

#322794

# Performance Counseling Report (PCR)

Name: Jason B Cribbs Employee ID# 322794 Dept./Terminal: Driver/ Richmond VA

Type Counseling:  Informal  First Formal  Second Formal  First and/or Final Formal  Termination  
 Suspension from work without pay. Return to work: \_\_\_\_\_ Date/Time: \_\_\_\_\_

### Reason For Counseling

Note: May include specific event(s), date/time occurred and rule/policy which was not followed, or why job performance is unsatisfactory.

Jason B Cribbs, you have been identified as a high risk driver, due to your overall unsatisfactory safety performance score of 16. Swift Drivers are expected to demonstrate the highest level of personal conduct and job performance during scheduled work hours, when on Company property, when representing the Company and when operating Company vehicles. Your recent negative safety events include the following:

- On 06/05/12 you had a preventable accident pulling forward. The mentor fell trying to slide the tandems and you ran over his ankle.
- On 07/20/13 you had a accident making a left turn. Trailer door hit vehicle 2.

On 01/18/13 you recorded a critical event (making turns to fast).

Per Swift policy, having three or more accidents or safety related incidents is deemed prohibited conduct (See Section 2 Page 11 Number 3 of the Swift Driver Handbook). Furthermore, Preventable crashes and incidents, don't just happen, they are often the direct result of error in judgment by the driver (See Section 3 Page 19 of the Swift Transportation Driver Handbook).

### Employee Comments

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### Corrective Action To Be Taken

Note: May include specific improvement needed and an action plan.

You must immediately improve your compliance with Swift's Safety Standards and Policies. Failure to comply with Swift's



Safety standards could result in further disciplinary action, up to and including termination of employment.

Witness (Must be a Supervisor or Manager):

Date: 1-24-13

Supervisor Signature:

Date: 1-24-13

Performance improvement must be immediate and sustained. Recurrence of this problem or any other performance related problem(s) may lead to further disciplinary action, to include termination of employment. I understand I may submit a rebuttal to this Performance Counseling Report following the Complaint Procedure outlined in the Employee Handbook. My signature only acknowledges receipt of this Performance Counseling Report.

Employee Signature:

Date: 1-24-13