

RECEIPT

DATE

12/08/25

No.

635809

RECEIVED FROM

Environmental Transport Group

\$1550.00

One thousand five hundred fifty and ⁰⁰/₁₀₀ DOLLARS☐ FOR RENT☒ FOR

DE-SW-0228

ACCOUNT	
PAYMENT	
BAL. DUE	

☐ CASH☒ CHECK☐ MONEY
ORDER☐ CREDIT
CARD

FROM

10300

TO

BY

M.M.



RECEIVED

DEC 08 2025

DNREC - WHS

STATE OF DELAWARE
DEPARTMENT OF NATURAL RESOURCES
AND ENVIRONMENTAL CONTROL
DIVISION OF WASTE AND HAZARDOUS SUBSTANCES
COMPLIANCE AND PERMITTING SECTION

89 KINGS HIGHWAY
DOVER, DELAWARE 19901

TELEPHONE: (302) 739-9403
FAX: (302) 739-5060

SOLID WASTE TRANSPORTER PERMIT APPLICATION

Language Preference: English

Instructions: You must complete this application in its entirety and attach all applicable documentation. (Note: For applicants renewing an existing permit, this application requires the submission of updated information and documentation. References to material submitted under previous applications are no longer accepted.)

The application must be signed by the company owner or a corporate officer. A check or money order payable to the "**State of Delaware**" must accompany this application and be sent to:

Delaware Department of Natural Resources and Environmental Control
Compliance and Permitting Section
89 Kings Highway
Dover, DE 19901

1. Type of Permit

- ☐ New – **SCRAP TIRES ONLY** Submit a check or money order, payable to the "State of Delaware," in the amount of \$75.00.
- ☐ New – **ALL OTHERS** Submit a check or money order, payable to the "State of Delaware" in the amount of \$350.00.
- ☒ Renewal: Permit # DE-SW- 0228 Expiration Date 3/31/26

Please indicate the term for which you desire your permit to be issued. Submit a check or money order, payable to the "State of Delaware," for the indicated permit fee.

SCRAP TIRES ONLY

- ☐ One Year - \$75.00
- ☐ Two Years - \$125.00
- ☐ Three Years - \$175.00
- ☐ Four Years - \$225.00
- ☐ Five Years - \$275.00

ALL OTHERS

- ☐ One Year - \$350.00
- ☐ Two Years - \$650.00
- ☐ Three Years - \$950.00
- ☐ Four Years - \$1250.00
- ☒ Five Years - \$1550.00

2. Release to Public

Do you wish to be included on the list of transporters that is provided to persons requesting a list of Delaware permitted solid waste transporters? ☐ Yes ☒ No

3. Company Information

Company Name Environmental Transport Group Inc

Location Address:	Mailing Address:
194 Goldmine Road, Flanders, NJ 07836	PO Box 296, Flanders, NJ 07836

Contact: Lynda Smith Title: Safety/Compliance Manager

Business Phone: (800) 5983844 Fax: (973) 347-3564

E-mail: LSmith@etgi2.com

24 hr Emergency Contact Phone: (800) 598-3844

4. Company Ownership Information

(a). Please indicate the company type:

- ☐ Proprietorship
☐ Partnership
☒ Corporation - If company is a corporation, indicate city, state, and date of incorporation.

City: Lake Hopatcong State: NJ Date: 11/24/1978

- ☐ Municipality
☐ Public institution
☐ Limited Liability Corporation (LLC) State: _____
☐ Other: (must specify) _____

(b). For each Owner, Partner, or Corporate Officer, attach a list with name, title, mailing address, date of birth, and % ownership. Include all stockholders owning greater than 5% outstanding shares.

☒ Attachment I

(c). If company is owned by or affiliated with a parent company, attach parent company name, address & mailing address, and % ownership.

- ☐ Attachment _____
☒ No parent company

5. Company locations in Delaware

List name and street address of each company location, including freight terminals, within the State of Delaware.

- ☐ Attachment _____
☒ No Delaware locations

6. Company Affiliates

List name, location and mailing addresses, nature of business relationship of all company Affiliates, which affiliates are engaged in the business of waste transport, treatment, storage, disposal, recovery or reclamation. (Affiliated companies are defined as those companies owned by the same owners, corporate officers, or parent company.)

- ☐ Attachment _____
☒ No affiliates

7. Type of Waste to be Transported

(a). Check all that apply. Refer to Delaware's *Regulations Governing Solid Waste* for definitions of waste categories.

- ☐ Residential waste
☐ Commercial waste (from **non-manufacturing, non-processing** businesses and offices)
☒ Industrial waste (from a manufacturing or industrial process)
☐ Dry waste: ☐ construction/demolition debris
☐ trees/stumps
☐ other (must specify) _____
☐ Ash: ☐ municipal incinerator
☐ coal ash
☐ other (must specify) _____
☐ Infectious waste
☒ Non-hazardous petroleum-hydrocarbon contaminated soils
☐ Asbestos-containing waste
☐ Scrap Tires

(b). Does your company collect and transport residential (household) waste from single family homes, condominiums and apartment complexes in Delaware? ☐ Yes ☒ No

(c). If you answered "YES" to question 7.b., above, does your company provide recycling services to those customers? ☐ Yes ☐ No ☒ N/A

(d). If you offer recycling services, does your company collect and transport the recyclables separately from the waste generated by your customers? ☐ Yes ☒ No

(e). If you offer recycling services, are the recyclables ultimately taken to an incinerator (waste-to-energy) or landfill? ☐ Yes ☒ No

8. Treatment, Storage, and Disposal Facilities

- (a). Do you cross state lines with the waste? ☒ Yes ☐ No
- (b). Identify in an attachment **all** solid waste Treatment, Storage, Disposal Facilities, Reclamation Facilities and Transfer Stations to which the waste will be transported.
- ☐ Delaware Solid Waste Authority locations: (attachment) _____
 - ☐ Clean Earth of New Castle, Inc. (thermal treatment facility for PHC-soils)
 - ☐ Delaware Recyclable Products, Inc. (dry waste, commercial, industrial, and PHC-soils)
 - ☐ Other in-state solid waste facilities, including private facilities: (attachment) _____
 - ☒ Out of state solid waste TSD facilities: (attachment) II

9. Other Transporter Permits

- (a). Attach a copy of your home state solid waste transporter permit. (N/A if Delaware is your home state.)
- ☒ Attachment III
- ☐ Not applicable-No transporter permit required for these solid waste types in our home state.

- (b). List solid waste transporter permits held in other states.

- ☒ Attachment IV
- ☐ No transporter permits in other states

- (c). Indicate your Federal DOT number and Motor Carrier number:

DOT# 485801 MC# 153655

- ☐ N/A If N/A, please provide an explanation, on the following page, as to why you are not required to have a DOT or MC number.

10. Proof of Financial Responsibility

The transporter must submit proof of financial responsibility as established in section 7.2.4 of Delaware's *Regulations Governing Solid Waste*. This proof may be established by a Certificate of Insurance, with MCS-90 endorsement where applicable, or by other means approved by the Department. (The Certificate of Insurance must identify the **Department of Natural Resources and Environmental Control, Compliance and Permitting Section** as the certificate holder.)

- (a). Are you for-hire in interstate commerce? ☒ Yes ☐ No (For-Hire means you are in the business of transporting, for compensation or payment, wastes generated by a company other than your own.)
- (b). Do you transport in the State of Delaware Only (Intrastate)? ☐ Yes ☒ No
- (c). Do you transport Interstate? ☒ Yes ☐ No

- (d). Certificate of Insurance must be attached and include minimum automobile liability coverage as follows:

	FOR-HIRE INTERSTATE	ALL OTHERS
Residential Waste	\$750,000.00 + MCS-90 <input type="checkbox"/>	\$350,000.00 <input type="checkbox"/>
Commercial Waste	\$750,000.00 + MCS-90 <input type="checkbox"/>	\$350,000.00 <input type="checkbox"/>
Industrial Waste	\$750,000.00 + MCS-90 <input checked="" type="checkbox"/>	\$350,000.00 <input type="checkbox"/>
Dry Waste	\$750,000.00 + MCS-90 <input type="checkbox"/>	\$350,000.00 <input type="checkbox"/>
Ash	\$750,000.00 + MCS-90 <input type="checkbox"/>	\$350,000.00 <input type="checkbox"/>
Infectious Waste	\$1,000,000.00 + MCS-90 <input type="checkbox"/>	\$750,000.00 + MCS-90 <input type="checkbox"/>
Non-Hazardous Petroleum Contaminated Soils	\$750,000.00 + MCS-90 <input checked="" type="checkbox"/>	\$350,000.00 <input type="checkbox"/>
Asbestos	\$1,000,000.00 + MCS-90 <input type="checkbox"/> (For Hire & Private)	\$350,000.00 <input type="checkbox"/>
Scrap Tires Only	\$350,000.00 <input type="checkbox"/>	\$350,000.00 <input type="checkbox"/>

11. Spill Control and Safety

List all spill control and safety equipment which will be carried on each vehicle. (**Note:** Separate lists by type of vehicle and type of waste may be required.) Attach a copy of the Spill Control Plan. The Spill Control Plan **must** contain the following elements: (1) List of safety and spill control equipment carried in the vehicle, (2) Driver preventive measures, (3) Driver immediate corrective actions, (4) Company internal communications, (5) Company external communications including the **Delaware Emergency Reporting Numbers: 1-800-662-8802 and 302-739-9401**, and (6) Cleanup and decontamination measures.

Spill Control Plan: Attachment V

12. Driver Training

IN SUMMARY OR OUTLINE FORM, describe the procedures that your company takes to ensure that all company drivers are safe and competent drivers. Small owner-operators may describe their years of experience and driving record in lieu of a formal program.

- (a). Include requirements for special licenses (e.g. CDL, including any special endorsements), any special training received, including dates training was received (e.g. asbestos training), and any ongoing company programs. (e.g. weekly safety meetings or annual refresher courses);
- (b). Include your company procedure for periodic checks of the driver's records for moving violations, and your company policy on progressive counseling/discipline based on points;
- (c). Describe how drivers are instructed in the following:
 - (i) Knowledge of proper handling procedures for the type of solid waste being transported.
 - (ii) Familiarity with the approved accidental discharge containment plan. (Spill Control Plan)
 - (iii) Familiarity with the conditions of the solid waste transporter's permit.

✓ Driver Training, attachment VI

13. Vehicle Identification

On the form provided with this application, list **MAKE, MODEL, YEAR, SERIAL NUMBER, LICENSE PLATE NUMBER, STATE OF REGISTRATION, MANUFACTURER'S GVWR and OWNERSHIP** of all vehicles used for the transportation of solid waste. You must list both motorized and container units. (If you maintain a list of company vehicles in a computer database you may submit a print out of the vehicles provided it contains the information requested herein.)

NOTE: You must notify CAPS in writing of any changes to information contained within this application, such as additions or deletions of vehicles, in accordance with conditions of the issued permit.

☒ Vehicle List Attached

14. Vehicle Operator Information

Is a list of all vehicle operators attached? ☒ Yes

What tax form do you submit to the IRS for your vehicle operators?

- ☒ Form W-2
☐ Form 1099-Misc
☐ Other

15. Environmental Record

List all criminal citations, arrests, convictions, civil or administrative violations, and civil or administrative enforcement actions, and the disposition(s) thereof for the violation or alleged violation of any environmental statute, regulation, permit, license, approval, or order, regardless of the state in which it occurred. Indicate whether it was a local, state, or federal violation or alleged violation. List all such items for the applicant, and if the applicant is other than an individual, for any employee while employed by the applicant, or any partner, officer, or director of the applicant as an individual or for any former business of such partner, officer, or director. For civil or administrative violations or alleged violations, list all such items for the last five (5) years from the date of the application. Information submitted under this section is subject to verification. **Failure to submit complete and accurate information may lead to permit denial or revocation.**

- ☒ Attachment VII
☐ No violations within the specified time period

16. Certification

I certify under penalty of law that I have personally examined and am familiar with the information submitted in this application and all attachments and that, upon personal knowledge and information, the information is true, accurate, and complete. I am aware that there are significant penalties for submitting false information.

**Signature  Date 12/2/2025
Print Name Robert Collioud Title Co-President

****A legal owner or corporate officer must sign the application****



ENVIRONMENTAL TRANSPORT GROUP, INC.

December 2, 2025

I certify that all operators are Company employees and receive W-2's.

If you require additional information, please do not hesitate to contact me
at (800) 598-3844.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Collioud", with a stylized flourish at the end.

Robert Collioud
Co-President

CORPORATE OFFICERS:

Alexander Collioud
Co-President



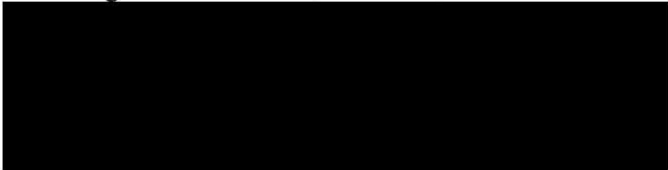
Robert Collioud
Co-President



E. R. Collioud
Secretary



Mailing: P.O. Box 645, Flanders, NJ 07836



I

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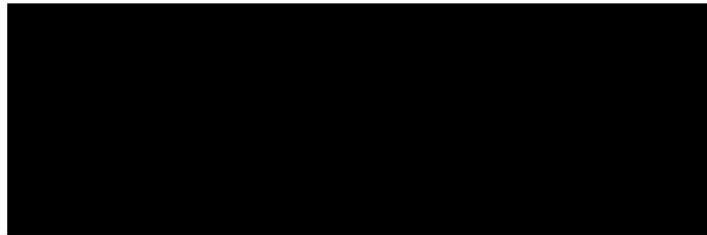
EQUITY HOLDERS/OWNERS

<u>Name</u>	<u>Percent of Ownership</u>
Trustees of the Collioud Family Trust F/B/O Alexander Collioud	50%
Trustees of the Collioud Family Trust F/B/O Robert Collioud	50%

The Trustees of both Collioud Family Trusts are the same persons:

Name

Edward R Collioud
Alexander Collioud
Robert Collioud



Stock Ownership of Environmental Transport Group Inc.

Effective December 31, 2012 shares will be owned equally by:

The Collioud Family Trust F/B/O Alexander Collioud
The Collioud Family Trust F/B/O Robert Collioud



American Landfill
7916 Chapel St SE
Waynesburg, OH



WTI Falls
1201 New Ford Mill Road
Morrisville, PA

Wheelabrator Gloucester Co
600 US Route 130
Westville, NJ

Niagara Falls Facility
100 Energy Blvd
Niagara Falls, NY

Veolia
635 Toby Rd
Kersey, PA 15846

Clean Earth
94 Pyles Lane
New Castle, DE

JG Environmental
776 Flory Mill Rd
Lancaster, PA



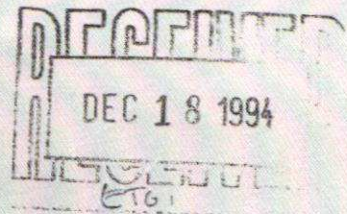
State of New Jersey

Department of Environmental Protection
Bureau of Background Disclosure Review
CN-414

Trenton, NJ 08625-0414
Phone: (609) 530-8210
Fax: (609) 530-8899

Christine Todd Whitman
Governor

Robert C. Shinn, Jr.
Commissioner



III

Mr. Edward Collioud
Environmental Transport Group, Inc.
P.O. Box 296
Goldmine Road
Flanders, NJ 07836

DEC 08 1994

RE: Solid Waste Transporter License
N.J.S.A. 13:1E-126 et seq.

Dear Mr. Collioud:

This is to advise you that the investigative report from the Attorney General required under N.J.S.A. 13:1E-126 et seq. has been received by the Department of Environmental Protection.

Based on our review of the investigative report, the disclosure statement, your other application papers and the Department's enforcement history, the Department is issuing a solid waste transporter license to:

ENVIRONMENTAL TRANSPORT GROUP, INC.

This letter will serve as documentation that a solid waste transporter license has been issued. This license must be renewed annually by filing the annual license update form and any other information concerning your company or its operation as required by the Department.

Questions regarding this solid waste transporters license or your Certificate of Public Convenience and Necessity should be directed to the Bureau of Background Disclosure Review at (609) 530-8210. Questions regarding vehicle registration should be directed to the Bureau of Registration at (609) 530-4004.

Sincerely,

Alan Kaczoroski
Alan Kaczoroski, Chief
Bureau of Background Disclosure Review



New Jersey Department of Environmental Protection
Vehicle Registration Unit
9 Ewing Street, Mail Code 09-01, PO Box 420
Trenton, NJ 08625-0420
(609) 292-7081 LRU@dep.nj.gov

LICENSED SOLID WASTE

NJDEP Registered Transporter:

ENVIRONMENTAL TRANSPORT GROUP INC
PO BOX 296,
FLANDERS, NJ 07836

NJDEP Transporter Vehicle Registration Card

Expiration Date: 06/30/2027
Decal Number: SWL-27-001267
Vin ID#: INPXGGGG40D273515 NJ
License Plate #: AU140M
Vehicle Type: Cab
Vehicle leased?: N
If Yes, lessor's name:

NJDEP Registered Transporter:
ENVIRONMENTAL TRANSPORT GROUP INC
NJDEP #: 15532

This card must be carried in the cab of the vehicle at all times.
This registration card & decal are valid for use only by the listed registrant.
Leased equipment can only be used to transport waste by the listed registrant.

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New Jersey Department of Environmental Protection
Compliance and Enforcement
Vehicle Registration Unit
9 Ewing Street, Mail Code 09-01, P.O. Box 420
Trenton, NJ 08625-0420
(609) 292-7081 LRU@dep.nj.gov

LICENSED HAZARDOUS WASTE

NJDEP Registered Transporter:

ENVIRONMENTAL TRANSPORT GROUP INC
PO BOX 296,
FLANDERS, NJ 07836

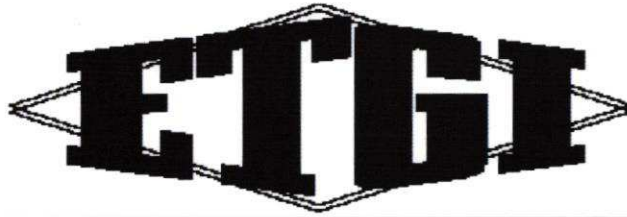
NJDEP Transporter Vehicle Registration Card

Expiration Date: 06/30/2027
Decal Number: HWL-27-401785
Vin ID#: INPXGGGG40D273515 NJ
License Plate #: AU140M
Vehicle Type: Cab
Vehicle leased?: N
If Yes, lessor's name:

NJDEP Registered Transporter:
ENVIRONMENTAL TRANSPORT GROUP INC
NJDEP #: 07107

This card must be carried in the cab of the vehicle at all times.
This registration card & decal are valid for use only by the listed registrant.
Leased equipment can only be used to transport waste by the listed registrant.

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TV

ENVIRONMENTAL TRANSPORT GROUP, INC.

PERMITTED STATES

STATE	PERMIT #	EXPIRATION DATE
Alabama	NJD000692061	05/08/28
Arkansas	H-71	07/31/26
Connecticut	CT-HW-108 (Haz)	06/30/27
	CT-BMW-080 (Biomedical)	06/30/26
Delaware	HW-67	03/31/29
	SW-0228	03/31/26
Illinois	1589	08/31/28
Kansas	NJD000692061	Continuous
Kentucky	NJD000692061	Continuous
Maryland	HWH-193	01/31/26
Massachusetts	HW05-MA-221	12/31/26
	VID Certification	12/31/26
Michigan	UPW0485801MI	10/01/26
Michigan Liquid Industrial	LIW0485801MI	10/01/26
Missouri	24J16002000	12/27/25
Nevada	UPW0485801MI	10/01/26
New Hampshire	TNH-0067	06/30/26
New Jersey	H-07107 (Hazardous)	06/30/27
	15532 (Solid)	06/30/27
New York	NJ-057	06/30/26
	BIC TW#3127	11/30/25
Oklahoma	UPW0485801MI	10/01/26
Pennsylvania	PA-AH0104 (Hazard)	03/31/27
	PA-HC 0023 (Infectious)	12/31/26
	WH1451(Residual/Municipal)	02/2026
Rhode Island	RI-424	06/30/26
South Carolina	NJD000692061	04/25/28
Tennessee	NJD000692061	01/31/26
Texas	#40460	Continuous
West Virginia	UPW0485801MI	10/01/26
Wyoming	NJD000692061	Continuous

Permits are continuously updated without interruption of legal requirements to ensure that Environmental Transport Group, Inc. can provide continuing service.

USDOT Number: _____ Date Received: _____

Please note, the expiration date as stated on this form relates to the process for renewing the Information Collection Request for this form with the Office of Management and Budget. his requirement to collect information as requested on this form does not expire. For questions, please contact the Office of Registration, Registration Division.

A Federal Agency may not conduct or sponsor, and a person is not required to respond to, nor shall a person be subject to a penalty for failure to comply with a collection of information subject to the requirements of the Paperwork Reduction Act unless that collection of information displays a current valid OMB Control Number. The OMB Control Number for this information collection is 2126-0008. Public reporting for this collection of information is estimated to be approximately 2 minutes per response, including the time for reviewing instructions, gathering the data needed, and completing and reviewing the collection of information. All responses to this collection of information are mandatory. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to: Information Collection Clearance Officer, Federal Motor Carrier Safety Administration, MC-RRA, Washington, D.C. 20590.



United States Department of Transportation
Federal Motor Carrier Safety Administration

Endorsement for Motor Carrier Policies of Insurance for Public Liability
under Sections 29 and 30 of the Motor Carrier Act of 1980

FORM MCS-90

Issued to Environmental Transport Group, Inc. of 194 Gold Mine Road, PO Box 296 Flanders, NJ 07836
(Motor Carrier name) (Motor Carrier state or province)

Dated at 30 S. 17th, Street, Philadelphia, PA 19103 on this 3 day of April, 2025

Amending Policy Number: BAP2028801-16 Effective Date: 04/15/2025

Name of Insurance Company: Great Divide Insurance Company

Countersigned by: Chris DeLander

(authorized company representative)

The policy to which this endorsement is attached provides primary or excess insurance, as indicated for the limits shown (check only one):

- ☒ This insurance is primary and the company shall not be liable for amounts in excess of \$ 1,000,000 for each accident.
- ☐ This insurance is excess and the company shall not be liable for amounts in excess of \$ _____ for each accident in excess of the underlying limit of \$ _____ for each accident.

Whenever required by the Federal Motor Carrier Safety Administration (FMCSA), the company agrees to furnish the FMCSA a duplicate of said policy and all its endorsements. The company also agrees, upon telephone request by an authorized representative of the FMCSA, to verify that the policy is in force as of a particular date. The telephone number to call is: 215-553-7371.

Cancellation of this endorsement may be effected by the company or the insured by giving (1) thirty-five (35) days notice in writing to the other party (said 35 days notice to commence from the date the notice is mailed, proof of mailing shall be sufficient proof of notice), and (2) if the insured is subject to the FMCSA's registration requirements under 49 U.S.C. 13901, by providing thirty (30) days notice to the FMCSA (said 30 days notice to commence from the date the notice is received by the FMCSA at its office in Washington, DC).

Filings must be transmitted online via the Internet at <https://portal.fmcsa.dot.gov/UrsRegistrationWizard/>

(continued on next page)

DEFINITIONS AS USED IN THIS ENDORSEMENT

Accident includes continuous or repeated exposure to conditions or which results in bodily injury, property damage, or environmental damage which the insured neither expected nor intended.

Motor Vehicle means a land vehicle, machine, truck, tractor, trailer, or semitrailer propelled or drawn by mechanical power and used on a highway for transporting property, or any combination thereof.

Bodily Injury means injury to the body, sickness, or disease to any person, including death resulting from any of these.

Property Damage means damage to or loss of use of tangible property.

The insurance policy to which this endorsement is attached provides automobile liability insurance and is amended to assure compliance by the insured, within the limits stated herein, as a motor carrier of property, with Sections 29 and 30 of the Motor Carrier Act of 1980 and the rules and regulations of the Federal Motor Carrier Safety Administration (FMCSA).

In consideration of the premium stated in the policy to which this endorsement is attached, the insurer (the company) agrees to pay, within the limits of liability described herein, any final judgment recovered against the insured for public liability resulting from negligence in the operation, maintenance or use of motor vehicles subject to the financial responsibility requirements of Sections 29 and 30 of the Motor Carrier Act of 1980 regardless of whether or not each motor vehicle is specifically described in the policy and whether or not such negligence occurs on any route or in any territory authorized to be served by the insured or elsewhere. Such insurance as is afforded, for public liability, does not apply to injury to or death of the insured's employees while engaged in the course of their employment, or property transported by the insured, designated as cargo. It is understood and agreed that no condition, provision, stipulation, or limitation contained in the policy, this endorsement, or any other endorsement thereon,

Environmental Restoration means restitution for the loss, damage, or destruction of natural resources arising out of the accidental discharge, dispersal, release or escape into or upon the land, atmosphere, watercourse, or body of water, of any commodity transported by a motor carrier. This shall include the cost of removal and the cost of necessary measures taken to minimize or mitigate damage to human health, the natural environment, fish, shellfish, and wildlife.

Public Liability means liability for bodily injury, property damage, and environmental restoration.

or violation thereof, shall relieve the company from liability or from the payment of any final judgment, within the limits of liability herein described, irrespective of the financial condition, insolvency or bankruptcy of the insured. However, all terms, conditions, and limitations in the policy to which the endorsement is attached shall remain in full force and effect as binding between the insured and the company. The insured agrees to reimburse the company for any payment made by the company on account of any accident, claim, or suit involving a breach of the terms of the policy, and for any payment that the company would not have been obligated to make under the provisions of the policy except for the agreement contained in this endorsement.

It is further understood and agreed that, upon failure of the company to pay any final judgment recovered against the insured as provided herein, the judgment creditor may maintain an action in any court of competent jurisdiction against the company to compel such payment.

The limits of the company's liability for the amounts prescribed in this endorsement apply separately to each accident and any payment under the policy because of any one accident shall not operate to reduce the liability of the company for the payment of final judgments resulting from any other accident.

(continued on next page)

SCHEDULE OF LIMITS - PUBLIC LIABILITY

Type of carriage	Commodity transported	January 1, 1985
(1) For-hire (in interstate or foreign commerce, with a gross vehicle weight rating of 10,001 or more pounds).	Property (nonhazardous)	\$750,000
(2) For-hire and Private (in interstate, foreign, or intrastate commerce, with a gross vehicle weight rating of 10,001 or more pounds).	Hazardous substances, as defined in 49 CFR 171.8 , transported in cargo tanks, portable tanks, or hopper-type vehicles with capacities in excess of 3,500 water gallons; or in bulk Division 1.1, 1.2, and 1.3 materials, Division 2.3, Hazard Zone A, or Division 6.1, Packing Group 1, Hazard Zone A material; in bulk Division 2.1 or 2.2; or highway route controlled quantities of a Class 7 material, as defined in 49 CFR 173.403 .	\$5,000,000
(3) For-hire and Private (in interstate or foreign commerce, in any quantity; or in intrastate commerce, in bulk only; with a gross vehicle weight rating of 10,001 or more pounds).	Oil listed in 49 CFR 172.101 ; hazardous waste, hazardous materials, and hazardous substances defined in 49 CFR 171.8 and listed in 49 CFR 172.101 , but not mentioned in (2) above or (4) below.	\$1,000,000
(4) For-hire and Private (In interstate or foreign commerce, with a gross vehicle weight rating of less than 10,001 pounds).	Any quantity of Division 1.1, 1.2 or 1.3 material; any quantity of a Division 2.3, Hazard Zone A, or Division 6.1, Packing Group 1, Hazard Zone A material; or highway route controlled quantities of a Class 7 material as defined in 49 CFR 173.403 .	\$5,000,000

*The schedule of limits shown does not provide coverage. The limits shown in the schedule are for information purposes only.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

4/3/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Catherine Decker
Provident Protection Plus Incorporated	PHONE (A/C, No, Ext): (973) 579-6776
96 US Highway 206	FAX (A/C, No): (973) 579-0111
PO Box 4	E-MAIL ADDRESS: catherine.decker@ProvidentProtectionPlus.com
Augusta NJ 07822	INSURER(S) AFFORDING COVERAGE
	INSURER A: Nautilus Insurance Company
	INSURER B: Great Divide Insurance Company
	INSURER C: NJ Manufacturers Insurance Co (voluntary)
	INSURER D: The Hanover Insurance Group
	INSURER E:
	INSURER F:

COVERAGES

CERTIFICATE NUMBER: 25/26 Master #1

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	COMMERCIAL GENERAL LIABILITY						
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR						EACH OCCURRENCE \$ 1,000,000
	<input checked="" type="checkbox"/> Blanket AI-PNC & PCO	X	Y	ECP2028799-17	4/15/2025	4/15/2026	DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000
	<input checked="" type="checkbox"/> Per Loc/Proj Agg \$5MM Cap						MED EXP (Any one person) \$ 5,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						PERSONAL & ADV INJURY \$ 1,000,000
	<input checked="" type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input checked="" type="checkbox"/> LOC						GENERAL AGGREGATE \$ 2,000,000
	OTHER:						PRODUCTS - COMP/OP AGG \$ 2,000,000
							Contractors Pollution \$ 1,000,000
B	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000
	<input checked="" type="checkbox"/> ANY AUTO						BODILY INJURY (Per person) \$
	<input type="checkbox"/> ALL OWNED AUTOS						BODILY INJURY (Per accident) \$
	<input checked="" type="checkbox"/> HIRED AUTOS	X	Y	BAP2028801-16	4/15/2025	4/15/2026	PROPERTY DAMAGE (Per accident) \$
	<input checked="" type="checkbox"/> Comp	X					\$
	<input checked="" type="checkbox"/> Collision						
A	UMBRELLA LIAB	X					EACH OCCURRENCE \$ 6,000,000
	EXCESS LIAB						AGGREGATE \$ 6,000,000
	DED <input checked="" type="checkbox"/> RETENTION \$ 0	X	Y	FFX2028800-16	4/15/2025	4/15/2026	\$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	Y/N	N/A	W17012-6-25	1/6/2025	1/6/2026	E.L. EACH ACCIDENT \$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE \$ 1,000,000
							E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Site Pollution 1st & 3rd Party			SSP2028802-16	4/15/2025	4/15/2026	Per Pollution \$5,000,000 Agg \$5,000,000
D	Motor Truck Cargo			RHYH987695 14			Single Conveyance \$100,000 Ded \$2,500

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Certificate Holder is included as an Additional Insured to the above captioned General Liability, Business Auto, & Umbrella Policies on a primary and non-contributory basis for work the insured is performing provided a written contract exists requiring such a status. Additional Insured also applies to product completed operations with respect to the above General Liability policy. Per the terms of the policy, coverage for an additional insured is contingent upon an underlying written agreement with the named insured requiring such coverage. Waiver of subrogation applies to the above policies except for Workers Compensation. Umbrella Policy is a true follow form.

CERTIFICATE HOLDER

CANCELLATION

henryspanier@rudolphresearch.	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
State of Delaware-Dept., of Nat Res/ Environ. Ctl-Waste Mgmt. 89 Kings Highway Dover, DE 19903	AUTHORIZED REPRESENTATIVE C Decker/CSR180 Catherine Decker

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ENVIRONMENTAL TRANSPORT GROUP, INC.

P.O. Box 296
Flanders, NJ 07836
(800) 598-3844

CONTINGENCY PLAN

REVIEWED August 15, 2025

**PARTICIPATION IN THIS PROGRAM IS A REQUIREMENT OF EACH EMPLOYEE, AND
THEREFORE, IS A CONDITION OF EMPLOYMENT.**

Environmental Transport Group, Inc. is committed to the safe and efficient handling and transporting of our customer's products. Environmental Transport Group, Inc.'s goals are to ensure the safety of our drivers and the security and integrity of our customer's products from point of origin to final destination. ETGI is committed to providing its employees a safe work environment. ETGI shall provide adequate security measures to ensure the safety of our employees, equipment and terminal facilities.

Driver Signature: _____

Driver Print: _____

Date: _____

Employee Initial: _____ Date: _____

Please initial and date each page and return this manual to office.

A copy of this Contingency Plan is provided in all tractor permit books.



Environmental Transport Group, Inc.
P.O. Box 296
Flanders, NJ 07836
(800) 598-3844

CONTINGENCY PLAN

VII. EMERGENCY REPORTING

- A. The National Response Center and Director of the Office of Hazardous Materials Regulations, Materials Transportation Bureau, Department of Transportation, Washington, D.C., will be notified in the event of:
1. A person is killed or requires hospitalization due to injuries;
 2. Carrier or property damage exceeds \$50,000;
 3. Accident/spill involves radioactive materials or etiological agents;
 4. Notification caused by continuing danger to life.
- B. In the event of an emergency or a hazardous waste spill during transportation, the transporter will immediately notify the proper state and hazardous waste agency, and the National Response Center with the following information:
1. Name of the person reporting the incident
 2. Name, address, and EPA ID number of the transporter
 3. Telephone number where the person reporting the incident can be reached
 4. Date, time, and location of the incident
 5. Mode of transportation and type of transport vehicle
 6. A brief description of the incident
 7. For each waste involved in the spill;
 - a. The name and EPA ID number of the generator
 - b. Shipping name, hazard class, and UN or NA number of the waste
 - c. Estimated quantity of the material spilled
 - d. The extent of the contamination of land, water, or air
 8. Shipping name, hazard class, and the UN or NA number of any other material carried.
- C. In the event of an emergency or a hazardous waste spill during transportation, the transporter will immediately notify the affected municipality of the occurrence, and the nature of the spill, along with the Generator and Local Fire & Police Departments.
- D. The transporter will submit a report of the incident in writing, within fifteen days, as required by 49 CFR, to the Director, Office of Hazardous Materials Regulations, Materials Transportation Bureau, Department of Transportation, Washington, D.C., 20590. Copies of the report must be sent to the proper state solid and hazardous waste agency, and the generator.
1. In the event of a hazardous waste spill in Alabama, written notification must be sent to the following: Alabama Department of Environmental Management, 1751 Cong. W.L. Dickinson Drive, Montgomery, AL 36130

VII. RESPONSE ACTIONS

Containment – The critical problem is to prevent the escape of any spilled liquid or solid into the ground or into the storm or sanitary sewer. A barrier must be erected immediately to prevent escape of spilled material, waste, liquids, using whatever material is at hand, even a dirt curb to prevent spreading of the spill. Containment of solid will depend on the wind and the weather conditions, use the tarpaulin in the vehicle, plastic (available at most supply stores) if the conditions are wet and windy.

Employee Initial: _____ Date: _____

Environmental Transport Group, Inc.

Please initial and date each page and return this manual to office.

A copy of this Contingency Plan is provided in all tractor permit books.

Simultaneously, the source of the spill or leak must be located and controlled. The possibility of evacuation should be considered in the event of a major spill, the collision with another vehicle or a loaded trailer that has overturned, with subsequent containers rupturing.

Major concerns involve ignitable wastes that may catch fire and possibly explode or generate toxic fumes. If fire threatens or actually occurs, personnel should be evacuated to a distance of at least a half mile as recommended by the emergency response handbook. If no fire threatens, and no containers have ruptured, a distance of 50 100 feet should suffice.

If the shipping description is not known, check the placard on the vehicle for a "UN" number, look up in the yellow pages of emergency response book and refer to the corresponding guide number; or contact the generator of the waste safety data.

Cleanup – Any of a number of commercial absorbents inert material may be used, but make sure they are compatible with the waste and will not cause a reaction. If the spillage has reached the earth, all contaminated earth should be collected into drums or bags for disposal at an EPA approved site. If any spilled waste has reached the ground, the contaminated soils will be removed.

The extent of the contamination will be determined by sampling the spill area. The sample will be analyzed by a qualified laboratory. Sampling techniques chain of custody requirements, and analytical methods will follow approved procedures. Any soil exhibiting above the local background level will be removed, to an appropriate permitted disposal site.

In addition to contaminated absorbents, dirt, or the like as noted above, damaged containers also prevent a disposal problem. Special "recovery drums" (oversized drums) will be used for containing damaged 55 gallon. drums. Disposal will be at an approved site.

VII. LIST OF EMERGENCY RESPONSE NUMBERS

- A. Environmental Transport Group, Inc.
(800) 598-3844 24 hours, 7 days a week
- B. U.S. E.P.A. National Response Center
(800) 424-8802 (24 hours)
(202) 426-2675
- C. CHEMTREC
(800) 424-9300
- D. Hazardous Materials/Waste Incidents
(800) 843-0699
- E. U.S. Coast Guard, Mobile, AL
(334) 639-6287
U.S. Coast Guard, Baltimore marine Safety Office
(410)576-2693

Alabama

Emergency Management Agency (800) 356-9596, (205) 280-2200
Department of Public Safety (334) 242-4378
Department of Environmental Management (334) 260-2700

Arizona

Arizona Dept. of Environmental Quality
(602) 207-2330 (24-hr)

Arkansas

Arkansas Office of Emergency Services
(800) 322-4012 (24 hr. In State)
(501) 329-5601 (24 hr. Conway)
(501) 374-1201 (24 hr. Little Rock)

California

California Office of Emergency Services
(800) 852-7550 (in state)
(916) 262-1621 (out of state)

Colorado
Colorado Dept. of Public Health and Environment
(303) 756-4455 (24 hr.)

Connecticut
Connecticut Dept. of Environmental Protection
(860) 424-3338 (24 hr. emergency)
(860) 424-3333 (24 hr. alternate)
(860) 685-8190 State Police

Delaware
Delaware Dept. of Natural Resources and Environmental Control
(800) 662-8802 In State Only
(302) 739-9401

Florida
Florida Warning Point Number
(850) 413-9911 (24 hr.)
(800) 320-0519 (24 hr.)

Georgia
Georgia Dept. of Natural Resources
(800) 241-4113 (in state)
(404) 656-4863
Emergency Response Team
(404) 656-4863

Illinois
IL Emergency Management Agency
(800) 782-7860 (24 hr. in state)
(217) 782-7860 (24 hr. out of state)

Indiana
Dept. of Health & Environment
(888) 233-7745 (24 hr., in state)
(317) 233-7745 (24 hr.)

Iowa
Department of Natural Resources
(515) 281-8694 (24 hr.)

Kansas
KS Dept. of Health & Environment
(913) 296-1679 (8am-5pm)
(913) 296-0614 (24 hr.)

Kentucky
KY Dept. of Environmental Protection
(800) 928-2380

Louisiana
LA Dept. of Environmental Quality
(504) 765-0355 (8am-4pm)
(504) 342-1234 (24 hr.)

Maine
ME Dept. of Environmental Protection
(800) 452-4664 (24 hr. in state)
(207) 624-7000 (24 hr.)

Maryland
MD Department of the Environment
(866) 633-4686 (24 hr.)

Massachusetts
Department of Environmental Protection
(888) 304-1133 Toll Free - 24 Hours
(617) 556-1133 Boston Area - 24 Hours
MassDEP regional office phone numbers staffed on weekdays during normal business hours are:

- Central Regional Office (CERO): (508) 792-7650
- Northeast Regional Office (NERO): (978) 694-3200
- Southeast Regional Office (SERO): (508) 946-2700
- Western Regional Office (WERO): (413) 784-1100

Michigan
(800) 292-4706 (24 hr in state)
(517) 373-7660 (24 hr)

Mississippi
MS Dept. of Environmental Quality
(601) 961-5171 (8am-5pm)
(601) 352-9100 (24 hr. MEMA)
(800) 222-6362 (Emergencies only)

Missouri
MO Dept. of Natural Resources
(573) 634-2436

Nebraska
Nebraska State
(402) 471-4543 Nebraska State Police

Nevada
Dial 911 for Police within the State

New Hampshire
(800) 346-4009 State Police (24 hours in state only)
DES Emergency Response Team (603) 271-3899 (Mon-Friday 8am to 4pm)
N>H> State Police Headquarters (603) 223-4381 (24 hours)

New Jersey
(609) 292-7172 State Emergency Spill Number (24 hours)

New Mexico
(505) 827-0006 Health Department
(505) 827-9329 Emergency Response & Spill Number (24 hours)

New York
(800) 457-7362 State Emergency Spill Number (24 hours)

North Carolina

(800) 662-7956 State Emergency Spill Number (24 hours)

Ohio

(800) 282-9378 Ohio EPA Emergency Response Unit (24 hours)

Oklahoma

(405) 271-5221 Emergency Response & Spill Number (24 hours)

(405) 425-2424 State Highway Patrol

Pennsylvania

(717) 787-4343 PA D.E.P. (24 hours)

(717) 424-7362 PA Emergency Management Agency (24 hours)(In PA)

(717) 651-2001 PA Emergency Management Agency (outside PA)

Dial 911 or local police and fire department - Dial "O" for Operator

(800) 424-8802 U.S. E.P.A. National Response Center (24 hours)

Rhode Island

(401) 222-2297(daytime) or (401)222-3070 - RIDEM

(800) 498-1336 24 Hours

South Carolina

(803) 734-5424 Div. of Hazardous Waste Emergency Response (24 hours)

(888) 481-0125 toll free number

Tennessee

(800) 262-3300 Tennessee Environmental Mgmt Agency (24 hours)

Texas

(512) 463-7727 Emergency Response & Spill Number (24 hours)

Utah

(801) 538-6333 Emergency Response & Spill Number (24 hours)

Vermont

(800) 641-5005 Vermont Emergency Management (24 hours)

(802) 244-8702 Vermont Agency of Natural Resources

(800) 424-8802 National Response Center

(800) Chemtrec Chemical Transportation Emergency Center

Virginia

(804) 323-2300 Dept. of Emergency Service (24 hours)

Washington D.C.

(202) 727-6161 State Emergency Spill Number (24 hours)

West Virginia

(800) 642-3074 Division of Water Resources (24 hours)

Wyoming

(307) 777-7781 Emergency Response & Spill Number (24 hours)

VII. LIST OF EMERGENCY COORDINATORS

A. Robert Collioud, Co-President

65 Ketcham Road

Hackettstown, NJ 07840

(201)787-3596

Employee Initial: _____ Date: _____

Please initial and date each page and return this manual to office.

A copy of this Contingency Plan is provided in all tractor permit books.

- B. Alexander Collioud, Co-President
P.O. Box 384
Hope, New Jersey 07844-0384
(201)787-1976
- C. Charles Thurston, III, Dispatch
224 Foot Hill Road
Bridgewater, NJ 08807
(201)841-5105

VII. LIST OF EMERGENCY RESPONSE CONTRACTORS

- A. Veolia Environmental Services
 - 1. Goldmine Road
Flanders, New Jersey 07836
(973) 347-7111
 - 2. Philadelphia, Pennsylvania
(215) 289-3700
 - 3. Albany, New York
(518) 459-5483
 - 4. Marlboro, Massachusetts
(508) 460-9960

Our emergency contractors render services for 24 hour emergency response for environmental emergencies or incidents, and prompt performance of contractual services on short notice.

VII. EMERGENCY EQUIPMENT

- A. All equipment shall be tested and maintained as necessary to assure its proper operation in the time of an emergency. After an emergency, all equipment shall be decontaminated, cleaned, and fit for its intended use before normal operations resume.
 - 1. Protective Suit
 - 2. Protective Boots
 - 3. Filter Mask
 - 4. Hard Hat
 - 5. Respirator: Half-face APR with NIOSH approved Chemical Cartridges (P100)
 - 6. Goggles
 - 7. Eyewash
 - 8. First Aid Kit (including germicide)
 - 9. US DOT Emergency Response Guidebook
 - 10. Drum Plugs
 - 11. Sealant/Caulking
 - 12. Shovel
 - 13. Plastic Liner (dump trailers only)
 - 14. Speedy Dry
 - 15. Chemical Fire Extinguisher
 - 16. Flashlight
 - 17. Overpack drum(trailer only)
 - 18. Gloves
 - 19. Disinfectant

EXTERNAL COMMUNICATIONS

Each vehicle is equipped with a Citizens Band Radio.

ROUTINE DECONTAMINATION PROCEDURES

Employee Initial: _____ Date: _____

Please initial and date each page and return this manual to office.

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Decontamination - A truck or trailer exposed to a spill or leak will be decontaminated at the site in order to prevent any further release to the extent that it can be transported or moved under its own power to an authorized facility capable of further decontamination if necessary.

Equipment will be decontaminated in the following manner:

Each item used will be placed in an open head container and thoroughly rinsed with a compatible solvent or cleaning compound. The residue or wash water will be drained into a tight head container, sealed, and disposed of in accordance with Federal and/or state regulations at an authorized disposal site.

All employees leaving a contaminated area shall be appropriately decontaminated. All contaminated clothing and equipment leaving a contaminated area shall be appropriately disposed of or decontaminated. Decontamination procedures shall be monitored by the site safety and health supervisor to determine their effectiveness. When such procedures are found to be ineffective, appropriate steps shall be taken to correct any deficiencies. The company will make sure employees who work with hazardous materials are decontaminated when leaving the hot zone. The purpose of a decontamination procedure is to stop the spread of hazardous material from the hot zone into the surrounding areas.

Clothing - Contaminated clothing will be placed with the cleanup residue and disposed of in accordance with the Federal and State regulations at an authorized disposal site. If clothing is reusable, then it will be decontaminated properly and the residue added to the other wastes.

MEDICAL SURVEILLANCE:

Members of an organized and designated HAZMAT team and hazardous materials specialist shall receive a baseline physical examination and be provided with medical surveillance. Any emergency response employees who exhibit signs or symptoms which may have resulted from exposure to hazardous substances during the course of an emergency incident either immediately or subsequently, shall be provided with medical consultation. If employees are members of a HAZMAT team, baseline physical exams and medical surveillance must be provided. If an employee shows signs or symptoms of exposure to hazardous materials, they must be given medical consultation.

EMPLOYEE TRAINING PROGRAM

- Training Program – In preparation for handling hazardous materials and hazardous wastes, ETGI drivers and personnel will receive approximately 40 hours classroom training prior to truck assignment. In addition, to the above, an annual meeting is held to further educate on the changes in the regulations. Training is provided to all first responders at the operations level.

The following is a list of classroom training provided to personnel responsible for the handling and the storage of the hazardous wastes:

- 1. Hazardous waste manifesting.
- 2. Container receiving and maintenance.
- 3. Container inspections.
- 4. Container transferring.
- 6. Container pickup list check.
- 7. Re use of containers of hazardous wastes.
- 8. Emergency response equipment.
- 9. Emergency procedures.
- 10. Hazardous waste labeling.
- 11. Product compatibility.
- 12. In house maintenance.
- 13. Emergency spills.

Since much of the drivers action involves hazardous materials, including hazardous wastes, their instructions specifically include:

- Inspection of their vehicles before and during trips.
- Driving rules.
- Knowledge of safety and health hazards of products carried (i.e., flammable and corrosive).

Employee Initial: _____ Date: _____

Environmental Transport Group, Inc.

Please initial and date each page and return this manual to office.

A copy of this Contingency Plan is provided in all tractor permit books.

- Actions to be implemented in case of spills, accidents, or other emergencies involving hazardous materials and hazardous wastes.

IMPLEMENTATION SCHEDULE

All aspects of the Contingency Plan are complete and are always kept up to date.

Employee Initial: _____ Date: _____

Please initial and date each page and return this manual to office.
A copy of this Contingency Plan is provided in all tractor permit books.



VI

EMPLOYEE MUST INITIAL AND DATE THE BOTTOM OF EACH PAGE

Contents

- ❖ Employee Acknowledgement Form
- ❖ Health & Safety Manual Statement
 - ❖ Purpose of this Manual
 - ❖ Anti-Discrimination Guideline
 - ❖ Anti-Sexual Harassment Guideline
 - ❖ Family Medical Leave
- ❖ New Jersey Family Leave Insurance
- ❖ New Jersey Earned Sick Leave
 - ❖ Disability Accommodation
 - ❖ Worker's Compensation
 - ❖ Returning to Work
- ❖ Attendance and Reporting to Work
 - ❖ Disciplinary Action
 - ❖ Objectionable Behaviors
 - ❖ Termination of Employment
- ❖ Confidentiality and Non-Disclosure
- ❖ Comprehensive Safety Analysis 2010 (CSA 2010)
 - ❖ Part 391.41 Physical Qualifications for Drivers
- ❖ Job Description for Company Drivers
 - ❖ Motor Vehicle Criteria
 - ❖ Benefits
 - ❖ Driver Pay
 - ❖ Employee Incentive Program for Safety and Productivity
 - ❖ Anniversary Bonus
 - ❖ Expense Money/Cards/Keys
- ❖ Hazard Communication/Right To Know
 - ❖ Hazard Identification and Assessment
- ❖ Safety and Health Training-Safety Performance Files
 - ❖ First Aid Procedures
- ❖ Personal Protection Equipment
 - ❖ Emergency Action Plan
 - ❖ Fire Prevention
- ❖ General Waste Management Program
 - ❖ Security Plan
- ❖ Respiratory Protection Program
 - ❖ Logs/Hours of Service
 - ❖ Dispatch Procedures
 - ❖ Manifests
- ❖ Inspection of Shipments
- ❖ Equipment Condition/Vehicle Inspections
 - ❖ Roadside Inspections
 - ❖ Parking
 - ❖ Passengers/Pets
 - ❖ Speed
- ❖ Railroad Crossings
 - ❖ Seatbelts
 - ❖ Fueling
 - ❖ EFS Card
- ❖ Permit Books
- ❖ ERG Books
- ❖ Yard Lockup/Gate
 - ❖ Breakdowns
 - ❖ Accidents
- ❖ Accident Investigation
- ❖ Defensive Driving Policy
 - ❖ Violations
- ❖ Cell Phones/Distracted Driving
- ❖ Solera Smartdrive Protect Camera
- ❖ Employee Training Program
- ❖ Drug and Alcohol Testing Policy for Drivers of CMV's



Driver Handbook/Health & Safety Manual

Hazmat license renewal: Full reimbursement

TWIC: Full reimbursement for TWIC & 2 hours straight time via payroll

Medical Card Renewal: ETGI will reimburse \$100 for medical card renewals

Cell Phone: All drivers using their personal cell phone will receive a reimbursement of \$40.00 on a monthly basis via payroll.

Anniversary Bonus: \$1,000 paid annually via payroll

WAGE AND SALARY INCREASES

Wage or salary increases will be determined on the basis of performance, adherence to Company policies and procedures, ability to meet or exceed duties and achieve performance goals, essential nature of position held, and the best interests of the Company. Increases are solely at the Company's discretion and may or may not be given each year. Performance and Company profitability are the key to wage increases in the Company. No employee is guaranteed a wage or salary increase at any time.

EMPLOYEE INCENTIVE PROGRAM FOR SAFETY AND PRODUCTIVITY

Environmental Transport Group, Inc. has implemented an Employee Incentive Program for Safety and Productivity to achieve the following general objectives:

to improve safety within the fleet;

to enhance productivity and fleet efficiency;

to improve employee retention;

to identify training needs related to safety and productivity;

to intensify the safety and productivity of the company;

Qualifying factors –

Must be an active full-time employee during evaluation period

You must be currently employed on the day incentives are issued to be eligible. Upon termination or resignation any unpaid incentive will be forfeited.

Determination of any and all reductions will be at Management's discretion.

Evaluation periods will run on a quarterly basis.

An incentive bonus of \$750.00 will be processed quarterly via payroll.

This evaluation will review the following points of performance:

Safety Guidelines

Driver Performance

Trip Related Documents/Requirement

Attendance

Quality of work

Equipment condition

Attitude/Initiative

ANNIVERSARY BONUS

Qualifying factors –

Must be an active full-time employee during the previous year.

You must be currently employed on the day of your anniversary to be eligible.

Upon termination or resignation any bonus is forfeited.

An anniversary bonus of \$1,000.00 will be processed via payroll.

EXPENSE MONEY/CARDS/KEYS

ETGI has given you the following Company property:

\$150.00 One Hundred and Fifty dollars in emergency road/toll expenses

Keys to access the facility and operate equipment (valued at \$50.00)

Fuel card (valued at \$50.00)

Both the expense money and keys/cards are property of the Company and must be returned on the last day of employment.

If you fail to return the above mentioned property to the Company we will pursue reimbursement in the amount of (\$250.00) Two Hundred and Fifty dollars through the court system. This amount includes your expense money and replacement costs of cards and keys. We may report this matter to the credit reporting bureau and your credit rating may suffer.

Employee Initial: _____ Date: _____

Please initial and date each page and return this manual to the office. Upon your request, you may be provided with a copy.



EMPLOYEE TRAINING PROGRAM

ETGI has a 1-day orientation program which all new driver associates are required to complete. Our orientation program consists of comprehensive training that will cover a variety of subjects. Among the topics are company policies and procedures, company safety compliance, and regulatory compliance.

All new driver associates will be assigned to a driver trainer. This time will be used to familiarize the new driver with ETGI's customers, paperwork procedures, policies and procedures, and to answer any questions or concerns. A new ETGI driver associate can expect to spend 5 days out with a driver trainer. The actual time will be determined by the new driver's overall skill level, experience, and how quickly the driver adapts and adheres to ETGI's methods and procedures. ETGI requires all new drivers to spend a minimum of 3 days with a driver trainer. Under no circumstances will a new driver associate be exempt from being assigned to a driver trainer, regardless of his or her experience or skill level.

We will have continuous training on safety issues and procedures.

General Awareness
Hours of Service Review
Safety Awareness
Hazard Identification
Risk Assessment
Function Specific
Driver Specific Training
Security Training

Overview of DOT/EPA Regulations for Transporting
Hazardous Materials/Waste
Review of HM 126 & Security Plan
Emergency Response Guidelines/Product Spill
Emergency Response Book
Emergency Spill Response/Contingency Plan
Controlled Substance and Alcohol Regulations
CSA 2010 (Comprehensive Safety Analysis)

Employee training for our drivers includes:

New driver orientation:

In-house training done prior to truck assignment

Video Training including:

- Alcohol & Drug Testing: What Drivers Need to Know
- CSA: Know the BASICS
- Hazcom Training: GHS Safety Data Sheets (SDS)
- Hazmat Transportation: Driver Training
- Hazmat: General Awareness Training
- Hazmat: Safety Training
- Hazmat: Security Awareness Training
- Hours of Service: Basics
- Hours of Service Training: Limits
- Hours of Service Training: Recording Your Hours

- Hours of Service Training: Exceptions
- Hours of Service Training: ELD Basics
- Hours of Service Training: How to Complete a Manual Log
- Respiratory Protection
- Roadside Inspections for CMV Drivers
- Roadside Inspections for CMV Drivers: Providing the Office your Record of Duty Status
- Tanker Driving Techniques
- Vehicle Inspections: Tractor Trailers

Hands on Driver Training with ETGI driver associate

Recurrent Training – Annually

Schwenzer Safety Services

- OSHA Safety Training and Compliance Review
- Intro to OSHA
- OSHA Safety Updates
- Slips, Trips and Falls
- Back Safety
- Personal Protection Equipment
- DOT Compliance and Safety Solutions, LLC
- DOT & Hazmat Safety Training
- CSA Scores
- Roadside Inspections Violations by BASIC
- Violation Root Cause
- FMCSA Regulations
- Drug & Alcohol Compliance

- HOS Regulations
- Safety Plan Review
- Cargo securement/safety
- Loading/Unloading
- Accident Reporting/Compliance
- Driver Inspections Pre & Post
- Defensive Driving/Speed Space Management
- Coupling/Uncoupling
- Shipping Papers/Waste Management
- Placards/Labels/Markings
- Emergency Response (HM)
- How to use the ERG
- Video Overviews

Alcohol & Drug Testing: What Drivers Need to Know

Running Time: 24:42

Employee Initial: _____ Date: _____

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Driver Handbook/Health & Safety Manual

Using a conversational tone that speaks directly to drivers, this video discusses the specific rules under Parts 40 and 382 of the FMCSRs, including key definitions, prohibited conduct, the circumstances under which drivers will be tested, and the six types of required testing:

Pre-employment
Post-accident
Random

Reasonable suspicion
Return-to-duty
Follow-up

CSA: Know the BASICS

Running Time: 47:04

This video provides an overview of the FMCSA's Compliance, Safety, Accountability (CSA - formerly CSA 2010) program and a brief discussion of where the data used in CSA comes from. It helps drivers understand what CSA is and what it means to them and their carrier, including FMCSA interventions.

What you will learn:

The seven BASICs (Behavior Analysis Safety Improvement Categories) used in the CSA Safety Measurement System (SMS):
Unsafe Driving
Hours of Service (HOS) Compliance

Driver Fitness
Controlled Substances and Alcohol
Vehicle Maintenance
Hazardous Materials (HM) Compliance
Crash Indicator

HazCom: What You Need to Know (incl. GHS provisions)

Running Time: 10:26

HazCom Training: GHS Safety Data Sheets (SDS)

Overview:

Hazardous chemicals are a fact of life in most workplaces. They're needed to help manufacture many of the products we use in our daily lives. The potential for accidents, incidents, and injuries is always present when people work with, or in the vicinity of, hazardous chemicals. But by knowing and understanding the basic nature of those chemicals and how to safely work with or around them, employees can greatly decrease any risk that might be present.

HazCom Training: GHS Safety Data Sheets (SDS) is designed to help you understand more about OSHA's Hazard Communication Standard, and how the Safety Data Sheet can help you stay safe when working with chemicals.

Objectives:

After completing this program, learners will be able to:

- Describe how the Hazard Communication Standard keeps you safe from the dangers of hazardous chemicals
- Explain what information can be found in each section of a chemical's Safety Data Sheet
- Describe how Safety Data Sheets can help you work safely with chemicals

Hazmat Transportation: Driver Training

Running Time: 27:08

This video provides drivers who haul hazmat with an overview of what they must know and do to transport hazardous materials safely. It walks trainees through the Hazardous Materials Regulations (HMR) to help them understand:

Hazard Classification
What kind of information can be found in the Hazardous Materials Table
Shipping Papers and Emergency Response Information
Packaging and Marking

Labels and Placards
Loading and Segregation
Transportation Safety
Security Awareness

Hazmat Transportation: Driver Training helps meet the initial and recurrent training requirements in four required areas under 49 CFR 172.704: General Awareness, Function-Specific, Safety, and Security Awareness.

Hazmat: General Awareness Training

Running Time: 19:20

This video is designed to familiarize you with the HMR to help you work safely around hazmat. It helps you meet the General Awareness training requirement 49 CFR 172.704(a)(1).

After viewing this video, learners will be able to:

Identify the required training all hazmat employees must receive
Determine if a material is hazardous
Recognize the hazard classes and divisions used to identify hazardous materials

Recall what makes a material a hazardous substance, hazardous waste, marine pollutant, or elevated-temperature material

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Driver Handbook/Health & Safety Manual

Communicate a material's hazards through the use of shipping papers, markings, labels, and placards. Indicate

the importance of the Hazmat Table

Hazmat: Safety Training

Running Time: 11:28

This video is designed to provide you with the information you need to keep yourself, and others, safe around hazardous materials.

NOTE: This course will help you meet the Safety training requirement (49 CFR §172.704(a)(3)).

After viewing this video, learners will be able to:

Discuss the emergency response information requirements

Describe the types of safety training your employer may provide to keep you safe while working around hazmat

Hazmat: Security Awareness Training

Running Time: 14:45

This video is designed to introduce you to security risks associated with the hazmat transportation process, and ways to enhance security. It'll also include how to spot a possible security threat and respond appropriately.

NOTE: This course will help you meet the Security Awareness training requirement (49 CFR §172.704(a)(4)).

After viewing this video, learners will be able to:

Recognize potential hazmat security threats and ways to reduce them

Identify suspicious behaviors and describe how to report suspicious activity

List precautions drivers should take to keep hazmat safe while en route to its destination

Hours of Service Training: Basics

Runtime: 20:12

Intended Audience: Property carrying CMV drivers in the transportation industry in need of hours of service training.

Overview:

Time is limited. No one can add a minute to an hour, day, or week. For professional drivers, time is further limited by the hours-of-service regulations. The purpose of the hours-of-service regulations is to keep tired drivers off the road. After many hours behind the wheel, fatigue sets in, and it can lead to bad decisions and deadly crashes. For the safety of all drivers, compliance with the hours-of-service regulations has been required of commercial motor vehicle (CMV) drivers since the 1930s. The Hours of Service Driver Training curriculum will help drivers and carriers to be compliant while maximizing the available hours through a full understanding of how the limits affect safety and productivity.

It's important for drivers to understand what it means to be regulated. Being regulated means a governmental agency is watching each driver and their safe behaviors—or lack of them. Even if you're not keeping score, they are. In fact, for compliance with the commercial vehicle safety regulations there are seven separate scores. The hours-of-service CSA BASIC score has the most common driver violations. It measures how often drivers are likely driving tired or fatigued. Some studies suggest that operating tired is like operating under the influence of drugs or alcohol. It's dangerous for everyone on the road.

Hours of Service Training: Basics is designed to cover the fundamentals of hours-of-service regulations and what it means to be regulated. Drivers will learn what types of activities they are expected to keep track of, and which are considered on-duty or off-duty. They will learn the importance of tracking rest cycles and the amount of work they've completed, which will help them determine if they are safe and legal to drive.

Objectives:

After completing this program, learners will be able to:

Identify who the hours-of-service regulations apply to

Recognize the purpose of the hours-of-service regulations

Differentiate between on-duty and off-duty activities

Explain how hours-of-service violations affect driver and carrier CSA scores

Outline

The J. J. Keller **Hours of Service Training: Basics** program covers the following topics:

Who is Regulated?

Definition of a CMV

Driver and Carrier Responsibility

Purpose of the Hours-of-Service Regulations

Keep Fatigued Drivers Off the Road

Reduce the Number of Fatigue-Related Crashes

Working Time

On-Duty Time

Off-Duty Time

Tracking Cycles of On- and Off-Duty

Your Impact on Your Hours-of-Service CSA BASIC Score

CSA BASIC Overview

Hours-of-Service Violations

Hours-of-Service Citations

Regulations Covered: 49 CFR Part 395

Hours of Service Training: Limits

Employee Initial: _____ Date: _____

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Driver Handbook/Health & Safety Manual

Runtime: 20:28

Intended Audience:

Overview:

Time is limited. No one can add a minute to an hour, day, or week. For professional drivers, time is further limited by the hours-of-service regulations. After many hours behind the wheel, fatigue sets in, and it can lead to bad decisions and deadly crashes.

The purpose of the hours of service regulations is to keep tired drivers off the road. For the safety of all drivers, compliance with the hours of service regulations has been required of commercial motor vehicle (CMV) drivers since the 1930s.

The **Hours of Service Driver Training** curriculum will help drivers and carriers to be compliant while maximizing the available hours through a full understanding of how the limits affect safety and productivity.

The hours-of-service rules don't limit how much work a driver can do, but they do prevent drivers from driving once the limits are reached. There are limits that measure the total hours of on-duty or work time and when the driver's duty day begins.

There are also limits that track how many hours of driving have occurred.

The four hours-of-service limits include:

14-hour (on-duty) limit,

11-hour (driving) limit,

60- and 70-hour (on-duty) limit, and

Interruption of driving provision (8-hour driving limit)

There are also two rules ensuring drivers have enough off-duty or non-working time between cycles of work.

Consecutive 10-hours off-duty before starting a new on-duty period that will include driving, and

Consecutive 30-minute interruption of driving requirement.

The limits, rules, or "clocks" as they are referred to, track either a consecutive or a cumulative period of time. The terms limits, rules, and clocks are used interchangeably depending on who you're talking to, but they all mean the

Hours of Service Training: Limits is designed to help drivers avoid operating a commercial motor vehicle when fatigued and comply with the hours-of-service limits by ensuring they understand how each of the limits or clocks work together. It will also help them to know when to take a break and when to rest to restart their hours.

Objectives:

After completing this program, learners will be able to:

Recognize how fatigue requires drivers to stop driving

even if they have hours left to legally operate

Identify off-duty activities that qualify as a 10-hour break

Describe how the 14-hour limit is calculated

Identify which duty status the 11-hour limit tracks

Outline

The **J. J. Keller Hours of Service Training: Limits** program covers the following topics:

Ill or Fatigued Operator

Types and Causes of Fatigue

Regulations Prohibit Fatigued Operation

The Driver Is the Captain

The Carrier Should Know When Fatigue is Likely

10-Hour Clock (Off-Duty)

What Is the 10-Hour Clock?

14-Hour (On-Duty) Limit

What Is the 14-Hour Limit?

Time Used and Time Available

11-Hour (Driving) Limit

What Is the 11-Hour Limit?

Time Used and Time Available

same thing. A consecutive clock doesn't stop and start. It's like a timer for a race, the clock keeps ticking until the last racer is finished. A cumulative clock on the other hand can start and stop numerous times because it's timing a specific activity, not how long ago since the activity started. A football game clock is a good example of a cumulative clock. It allows exactly one hour of game time, although that time may be spread out over the course of several hours.

When your livelihood depends on driving a commercial vehicle, it's best to know when you can't. Drivers need to understand how all the limits or clocks work together, so they aren't operating a commercial vehicle when they are fatigued.

Determine when to use the 60- or 70-hour limit

Identify an exception which resets the 60- or 70-hour limit

Explain how to satisfy the 30-minute break required under the interruption of driving provision

Differentiate between cumulative and consecutive limits

60- and 70-Hour (On-Duty) Limit

What Is the 60- and 70-Hour Limit?

Time Used and Time Available

Interruption of Driving

What Is Interruption of Driving?

Time Used and Time Available

Exceptions

34-Hour Restart

What Is the 34-Hour Restart?

Restarts are not Mandatory

Regulations Covered: 49 CFR Part 395

Hours of Service Training: Recording Your Hours

Runtime: 21:43

Intended Audience: Property-Carrying CMV Drivers

Overview:

Time is limited. No one can add a minute to an hour, day, or week. For professional drivers, time is further limited by the hours-of-service regulations. The purpose of the hours of service regulations is to keep tired drivers off the road. After many hours

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Driver Handbook/Health & Safety Manual

behind the wheel, fatigue sets in, and it can lead to bad decisions and deadly crashes. For the safety of all drivers, compliance with the hours of service regulations has been required of commercial motor vehicle (CMV) drivers since the 1930s.

The **Hours of Service Driver Training** curriculum will help drivers and carriers to be compliant while maximizing the available hours through a full understanding of how the limits affect safety and productivity.

The FMCSA expects proof a driver stays in compliance with the limits and requires drivers to record when they exceed the limits. Recording hours is done electronically, manually, or by keeping a time record. Which one a driver will need to use depends on the type of operation, how often and how far they drive, and the equipment they use. Drivers need to know where they're going and how they're going to get there. That's where a trip plan comes in. The HOS record at the end of a productive day will match up almost perfectly with the plan. It's no "accident" because there's no rush and no surprises.

Hours of Service Training: Recording Your Hours is designed to teach drivers when each type of record can be used and how each is evaluated during a roadside inspection. It also helps drivers with planning their trips to avoid violations.

Objectives:

After completing this program, learners will be able to:

Describe how to use trip planning to achieve successful time management

Identify two important components of coercion

Explain how supporting documents are used to validate recorded hours

Explain when to keep track of their hours using an ELD, manual log, or time record

Recognize how roadside inspection expectations differ between ELDs, manual logs, and time records

Outline

The **J. J. Keller Hours of Service Training: Recording Your Hours** program covers the following topics:

Introduction

Introduction

What You'll Learn

Trip Planning

Good Plans Lead to Good Outcomes

Plan Requirements

Coercion of Drivers Prohibited

What is Coercion?

Difference Between Tough Coaching and Coercion

What a Driver Can Do About Coercion

Supporting Documents

What Are Supporting Documents?

Exemptions

Recording Duty Status

Electronic Logging Device (ELD)

Manual Logs

Time Records

Retention

Roadside Inspections Expectations

HOS is Verified at Roadside Inspections

Electronic Logging Device (ELD)

Manual Logs

Time Records

Conclusion

Summary

Regulations Covered: 49 CFR Part 395

Hours of Service Training: Exceptions

Runtime: 15:28 minutes

Intended Audience:

Overview:

Time is limited. No one can add a minute to an hour, day, or week. For professional drivers, time is further limited by the hours-of-service regulations. The purpose of the hours of service regulations is to keep tired drivers off the road. After many hours behind the wheel, fatigue sets in, and it can lead to bad decisions and deadly crashes. For the safety of all drivers, compliance with the hours of service regulations has been required of commercial motor vehicle (CMV) drivers since the 1930s.

The **Hours of Service Driver Training** curriculum will help drivers and carriers to be compliant while maximizing the available hours through a full understanding of how the limits affect safety and productivity.

Almost every rule has an exception. It's no different with the hours-of-service limits.

With hours-of-service it's very important to know what exceptions you can use and how to use them. If a driver can't explain an exception, they may end up with a violation because it will look like a rule is being broken. Using exceptions properly and calling them out correctly will result in fewer violations.

There are seven commonly used hours-of-service exceptions included in this training:

Air-mile radius short-haul,

16-hour ("big day"),

Split-sleeper berth,

Adverse driving conditions,

Carriers may allow or prohibit the use of exceptions based on their policies and practices

Electronic logging devices (ELDs),

Agricultural operations, and

Personal conveyance.

Hours of Service Training: Exceptions is designed to help drivers understand which exceptions can be used and when to use them.

Objectives:

After completing this program, learners will be able to:

Identify which drivers can use an hours-of-service exception

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Describe what an exception relieves a driver from

Outline

The J. J. Keller Hours of Service Training: Exceptions program covers the following topics:

Introduction

Introduction

What You'll Learn

Air-Mile Radius Short-Haul

What Is the Driver Exempt From?

Who Can Use It?

Qualifying Conditions

16-Hour ("Big Day")

What Is the Driver Exempt From?

Who can use it?

Qualifying Conditions

Split-Sleeper Berth

What Is the Driver Exempt From?

Who Can Use It?

Qualifying Conditions

Adverse Driving Conditions

What Is the Driver Exempt From?

Who Can Use It?

Qualifying Conditions

Electronic Logging Devices (ELDs)

What Is the Driver Exempt From?

Who Can Use It?

Qualifying Conditions

Agricultural Operations

What Is the Driver Exempt From?

Who Can Use It?

Qualifying Conditions

Personal Conveyance

What Is the Driver Exempt From?

Who Can Use It?

Qualifying Conditions

Other Exceptions

Check with Your Carrier

Conclusion

Summary

Regulations Covered: 49 CFR Part 395

Hours of Service Training: ELD Basics

Runtime: 15:55

Intended Audience: Property-Carrying CMV Drivers

Overview:

Time is limited. No one can add a minute to an hour, day, or week. For professional drivers, time is further limited by the hours-of-service regulations. The purpose of the hours of service regulations is to keep tired drivers off the road. After many hours behind the wheel, fatigue sets in, and it can lead to bad decisions and deadly crashes. For the safety of all drivers, compliance with the hours of service regulations has been required of commercial motor vehicle (CMV) drivers since the 1930s.

The **Hours of Service Driver Training** curriculum will help drivers and carriers to be compliant while maximizing the available hours through a full understanding of how the limits affect safety and productivity.

Something can be both easier and more confusing at the same time. That is certainly the case when discussing Electronic Logging Devices (ELDs). While the technical standards are some of the most complicated of all the regulations, for drivers, creating a duty status is easier and more accurate when using an ELD because much of the recording is done automatically.

Hours of Service Training: ELD Basics is designed to help drivers compliantly use ELDs and correctly use the special driving categories of personal conveyance and yard move. This will help drivers understand their role in reducing unassigned driving events, when to edit the record, and the importance of reviewing the record before submission.

Objectives:

After completing this program, learners will be able to:

Discuss when drivers are required to use an ELD

Identify the five items required to be in the cab when recording hours with an ELD

Describe how drivers can reduce unassigned drive time

Explain the process to follow when their ELD malfunctions

Differentiate between coercion and harassment

Outline

The J. J. Keller Hours of Service Training: ELD Basics program covers the following topics:

Introduction

Introduction

What You'll Learn

ELD Use

Who's Affected?

Approved Devices

Driver ELD Expectations

In-Cab Requirements

User Accounts

Logging into the ELD

Duty Changes and Driver Entries

Creating the Record

Edits

Record Retention

Roadside Inspections

ELD Malfunctions

Harassment Prevention

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What is Harassment?
Difference Between Harassment and Coercion
Driver Has the Right to Report Harassment

Conclusion
Summary
Regulations Covered: 49 CFR Part 395

Respiratory Protection

Running Time: 19:51

Overview: When you're exposed to visible hazards, the dangers can be obvious. However, when you're exposed to airborne contaminants or oxygen-deficient atmospheres, you may not be able to sense the danger in time, if at all.

Respiratory hazards are very real, and many employees are exposed to breathing hazards at work.

To give yourself the greatest possible protection for a safe and healthy work environment, always wear the right personal protective equipment (PPE) for the job when workplace controls are not enough protection.

Respiratory Protection is designed to familiarize you with respiratory hazards, including oxygen-deficient atmospheres. You'll learn how to protect yourself around workplace breathing hazards.

After completing this program, learners will be able to:

Identify workplace and engineering controls to safeguard workers from respiratory hazards

Recognize respiratory safety hazards

Explain why a medical evaluation is necessary

Select appropriate PPE for respiratory protection

Evaluate a respirator seal for fit

Follow proper maintenance procedures

Outline:

Respiratory Protection covers the following topics:

Controls & PPE

What are the Other Controls?

Who is Responsible?

The Importance of Fit

Respiratory Hazards

Unseen Hazards

Health Effects

Monitoring

Your First Defense

Breathing Protection (expansion on voluntary use)

Respiratory Protection

Issuing Respirators

Types of Respirators

Special PPE Considerations

Medical Evaluation

Fit Testing

Immediately Dangerous to Life or Health (IDLH)

Medical Records

Respirator Care

Respirator Storage

End-of-Service Life

If Something is Wrong

Regulations covered in this course:

29 CFR 1910: 1910.94 – (Ventilation)

1910.132 – (PPE General Requirements)

1910.134 – (Respiratory Protection)

1910.151 – (Medical Services & First Aid)

1910.1020 – (Access to Employee Exposure and Medical Records)

Roadside Inspections for CMV Drivers

Running Time: 23:32

One poor inspection performance can lead to a driver or vehicle being placed out of service, and that can result in more drivers being selected for DOT inspections. This can result in lost revenue, DOT fines, or an in-house DOT audit.

This program is designed to help properly prepare drivers for roadside inspections and help them understand the consequences of a failed inspection. It also addresses the proper way to show your ELDs during an inspection to help comply with officers.

After completing **Roadside Inspections for CMV Drivers**, learners will be able to:

- ☒ Demonstrate how to prepare for a roadside inspection
- ☒ Recognize what happens during a roadside inspection
- ☒ Explain what to expect after you pass or fail a roadside inspection

Tanker Driving Techniques

Running Time: 20:32

Give your tanker drivers specialized training that addresses tanker-specific driving techniques and vehicle inspection. This video discusses load shift (sloshing and surging) when starting, stopping and cornering. It also covers defensive driving, railroad crossings and underpasses.

Vehicle Inspections: Tractor Trailers

Running Time: 42:03

Successful commercial motor vehicle (CMV) drivers must do all they can to avoid accidents, roadside breakdowns, and lost road time due to poor vehicle condition. Conducting vehicle inspections helps drivers keep their vehicles in good working order.

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Driver Handbook/Health & Safety Manual

Routine vehicle inspections enable drivers to discover unsafe conditions before they cause accidents or crashes, find mechanical problems before they lead to costly breakdowns on the road, prevent being placed out of service during a roadside inspection, and avoid being subject to infractions and fines that affect productivity and profits.

Even though the reasons for conducting vehicle inspections are compelling, chances are that some of your newer drivers (and, unfortunately, even seasoned drivers) are not conducting the kind of inspections they should be. It may be because they don't have an inspection process down pat yet, or it may be because they've gotten complacent. Whatever the reason, when drivers neglect their responsibility to conduct thorough vehicle inspections, it's both costly and risky.

This program is designed to help drivers conduct proper pre-trip, on-the-road, and post-trip inspections on standard CMVs.

After training with Vehicle Inspections: Tractor Trailers, drivers will be able to:

- | | |
|---|--|
| <input type="checkbox"/> Conduct a thorough pre-trip inspection | <input type="checkbox"/> Explain when a Driver Vehicle Inspection Report (DVIR) |
| <input type="checkbox"/> Explain when an on-the-road inspection needs to be done, and how to complete one | is required, and how to complete one |
| <input type="checkbox"/> Complete a proper post-trip inspection | <input type="checkbox"/> Discuss the importance of using the same inspection routine every time they drive |

DRUG AND ALCOHOL TESTING POLICY FOR DRIVERS OF CMV'S

2/23/2021

Alcohol and Drug Abuse Policy

Statement of Purpose and Policy

Drivers are an extremely valuable resource for Environmental Transport Group (hereafter referred to as "Environmental Transport Group," "Company" or "Employer") business. Their health and safety is a serious Company concern. Drug or alcohol use may pose a serious threat to driver health and safety. It is, therefore, the policy of the Company to establish a "Drug Free Work Place" by preventing substance use or abuse from having an adverse effect on our drivers, and to provide all of our employees a working environment free from alcohol and controlled substance misuse. The Company maintains that the work environment is safer and more productive without the presence of alcohol, illegal or inappropriate drugs in the body or on company property. Furthermore, drivers have a right to work in an alcohol and drug-free environment, and to work with drivers free from the effects of alcohol and drugs. Drivers who abuse alcohol or use drugs are a danger to themselves, their coworkers, and the Company's assets.

Scope of Coverage

This policy covers all drivers of commercial vehicles owned or leased by Environmental Transport Group who are required by their job descriptions to operate a commercial motor vehicle and required to have either a Commercial Driver's License or Permit required by Part 383 of the FMCSRs. The policy applies at all times whether the individual is assigned to a "Commercial Motor Vehicle" as defined herein or not. The policy is applicable to U.S. residents working in the USA, Canada or Mexico, and to Canadian or Mexican resident's only working in the USA.

DOT (FMCSA)

The adverse impact of substance abuse by drivers has been recognized by the federal government. The Federal Motor Carrier Safety Administration ("FMCSA") has issued regulations which require the Company to implement a controlled substance testing program. The Company will comply with these regulations and is committed to maintaining a drug-free workplace. All drivers are advised that remaining drug-free and medically qualified to drive are conditions of continued employment with the Company.

Company Related Activities

Specifically, it is the policy of the Company that the use, sale, purchase, transfer, possession, or presence in one's system of any controlled substance (except medically prescribed drugs) by any driver while on company premises, engaged in company business, while operating company equipment, or while under the authority of the Company is strictly prohibited. FMCSA states that mandatory testing must apply to every person who operates a commercial motor vehicle in interstate or intrastate commerce and is subject to the CDL licensing requirement of Part 383 of the FMCSR.

Execution and Enforcement

The execution and enforcement of this policy will follow set procedures to screen body fluids (urinalysis), conduct breath testing, and/or search all driver applicants for alcohol and drug use, and those drivers suspected of violating this policy who are involved in a U.S. Department of Transportation ("DOT") reportable accident, or who are periodically or randomly selected pursuant to these procedures. These procedures are designed not only to detect violations of this policy, but to ensure fairness to each driver. Every effort will be made to maintain the dignity of drivers or driver applicants involved. Disciplinary action will, however, be taken as necessary.

Employee Initial: _____ Date: _____

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ENVIRONMENTAL TRANSPORT GROUP, INC.

P.O. BOX 296 FLANDERS, NJ 07836 (800) 598-3844

CERTIFICATION OF HAZARDOUS MATERIALS TRANSPORTATION TRAINING**Policies/Manuals:**

Alcohol & Drug Testing
Contingency Plan
Drug Health & Safety Manual
Emergency Response Book
Emergency Response Guidelines/Product Spill
Function-Specific Training
General Awareness/Familiarization Training
In-Dept Security Training/Security Plan
Omnitracs IVG User Manual
Safety Training
Security Awareness Training

Please initial as you complete each video:

Video Training:	Driver Initials	Date Completed
Drug and Alcohol Testing		
Hours of Service Training Module 1: Basics		
Hours of Service Training Module 2: Limits		
Hours of Service Training Module 3: Recording Your Hours		
Hours of Service Training Module 4: Exceptions		
Hours of Service Training Module 5: ELD Basics		
Hazcom Training: GHS Safety Data Sheets (SDS)		
Hazmat Training: General Awareness		
Hazmat Training: Highway Transportation		
Hazmat Training: Safety		
Hazmat Training: Security Awareness		
Hazmat Training: Placarding		
Hazmat Training: Shipping Papers		
Respiratory Protection		
Roadside Inspections for CMV Drivers		
Vehicle Inspections: Tractor Trailers		

Employee Certification: I acknowledge that I participated in the training listed above. I have been informed of the company's Policies listed above. I understand the procedures contained therein, and I accept the policies as working documents that I will support and follow in my daily work and for as long as the employment relationship lasts.

Employee Print Name: _____

Employee Signature: _____ Date: _____



ENVIRONMENTAL TRANSPORT GROUP, INC. — P.O. Box 296, Flanders, NJ 07836, (800) 598-3844

TRAILER LIST

<u>UNIT #</u>	<u>YEAR</u>	<u>CAPAC</u>	<u>MAKE</u>	<u>SERIAL #</u>	<u>LICENSE #</u>	<u>REG EXPIRES</u>
170	1990	6000 gal	BRENNER/VAC TANK	10BGU6214LF0A1919	T 83C 1L	03/2026
171	1990	6000 gal	BRENNER/VAC TANK	10BGU6210LF0A2193	590 TRX	03/2026
172	1990	6000 gal	BRENNER/VAC TANK	10BGU6219LF0A2192	591 TRX	03/2026
181	1991	7000 gal	BRENNER/CARGO TANK	10BFU721XMF0A2723	T 665 PM	03/2026
187	1991	6000 gal	BRENNER/VAC TANK	10BGU6215MF0A2742	T 83S 9G	03/2026
195	1991	6000 gal	BRENNER/VAC TANK	10BGS6218MF0A2594	T 978 RZ	03/2026
197	1992	7000 gal	BRENNER/CARGO TANK	10BFU7210NF0A3123	T 161 ST	03/2026
199	1992	7000 gal	BRENNER/CARGO TANK	10BFU7216NF0A3210	T4W 934	03/2026
400	1992	7000 gal	BRENNER/CARGO TANK	10BFU7213NF0A3200	T 923 LE	03/2026
402	1992	7000 gal	BRENNER/CARGO TANK	10BFU7217NF0A3202	T 921 LE	03/2026
404	1992	5500 gal	STE VAC TANK	1S9T24226N0017073	TAA 4521	03/2026
412	1995	6000 gal	BRENNER/VAC TANK	10BGT6217SF0A5464	T 114 ZW	03/2026
414	1995	6500 gal	BRENNER/ CARGO TANK	10BFS6211SF0A5443	T 173 ZW	03/2026
440	2000	102 cy	TRAILMOBILE VAN – 48'	2MN01AAH7Y1000163	T 72 E6Y	03/2026
445	2000	102 cy	TRAILMOBILE VAN – 48'	2MN01AAH6Y1000168	T 65 E6Y	03/2026
448	2001	102 cy	GREAT DANE VAN – 48'	1GRAA96281B095501	T 68 J9W	03/2026
449	2001	102 cy	GREAT DANE VAN – 48'	1GRAA962X1B095502	T 70 J9W	03/2026
450	2001	102 cy	GREAT DANE VAN – 48'	1GRAA96211B095503	T 93 V2T	03/2026
451	2001	102 cy	GREAT DANE VAN – 48'	1GRAA96231B905504	T 71 J9W	03/2026
455	2001	102 cy	TRAILMOBILE VAN – 48'	1PT01AAH719006222	T 98 L5D	03/2026
458	1994	6500 gal	BAR-BEL CARGO TANK	4BUBED1B0RB944427	T 24 M6T	03/2026
459	1998	6800 gal	BRENNER CARGO TANK	10BFB62T7WM0M1452	T 25 M6T	03/2026
460	2002	7000 gal	BRENNER CARGO TANK	10BFB72V72F0B3510	T 34 P1R	03/2026
461	2002	7000 gal	BRENNER CARGO TANK	10BFB72V92F0B3511	T 35 P1R	03/2026
467	2004	102 cy	TRAILMOBILE VAN – 48'	2MN01AAH641001394	T 60 V8B	03/2026
469	2004	102 cy	TRAILMOBILE VAN – 48'	2MN01AAHX41001396	T 59 V8B	03/2026
470	2004	102 cy	TRAILMOBILE VAN – 48'	2MN01AAH141001397	T 57 V8B	03/2026
471	2005	20-30	BEN LEE/ROLL OFF	1B9B143285B180194	TAB 47A	03/2026
472	2005	20-30	BEN LEE/ROLL OFF	1B9B1432X5B180195	TAB 48A	03/2026
473	2005	20-30	BEN LEE/ROLL OFF	1B9B143215B180196	TAD 58F	03/2026
474	2005	20-30	BEN LEE/ROLL OFF	1B9B143235B180197	TAD 56F	03/2026
485	2007	102 cy	VANGUARD/BOX VAN – 53' FT WALKING FLOOR	5V8VA53227M708957	THZ19M	03/2026

489	2014	102 cy	GREAT DANE/BOX VAN – 53' FT WALKING FLOOR	1GRAA0622EB704518	TLT54D	03/2029
496	2016	159cy	HYUNDAI BOX VAN – 53'	3H3V532C1GT041012	TPH84W	03/2027
497	2016	159cy	HYUNDAI BOX VAN – 53'	3H3V532C4GT041019	TPH85W	03/2027
498	2016	159cy	HYUNDAI BOX VAN – 53'	3H3V532CXGT041025	TPH86W	03/2027
499	2017	159cy	HYUNDAI BOX VAN – 53'	3H3V532C4HT450008	TRX51T	03/2028
500	2017	159cy	HYUNDAI BOX VAN – 53'	3H3V532C6HT450009	TRX55T	03/2028
501	2017	159cy	HYUNDAI BOX VAN – 53'	3H3V532C9HT450005	TTG33G	03/2028
502	2017	159cy	HYUNDAI BOX VAN – 53'	3H3V532C5HT450003	TRX48T	03/2028
503	2017	159cy	HYUNDAI BOX VAN – 53'	3H3V532C0HT450006	TRX50T	03/2028
506	2020	102cy	HYUNDAI BOX VAN – 48'	3H3V482C0LT397011	TVW99A	03/2027
507	2020	102cy	HYUNDAI BOX VAN – 48'	3H3V482C2LT397012	TVW11B	03/2027
508	2020	102cy	HYUNDAI BOX VAN – 48'	3H3V482C6LT397014	TVW12B	03/2027
509	2020	102cy	HYUNDAI BOX VAN – 48'	3H3V482C9LT397010	TVW98A	03/2027
510	2020	102cy	HYUNDAI BOX VAN – 48'	3H3V482CXLT397002	TVW97A	03/2027
513	2016	159cy	HYUNDAI BOX VAN – 53'	3H3V532C0GT041020	TXB24C	07/2028
514	2018	159cy	HYUNDAI BOX VAN – 53'	3H3V532C5JR742124	TXB22C	07/2028
516	2013	6300	DRAGON VAC TANK	1UNST4230DL109415	TXB23C	07/2028
517	2016	6300	DRAGON VAC TANK	1UNST4222GS151005	TXN58M	05/2029
518	2013	6300	DRAGON VAC TANK	1UNST4229DS128090	TXA89L	08/2029
519	2015	102 cy	HYUNDAI BOX VAN – 48' FT WALKING FLOOR	3H3V482C3FT282004	TZW51G	02/2027
520	2023	102cy	HYUNDAI BOX VAN – 48'	3H3V482K3PJ441608	TZX67X	02/2027
521	2023	102cy	HYUNDAI BOX VAN – 48'	3H3V482K5PJ441612	TZX68X	02/2027
522	2023	102cy	HYUNDAI BOX VAN – 48'	3H3V482K7PJ441613	TZX69X	02/2027
523	2023	102cy	HYUNDAI BOX VAN – 48'	3H3V482K9PJ441614	TZX70X	02/2027
524	2023	102cy	HYUNDAI BOX VAN – 48'	3H3V482K0PJ441615	TZX71X	02/2027
525	2022	159cy	UTILITY – PLATE VAN – 53'	1UYVS2533N7724215	TZZ43R	05/2027
526	2022	159cy	UTILITY – PLATE VAN – 53'	1UYVS2530N7415625	TZZ42R	05/2027
527	2022	159cy	UTILITY – PLATE VAN – 53'	1UYVS2531N7724214	TZZ44R	05/2027
528	2025	6000 gal	POLAR – VAC TANK	1PMKJ4226S1174241	D56TBD	06/2028

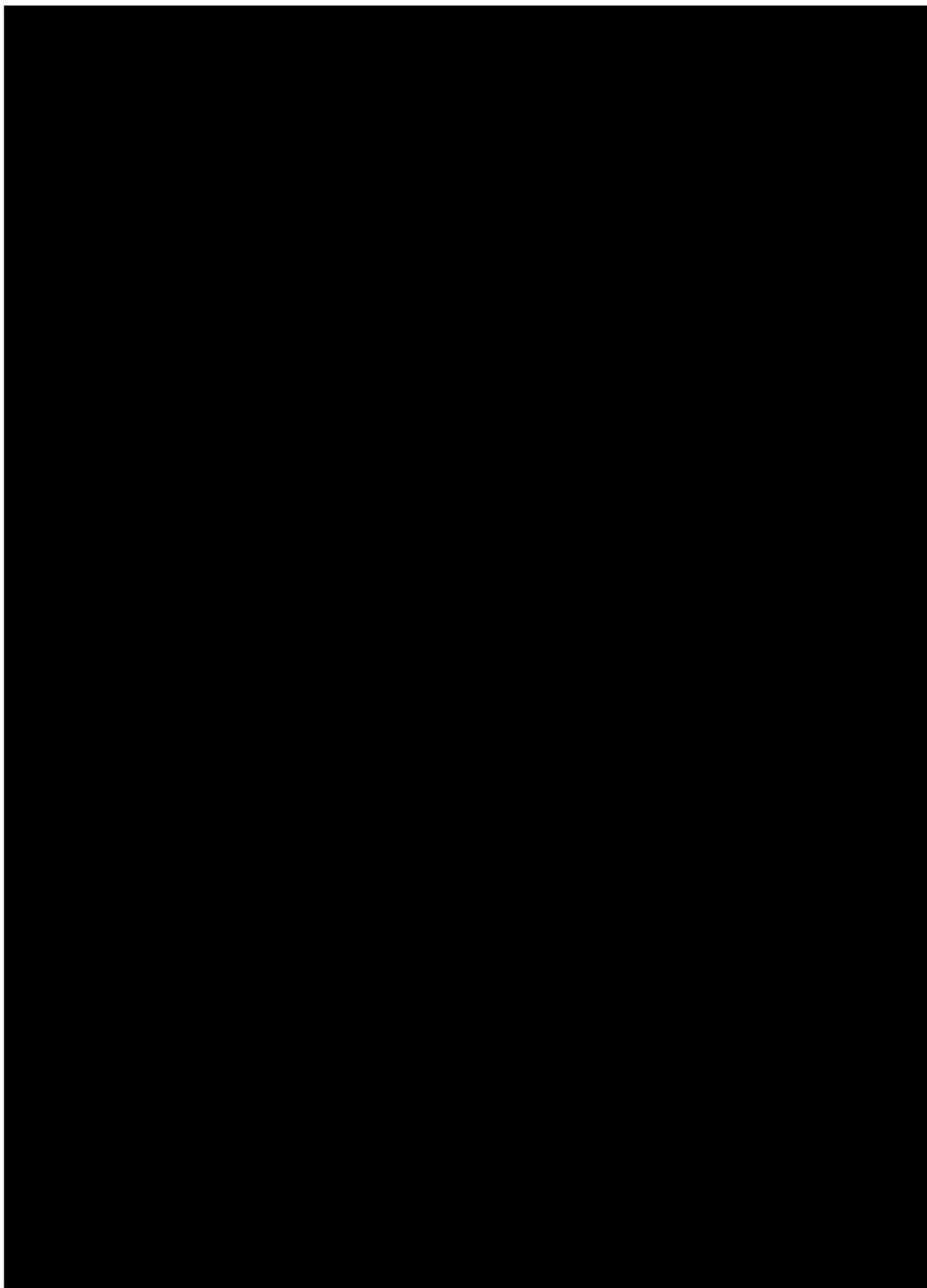


ENVIRONMENTAL TRANSPORT GROUP, INC.

TRACTORS

<u>Unit #</u>	<u>Local/OTR</u>	<u>Body</u>	<u>Model</u>	<u>Year</u>	<u>Make</u>	<u>Color</u>	<u>Serial #</u>	<u>Gross Weigh</u>	<u>Plate#</u>	<u>Reg Expires</u>
273	Local	Straight	CV713	2005	MACK	Burgundy	1M2AG11C25M018431	80,000	AH 953 W	01/31/26
276	Local	Tractor	4900FA	2006	WStar	Burgundy	5KJJAEAV86PV19762	80,000	AJ 311 R	04/30/26
278	Local	Straight	CV713	2006	Mack	Maroon	1M2AG10C16M040634	80,000	AM 873U	12/31/25
287	Local	Tractor	4900FA	2008	WStar	Burgundy	5KJJAEAV28PZ68468	80,000	AL 193 G	06/30/26
300	Local	Tractor	379	2007	Peterbilt	Maroon	1NP5LB9XX7D731605	80,000	AN 247 B	12/31/25
304	Local	Straight	CV713	2006	Mack	Red	1M2AG10C26M045261	80,000	AP 299 N	12/31/25
305	Local	Straight	GU713	2014	Mack	Black	1M2AX09CXEM020684	80,000	AS 129 D	02/28/26
306	Local	Tractor	389	2015	Peterbilt	Maroon	1NPXGGGGX0D319817	80,000	AS 713 S	06/30/26
307	OTR	Sleeper	389	2015	Peterbilt	Maroon	1NPXGGGGX0D319820	80,000	AS 714 S	06/30/26
308	OTR	Sleeper	389	2015	Peterbilt	Maroon	1NPXGGGG10D319821	80,000	AS 715 S	06/30/26
309	Local	Tractor	389	2015	Peterbilt	Maroon	1NPXGGGG30D319822	80,000	AS 716 S	06/30/26
310	Local	Straight	GU713	2016	Mack	Red	1M2AX07C7GM026965	80,000	AT 810 B	09/30/26
311	Local	Straight	713	2016	Mack	Red	1M2AX07C5GM026964	80,000	AT 984 J	07/31/26
312	Local	Sleeper	389	2016	Peterbilt	Burgundy	1NPXGGGG10D450098	80,000	AT 382 T	03/31/26
313	OTR	Sleeper	389	2016	Peterbilt	Burgundy	1NPXGGGG30D450099	80,000	AT 383 T	03/31/26
314	OTR	Sleeper	389	2017	Peterbilt	Black	1XPXD49X3HD416041	80,000	AU 712 E	05/31/26
315	Local	Straight	GR64F	2019	Mack	Red	1M2GR4GC7KM002380	80,000	AU 556 L	11/30/26
316	OTR	Sleeper	389	2018	Peterbilt	Burgundy	1NPXGGGG20D273514	80,000	AU 139 M	11/30/26
317	OTR	Sleeper	389	2018	Peterbilt	Burgundy	1NPXGGGG40D273515	80,000	AU 140 M	11/30/26
318	Local	Tractor	389	2020	Peterbilt	Burgundy	1XPXD49X2LD667545	80,000	AW 721 D	04/30/26
319	Local	Tractor	389	2020	Peterbilt	Burgundy	1XPXD49X4LD667546	80,000	AW 722 D	04/30/26
320	Local	Tractor	389	2020	Peterbilt	Burgundy	2XPXD49X8LM666491	80,000	AW 719 D	09/30/26
321	Local	Tractor	389	2020	Peterbilt	Burgundy	2XPXD49X9LM665947	80,000	AW 720 D	09/30/26
322	Local	Straight	GF64FR	2020	Mack	Red	1M2GR4GC9LM011602	80,000	AW 717 D	01/31/26
323	Local	Straight	GF64FR	2020	Mack	Red	1M2GR4GC2LM014082	80,000	AW 718 D	01/31/26
325	Local	Tractor	389	2020	Peterbilt	White	2XPXD49X2LM659164	80,000	AX 334 H	03/31/26
326	Local	Tractor	389	2023	Peterbilt	White	1XPXD49X5PD819677	80,000	AY 706 H	07/31/26
327	OTR	Sleeper	567	2024	Peterbilt	Red	1XPCD49X8RD602397	80,000	AY 706 L	05/31/26
328	OTR	Sleeper	567	2024	Peterbilt	Maroon	1XPCD49X4RD671006	80,000	AY 141 T	02/28/26
329	OTR	Sleeper	567	2024	Peterbilt	Maroon	1XPCD49XXRD671012	80,000	AY 118 Z	02/28/26
330	OTR	Sleeper	567	2025	Peterbilt	Burgundy	1XPCD49XXSD764506	80,000	AZ 328 N	05/31/26

List of Vehicle Operators



07/28/20	Ohio PUCO		Lamps/brakes	Notice of Violation
02/04/21	NY DOT		Expired Inspection Sticker	Notice of Violation
11/24/21	Ohio PUCO		Placard Violations	Notice of Violation
12/21/22	NJ DEP		Over 10-day limit	Notice of Violation
02/21/23	NY DEC	CO 4-20230210-36	Violation Waste Transporter Permit	Notice of Violation/Fine
			3/10/23 - See above - Violation of Waste Trans Permit	Order of Consent \$1,500
09/05/23	Ohio PUCO	OH3219303704C	No/improper shipping papers	Notice of Violation
			10/21/23 - See above - No/improper shipping papers	Settlement Agreement \$833
09/11/23	Ohio PUCO	OH3211303020C	Package not secure	Notice of Violation/\$1,960 FINE
			1/29/24 - Package not secure	Settlement Agreement \$1960
09/25/23	Ohio PUCO	OH3288016393C	Excessive weight/HOS violation/Brake Hose	Notice of Violation
10/13/23	Ohio PUCO	OH3225019019C	Brake/Clamp/Airbrake	Notice of Violation
10/31/23	NY BIC	TWC-227858	No convex mirror	NOV & Fine \$400
12/18/23	Ohio PUCO	OH3208303120C	Missing placards/officer failed to provide placards	Notice of Violation/Fine \$910
01/23/24	Alabama	ALCRCV002159	Placard not reading horizontally	None
02/05/24	Ohio PUCO	OH3219303738	RQ not on shipping papers	
			2/10/23 - SEE ABOVE	Notice of Violation/\$1,330 FINE
07/17/24	DOT	485801	177.817(a)/392.2/395.3(a)	Closed - Satisfactory Rating
4/16/2025	Ohio PUCO	OH1532000425C	177.823A HM Markings - blew off truck	NOV & Fine \$480 paid