



DOT Drug & Alcohol Policy

Hunter Express US Inc.
USDOT #2318362 | MC #791454
FMCSA-DOT & OSHA Compliant – United States

6580 Inkster Rd Romulus, MI 48174, USA

Safety and Compliance Department

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This Document is a set of procedures and guidelines to follow in order to prevent accidents due to distraction. At Hunter Express US Inc., we are committed to safeguarding human life, customer load and company fleet equipment. We are committed to safeguarding the public on the roads by preventing accidents. This helps to bring excellence in service to our customers.

Distribution

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1. Policy Statement

Hunter Express US Inc. is committed to maintaining a **safe, drug-free, and alcohol-free transportation workplace**. Because our operations involve the operation of **Commercial Motor Vehicles (CMVs)**, the use or misuse of drugs or alcohol by any driver or safety-sensitive employee presents an unacceptable risk to the public, our customers, and our workforce. Compliance with this policy is a **condition of employment and operating authority**.

2. Regulatory Authority

This policy is adopted in accordance with:

- **49 CFR Part 40** – DOT Procedures for Drug & Alcohol Testing
 - **49 CFR Part 382** – Controlled Substances & Alcohol Use and Testing
 - **49 CFR Parts 390, 391, 392, 395, 396** – FMCSA Regulations
 - **Omnibus Transportation Employee Testing Act of 1991**
 - **OSHA 29 CFR §1904** – Injury & Illness Reporting
 - **OSHA 11(c)** – Whistleblower / Non-Retaliation Protection
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3. Who Is Covered

This policy applies to:

- All CMV drivers operating under Hunter Express US Inc. authority
 - Owner-operators and leased drivers
 - Applicants for safety-sensitive positions
 - Any employee performing DOT-defined **safety-sensitive functions**
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4. Prohibited Conduct – Drugs

4.1 Prohibited Drugs

The following controlled substances are prohibited under DOT rules:

- Marijuana (THC)
- Cocaine
- Amphetamines
- Opiates (including opioids)
- Phencyclidine (PCP)

Use of these substances is prohibited **at all times**, whether on duty or off duty.

4.2 Prescription & Over-the-Counter Medications

A driver may use a legally prescribed medication **only if**:

- It is prescribed by a licensed medical practitioner, AND
- The prescribing practitioner has advised the driver that the medication **will not impair** the safe operation of a CMV

Drivers must report medications that may cause impairment to Safety Management.

5. Prohibited Conduct – Alcohol

Drivers and safety-sensitive employees are prohibited from:

- Consuming alcohol while on duty
- Operating a CMV with a **BAC of 0.04% or greater**
- Reporting for duty with a BAC of **0.02% or greater**
- Consuming alcohol within **4 hours** prior to performing safety-sensitive functions
- Possessing alcohol while on duty or in company vehicles

6. Prohibited Possession, Distribution, or Tampering

No driver or employee may:

- Possess controlled substances on company property or vehicles
- Sell, distribute, or transfer drugs or alcohol
- Tamper with test specimens or testing equipment
- Refuse to submit to a required DOT drug or alcohol test
Refusal is treated as a **positive test result** under FMCSA regulations.

7. Drug and Alcohol Testing Requirements

All DOT testing is conducted through a **DOT-qualified consortium/TPA**, using **HHS-certified laboratories** and supervised by a **Medical Review Officer (MRO)**.

7.1 Types of Testing

Pre-Employment

- Negative drug test required before performing safety-sensitive duties

Random

- Conducted throughout the calendar year
- Minimum annual rates per FMCSA:
 - Drugs: 50%
 - Alcohol: 10%

Post-Accident

Required when:

- A fatality occurs, OR
- The driver receives a citation AND:
 - Bodily injury requiring medical treatment away from the scene, OR

- A vehicle is towed

Time limits:

- Alcohol: within 2 hours (up to 8 hours with documentation)
- Drugs: within 32 hours

Company Policy for post-accident

- To eliminate the possibility that a Hunter Express US Inc. driver was under the influence of drugs or alcohol at the time of an accident, all drivers involved in any accident are required to undergo drug testing within the DOT time limits after the accident.
- Post-accident drug and alcohol testing will be conducted through the company's designated consortium for these services and must be carried out as a recordable but "Non-DOT" test.

Reasonable Suspicion

- Based on trained supervisor observations of appearance, behavior, speech, or body odors

Return-to-Duty / Follow-Up

- As required after evaluation by a **Substance Abuse Professional (SAP)**

8. Split Specimen Testing (49 CFR Part 40)

- All drug tests use **split urine specimens**
- Drivers have **72 hours** after notification to request a retest of the split sample
- Retesting is performed at a second HHS-certified laboratory

9. Test Results & Confidentiality

- Results are reviewed exclusively by the MRO
- Hunter Express US Inc. receives only **positive, negative, or refusal determinations**
- Results are handled confidentially and released only as permitted by law

10. Consequences of Violations

Any driver or applicant who:

- Tests positive
- Refuses testing
- Violates alcohol prohibitions

- Tamper with testing procedures
Will be:
- Immediately removed from safety-sensitive duties
- Subject to disciplinary action up to and including:
 - Termination of employment
 - Termination of lease/contractual relationship
 - Disqualification from future consideration

11. Substance Abuse Professional (SAP) Process

Drivers who violate DOT drug or alcohol rules are required to:

- Be evaluated by a DOT-qualified SAP
 - Complete prescribed education/treatment
 - Pass a return-to-duty test
 - Submit to unannounced follow-up testing
- Completion of the SAP process **does not guarantee reinstatement.**

12. Non-Retaliation

Hunter Express US Inc. strictly prohibits retaliation against any employee or driver for:

- Reporting drug/alcohol violations
 - Cooperating with testing procedures
 - Raising safety concerns
- This protection is enforced under **OSHA 11(c).**

13. Employee / Contractor Agreement

By entering into an employment or contractual relationship with Hunter Express US Inc., drivers acknowledge and agree:

- To comply with all DOT drug and alcohol regulations
- To submit to required testing
- That violations may result in termination or disqualification