



February 23, 2024

Truck 601 – Dirkis Tamayo Hernandez

Dear Dirkis,

This letter serves to send a warning to you for committing a safety violation. On 02/21/24 you received a citation for speeding 15-20 mph over the speed limit. Even though this citation did not directly involve the company, it is obligatory that you follow all traffic laws and regulations.

We must remind you of the importance of responsible driving behavior to avoid any future incidents.

As you were told during the New Driver Orientation, and indicated in our Driver Handbook, we take this offense very seriously, and we ask you to please take this very seriously.

We are providing you with this warning to emphasize the importance of following company policies. Failure to comply with this safety requirement in the future may result in further disciplinary action, up to and including termination of employment.

We encourage you to speak with the Safety Department if you have questions or concerns. We also encourage you to review our company's safety policies and procedures to ensure that you are aware of the expectations and requirements we have at Royal 3 Inc.

Sincerely,

Safety Department