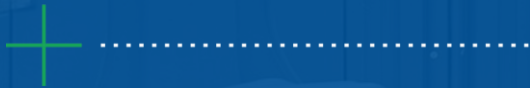


# SAFETY PRINCIPLES

For New Service Technicians



# SAFETY PRINCIPLES

- Take a moment to look at this picture.
- This is why safety has to be more than just rules on paper. Every injury has a real person, a real family, and real consequences behind it.



# USS CORE VALUES

- Before we talk about the details of your job, let's ground ourselves in what guides everything we do at United Site Services: our **Core Values**.
- The very first value is **Safety for All**.
- That means safety is not optional, and it's not just about you as an individual.
- It's about protecting your coworkers, our customers, and the communities we serve.

# CORE VALUES



**Safety for All**  
Seguridad para Todos

**People First**  
Las Personas Primero

**Every Service Counts**  
Cada Servicio Cuenta

**Do the Right Thing**  
Hacer lo Correcto

**Results Focused.  
Ownership Driven.**  
Enfocados en Resultados.  
Impulsados por la Responsabilidad.

**Have Fun**  
Diviértete

CORE VALUES

United  
SITE SERVICES

January 2026

# SAFETY FOR ALL

## Safety for All:

We put safety first in all that we do. We are dedicated to ensuring the safety and well-being of everyone – our employees, customers, and the communities we serve. We believe that safety is a shared responsibility and a fundamental right for all.



# LEARNING OBJECTIVES

## Learning Objectives:

The objective of this training is to introduce you to United Site Services' safety principles so that you can perform your field service duties safely, compliantly, and effectively.



# SAFETY PRINCIPLES

To accomplish this, you will learn the following safety principles:

**SAFE  
DRIVING**



**DOT  
COMPLIANCE**



**FATIGUE  
MANAGEMENT**



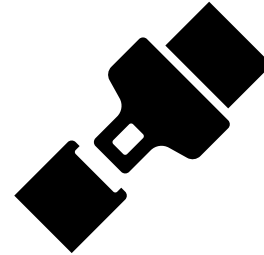
**HAZARD  
ASSESSMENT**



**PPE**



# SAFE DRIVING



**Safety belts are mandatory**

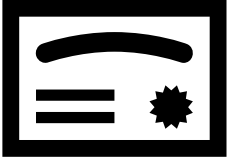


**The use of cell phones while driving is prohibited**

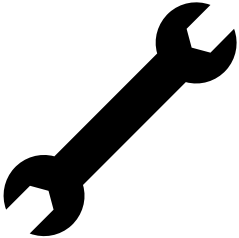


**Every service truck is equipped with a Lytx safety camera**

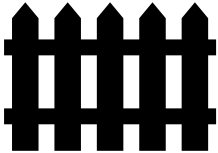
# DOT COMPLIANCE



Medical Certifications

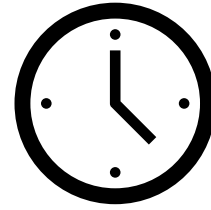


Pre/Trip Inspection

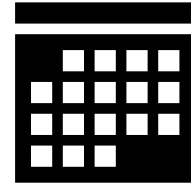


Gate Checks

# FATIGUE MANAGEMENT



Shifts will not exceed  
14 continuous hours



70 Hour Maximum over 8 Days



Notify Supervisor and Safety Rep

# HAZARD ASSESSMENT & ABATEMENT



Job Hazard Assessment



Job Safety Analysis

# HAZARD ASSESSMENT & ABATEMENT



Safety Glasses



Protective Hat



Safety Shoes




Reflective Clothing/Hi-Vis Vest



Gloves


# MAJOR PREVENTABLE EVENTS

Let's be clear:  
**Safety rules are non-negotiable.**  
 If an employee is caught not wearing required PPE, using a cell phone while driving, or violating any other critical safety policy, disciplinary action will follow.

 <b>SAFETY DISCIPLINARY GUIDELINES</b>		
<b>MAJOR PREVENTABLE AND PREVENTABLE ACCIDENTS</b>		
<p>The National Safety Council defines preventability as follows: "A preventable accident is one in which the driver failed to do everything that reasonably could have been done to avoid the accident." In other words, when a driver commits errors and/or fails to react reasonably to the errors of others, the Council considers an accident to be preventable. When a driver commits no errors and reacts reasonably to the errors of others, the Council considers the accident to be non-preventable.</p>		
Did USS Employee do everything reasonable to prevent the accident?	Did the USS employee react reasonably to the errors of another party?	Did the USS employee exhibit the expected degree of skill and control expected of a professional?
<p><b>Major Preventable (Auto Only):</b> Major Preventable Accident – any accident that meets the definition of preventable but also results in or is expected to result in:</p> <ul style="list-style-type: none"> <li>• Fatality of any person</li> <li>• Citation arising from the accident</li> <li>• Bodily injury requiring treatment away from scene</li> <li>• A vehicle towed from the scene</li> <li>• Anytime our driver rear ends another vehicle</li> <li>• Any backing accident</li> <li>• Any backing accident where a two-person crew is involved, and the helper is not assisting the driver to back the truck.</li> <li>• Incidents involving a rollover</li> <li>• Incidents involving a rollaway</li> </ul> <p>In the case where there is a helper and a backing accident occurs due to the helper not directing the driver as he/she backs the truck, discipline will be applied equally to both the driver and helper, up to and including termination of employment.</p>		
Preventable Accidents		
First Preventable Accident in 12 months	Written Warning plus Retraining	
Second Preventable Accident in 12 months	Written Warning, 3 Day Suspension plus Retraining	
Third Preventable Accident in 12 months	Termination of Employment	
Fourth Preventable Accidents in 24 months	Termination of Employment	
Two Preventable Accidents within first 90 days of employment	Termination of Employment	
Major Preventable Accidents		
First Major Preventable Accident in 12 months	Written Warning, 3 Day Suspension plus Retraining	
Second Major Preventable Accident in 12 months	Termination of Employment	
Any employee who is in training or within the first 90 days of employment and is involved in any major preventable accident	Termination of Employment	

# MAJOR PREVENTABLE EVENTS

## PSAs: Unsafe acts; Lytx events and the disclaimer

 <b>SAFETY DISCIPLINARY GUIDELINES</b>	
<b>UNSAFE ACTS</b>	
<p>Unsafe acts are any actions or behaviors that put us or others at risk of harm. These could include using improper tools, failing to wear proper personal protective equipment (PPE), working without proper authorization, or simply being careless or distracted on the job.</p> <p>USS has established a disciplinary policy to provide appropriate consequences for failure to follow general safety rules or safe work practices. This policy is designed not to punish but to bring unacceptable behavior to the employee's attention in a way that the employee will be motivated to correct unsafe actions or work practices. Leaders are responsible for implementing these disciplinary actions fairly and consistently when appropriate.</p>	
First Unsafe Act	Documented Verbal Counseling
Second Unsafe Act	Written Warning
Third Unsafe Act	Written Warning plus 3 Day Suspension
Fourth Unsafe Act	Termination of Employment
<b>LYTX EVENTS (Seat Belts, Cell Usage, and In-Cab Smoking)</b>	
<p>USS is committed to safe driving and eliminating these very dangerous and illegal behaviors while giving every employee an opportunity to correct their behavior without premature termination.</p>	
First Offense	Written Warning
Second Offense	Written Warning plus 3 Day Suspension
Third Offense	Final Written Warning
Fourth Offense	Termination of Employment
<p><b>Note:</b> Employees <u>may</u> be given a 12-month rolling calendar from the date of their first offense during which their cell phone, seat belt, and in-cab smoking violations are tracked. The 12-month calendar <u>may</u> reset on the anniversary of the first offense.</p>	
<b>DISCLAIMERS AND GENERAL INFORMATION</b>	
<p><b>Note:</b> An employee's continued employment is contingent upon their ability to show immediate improvement in the areas above. If an employee is not able to effectively do so, they may be subject to further disciplinary action up to and including termination of employment. Additionally, nothing in this document alters an employee's at-will employment with United Site Services (USS). USS reserves the right to take more severe action in any of the listed scenarios if it determines that the actions of the employee warrant more severe consequences than those listed by evaluating the employee's overall record of performance and conduct.</p>	
<p>Records of disciplinary actions are kept in the employee's file and retained for at least 3 years.</p>	

# LET'S REVIEW!



## True or False

Entering coordinates for a unit's location while driving is ok, if you provide enough information to find the unit?

**False:** The use of cell phones is prohibited when driving.

# SUMMARY

## United Site Services Safety Principles

**SAFE  
DRIVING**



**DOT  
COMPLIANCE**



**FATIGUE  
MANAGEMENT**



**HAZARD  
ASSESSMENT**



**PPE**



..... WE TAKE PRIDE IN OUR TEAM AND UNITED SITE SERVICES

# REFERENCES

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## •Federal Motor Carrier Safety Administration (FMCSA).

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## •U.S. Department of Transportation (DOT).

- DOT. (2023). *Safe Driving Practices Manual*. <https://www.transportation.gov/>

# THANK YOU

Every Service Counts – please continue your training in the subsequent modules for your role!

