



Roadside Inspection (CVSA / FMCSA) Policy

Hunter Express US Inc.

FMCSA-DOT & OSHA Compliant – United States

1. Purpose

- To promote safe, compliant operation of commercial motor vehicles during FMCSA roadside inspections.
- To encourage driver accountability and preparedness while ensuring compliance with federal labor and wage laws.

2. Scope

- Applies to all company drivers and owner-operators operating under Hunter Express US Inc. authority within the United States.
- This policy governs conduct and expectations during all CVSA/FMCSA roadside inspections.

3. Regulatory Authority

- 49 CFR Parts 386, 390, 392, 395, 396 – FMCSA Safety Regulations.
- Commercial Vehicle Safety Alliance (CVSA) North American Standard Inspection Program.
- OSHA General Duty Clause (29 USC §654).
- U.S. Department of Labor – Fair Labor Standards Act (FLSA).

4. Driver Responsibilities During Inspection

- Remain professional, courteous, and cooperative with enforcement officials.
- Ensure all required documents are present and accurate (CDL, medical card, registration, insurance, permits).
- Ensure ELD logs are current and transferrable upon request.
- Immediately notify Safety & Compliance of any Out-of-Service order or inspection result.

5. Incentives for Clean Inspections

- Hunter Express US Inc. may recognize drivers for clean inspections through discretionary safety incentives.
- Recognition amounts and methods are determined by management and may change without notice.
- Incentives are not guaranteed wages and are subject to compliance review.

6. Violations & Corrective Action

- Any Out-of-Service (OOS) condition involving driver, vehicle, or load will result in immediate review by Safety & Compliance.
- Non-OOS violations will be evaluated based on severity and recurrence.
- Certain violations including HOS falsification, ELD non-compliance, hazmat violations, or audible air leaks are considered serious safety violations.

7. Progressive Discipline

- Corrective actions may include coaching, retraining, written warnings, suspension, or termination.
- Repeat or willful violations may result in immediate removal from service.
- Disciplinary actions comply with FLSA, state wage laws, and OSHA retaliation protections.

8. Wage & Deduction Compliance

- Hunter Express US Inc. does not impose automatic monetary penalties or wage deductions based on inspection results.
- Any recoupment or financial responsibility must comply with federal and state labor laws and applicable agreements.

9. Safety Statement

- Clean inspections are the result of proper pre-trip inspections, regulatory compliance, and professional driving.
- Safety performance is a shared responsibility and not a matter of chance.