



A CRANE RENTAL, LLC DRIVER POLICY

Employees assigned to driving duties ("drivers") must at all times meet the following criteria:

- * drivers must have a current, valid driver's license for the state in which they employee performs his or her driving duties; and
- * drivers must maintain a clean driving record, i.e., must remain insurable under our Company's liability insurance policy.

Driving is the most dangerous work activity that most people do. It is estimated that around 150 people are killed or seriously injured every week in crashes involving someone who was driving for work purposes. The majority of these tragedies can be prevented. One of the most significant risks people face, and create, are driving at inappropriate speeds on work related activities. This includes both exceeding the speed limit and driving within the limit but still too fast for the conditions (for example, twisting rural roads, poor weather, poor visibility or high pedestrian activity). At higher speeds, there is less time to identify and react to what is happening, it takes longer to stop and impacts are more severre, causing more serious injuries to vehicle occupants and others. Higher speeds also magnify other driver errors, such as close-following or driving when tired or distracted, thus multiplying the chances of causing a crash.

All company drivers must obey posted speed limit signs at all times. Also, drivers are responsible for monitoring road conditions and maintain a safe driving speed for said conditions. Any driver who is cited for speeding or driving too fast for conditions in a company vehicle, must immediately report the violation to his/her supervisor.

Any employee who violates any part of this policy, or who becomes uninsurable as a driver, will be subject to reassignment and/or disciplinary action, up to and possibly including termination from employment.

All employees with driving duties must sign the following agreement:

I have read and understand the Company's Driver Policy, and I agree, in the event that I am ever found to be uninsurable, or that I lack a clean driving record or a valid and current driver's license, that if necessary, I will accept whatever alternative assignment the Company may give me and that I understand that a reduction in pay, change in hours, change in duties, and/or change in work location may result from the reassignment. I further understand that the Company does not and cannot guarantee that any particular reassignment will be available in the event of a problem with my driver's license, driving record, or insurability as a driver, and that if no reassignment is possible, termination of my employment may occur.

Employee Signature

Date