



Telematics & Driver Monitoring Policy

Hunter Express US Inc.

FMCSA-DOT & OSHA Compliant – United States

1. Purpose

- To promote safe driving behavior and reduce crashes through the use of telematics and video safety technology.
- To ensure compliance with FMCSA safety regulations and DOT distracted driving laws.
- To protect drivers, company assets, customers, and the public.

2. Scope & Applicability

- Applies to all company drivers and owner-operators operating commercial motor vehicles under Hunter Express US Inc. authority within the United States.
- Telematics monitoring applies while vehicles are operated for business purposes.

3. Regulatory Authority

- 49 CFR Part 390 – General Applicability.
- 49 CFR Part 392 – Driving of Commercial Motor Vehicles (Distracted Driving).
- 49 CFR Part 395 – Hours of Service (interaction with ELD data).
- OSHA General Duty Clause (29 USC §654).

4. Telematics Systems in Use

- LYTX inward- and outward-facing camera system.
- Solera fleet telematics and ELD platform.
- Systems collect data related to driving behavior, vehicle performance, and safety events.

5. Data Collected & Monitoring

- Speeding and posted speed compliance.
- Harsh braking, sudden acceleration, and following distance.
- Seat belt usage.
- Driver distraction events.
- Vehicle location, idling time, and mechanical fault codes.
- Telematics data is reviewed by authorized Safety & Compliance personnel only.

6. Privacy & Use of Data

- Telematics data is used solely for safety, compliance, training, and risk management purposes.

- Video and telematics data is handled confidentially and in accordance with applicable privacy laws.
- Data is not used for unlawful surveillance or retaliation.

7. Distracted Driving & Hand-Held Device Prohibition

- Use of hand-held mobile devices while driving a CMV is strictly prohibited.
- Holding, dialing, texting, reading messages, or viewing videos while driving is not permitted.
- Hands-free interaction is limited to single-touch initiation or termination of calls only.
- Violations may be recorded through camera and telematics systems.

8. Telematics Violation Discipline – Distracted Driving

- First Violation: Written warning and mandatory retraining.
- Second Violation: Suspension from dispatch and retraining.
- Third Violation: Termination of driving services.

9. Telematics Violation Discipline – Other Safety Events

- First Violation: Coaching and documented verbal warning.
- Second Violation: Written warning and retraining.
- Third Violation: Suspension from dispatch.
- Fourth Violation: Termination of driving services.

10. Accident-Related Events

- Any telematics event associated with a preventable accident will be reviewed separately.
- Disciplinary action may escalate based on severity and preventability determination.

11. Driver Rights & Non-Retaliation

- Drivers may explain or contest telematics events during review.
- No retaliation will occur for reporting fatigue, unsafe conditions, or requesting rest.
- All enforcement follows fairness, consistency, and OSHA whistleblower protections.

12. Training & Recordkeeping

- Drivers receive training on telematics systems and distracted driving laws.
- All disciplinary actions are documented and retained per FMCSA recordkeeping requirements.

Policy Administration

The Director of Safety & Compliance is responsible for the administration and enforcement of this policy.