane change, careless driving, follow too close, operator not restrained by safety belt). (6/95)
- b. No more than three (3) violations in the past three (3) years. (6/95)
- c. No more than one (1) at-fault accident in the past three (3) years. (6/95)
- d. No more than one (1) at-fault accident plus two other violations in the past three (3) years, with at least one (1) incident occurring in the third year. (01/02)

Violations

A. If any of the following violations appear on the MVR or application, a team member involved in product delivery may not drive for Domino's Pizza for a minimum three (3) years from the date of the violation (01/02):

1. Leaving the scene of an accident (6/95)
2. Reckless driving (6/95)
3. Any alcohol or drug related violation (01/02)
4. Hit and run (6/95)
5. Vehicular homicide or assault (6/95)
6. Participate in an unlawful speed contest (e.g., racing, exhibition driving) (01/02)
7. Eluding or attempting to elude a police officer (6/95)

B. Any team member charged with any of these offenses will be suspended from driving duties until disposition of the charge is concluded. Until all charges have been dismissed or a judgment or verdict is entered in favor of the team member, the team member may not drive. (6/95)

C. Grading for the above is not to include equipment violations or regulation violations. (6/95)

D. Violations will be graded using the violation date. (6/95)

E. A team member who is also an active member of the armed services may have an expired State license provided they **(1/98)**:

1. Carry a current military ID, and (1/98)
2. Provide proof of active military status (01/02)
3. Maintain the state license in accordance with all other aspects of the MVR standards (01/02)

Seat Belts

A. When driving or riding in a vehicle on the clock for Domino's Pizza, personnel are required to wear seat belts at all times. (4/89)

B. No team member can be transported in an area of a vehicle where seat belts are NOT available, i.e., truck bed. (3/96)

Unoccupied Vehicles

A. No keys are to be left in an unoccupied vehicle. (4/94)

Mobile Phone Use

A. No team member during work hours for Domino's Pizza will drive a vehicle while using a mobile telephone. The only exception is a "hands-free mobile telephone" that permits the team member to talk and listen without the use of either hand. (01/04)

B. Team members may use a hands-free mobile phone while the vehicle is in motion to activate, deactivate, or initiate a one-touch call and if the team member uses the highest degree of care while

doing so. In all other circumstances the team member must pull over in a legal, safe location to place the call. (01/04)

C. All mobile phones must be turned off while at a gas station. If the phone is turned on, a static electric charge could occur, which could ignite the gas fumes and cause a fire. (01/04)

Delivery Vehicle Passengers

A. No persons other than approved on-the-job team members and authorized safety or security personnel are permitted to ride in the delivery vehicle, either company-owned or personal car, while on company time.

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Standards

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Delivery Vehicle

Periodic Vehicle Inspection (01/03)

A. All delivery vehicles, whether company or personal, used for delivery, must be inspected prior to hire and on a periodic basis. This inspection should cover, but not limited to, the following items:

Headlights Turn signals

Tires Rear-view mirror

Taillights Brake pressure

Windshield wipers Doors

Backup lights Exhaust system

Horn Safety belt

B. Any vehicle that does not pass the inspection is not to be used during the course and scope of employment. (3/96)

Insurance

A. Insurance is to be valid and current at all times and must be inspected prior to hire and a minimum of twice a year. (01/03)

Radar Detectors

A. Radar detectors are not permitted in any vehicle used while in the scope of employment for Domino's Pizza. (6/95)

Fire Extinguishers

A. All stores must have fire extinguishers that conform to local fire prevention codes.

Flammable Liquids

A. Under no circumstances should flammable liquids other than those canned fuels approved by Domino's Pizza LLC, as Master Servicer be stored or used in a store, distribution center, or commissary. (6/95) Have a tight fitting lid that has swing doors. (01/04)

GPS Use (Added 2014 by AmFam LC)

A. Team members, during work hours for Domino's Pizza, can drive a vehicle while using a GPS guidance system to aid in locating a customer's address. The system must be "hands-free" and securely mounted. The, in car, mounting location should permit the team member to clearly listen to driving directions and to observe with little obstruction to a clear view of the road. Viewing while driving should be limited and only occur when the team member uses the highest degree of care while doing so.

B. In all other circumstances the team member must do all data entry and observing of directions while parked or pulled over in a legal, safe location.