



DOMINO'S PIZZA 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 months thereafter. 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.
- B. Copies of all Team Members' MVRs will be maintained in the Team Members' personnel files.
- C. Before team members may drive for Domino's Pizza, they must comply with the following minimum driving history requirements:
 - a. If they are 18 years of age, they must have proof of at least 2 years of driving history. This two-year period must be the two-year period immediately preceding the date of the MVR evaluation.
 - b. If they are 19 years of age or older, they must have proof of at least 1 year of driving history. This one-year period must be the one-year period immediately preceding the date of the MVR evaluation.
 - c. The driving history must be evidenced by an official Motor Vehicle Record kept by an appropriate governmental authority.
 - d. If the person has not been licensed in the state for the minimum amount of time for the driving history requirement, you must obtain an MVR or proof of license from the person's previous state, states or foreign government.
 - e. The learner's permit period may be used for the documentation of driving history. An appropriate governmental authority must document the permit period.
 - f. 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.
- D. 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.
- E. Any Team Member who does not comply with this Standard may only work for Domino's Pizza in a non-driving capacity, and then only after signing a "Driving Exception Agreement" (aka Non-driving Agreement)
- F. 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 history requirement is fulfilled. Additional endorsements are acceptable.
- G. No vehicle will be allowed to be used for business purposes for Domino's Pizza unless the vehicle passes a periodic inspection.

- H. To be employed as a Team Member who is requested to drive by Domino's Pizza, the applicant or Team Member's MVR must meet the following criteria:
- a. VIOLATIONS
 - i. No more than two (2) violations in the past two (2) years (e.g.: speeding, failure to yield, fail to obey traffic signal/device, failure to stop, improper turn, improper lane change, careless driving, following too closely, operator not restrained by safety belt, using cell phone while driving, etc.)
 - ii. No more than three (3) violations in the past three (3) years.
 - iii. Grading for the above is not to include equipment violations or regulation violations.
 - iv. Violations will be graded using the violation date.
 - b. ACCIDENTS
 - i. No more than one (1) cited accident in the past three (3) years. Note that a cited accident is one for which the applicant was issued a ticket.
 - c. COMBINATIONS
 - i. No more than one (1) cited accident plus two (2) other violations in the past three (3) years, with at least one incident occurring in the third year.
 - d. SERIOUS VIOLATIONS
 - i. An applicant may not drive for Domino's Pizza for a minimum of three (3) years from the date of the violation if any of the following violations appear on the MVR or application:
 - 1. Leaving the scene of an accident
 - 2. Reckless Driving
 - 3. Any alcohol or drug related violation
 - 4. Hit and Run
 - 5. Vehicular Homicide or Assault
 - 6. Participating in an unlawful speed contest (e.g.: racing, exhibition driving)
 - 7. Eluding or attempting to elude a police officer

Any team member charged with any of the above listed 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.
- I. No one under the age of 18 years is permitted to operate a motor vehicle while in the course and scope of employment at any Domino's Pizza location.
- J. 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.
- K. A Team Member who is also an active member of the armed services may have an expired state license provided they:
- a. Carry a current military ID.
 - b. Provide proof of active military status.
 - c. Maintain the expired state license in accordance with all other aspects of this MVR Standard.