

Paradise Pizza

In our slice of Paradise, we strive to exceed the expectations of our customers, and guide teams to surpass their expectations of themselves.

Subject: Two-Strike System for Disqualification of Driving Privileges

To: Delivery Drivers and Management

Date: 9-21-24

This memo serves to inform all delivery drivers of the implementation of a two-strike system for disqualification from driving duties. This system aims to ensure the safety of our customers, employees, and the general public by addressing unsafe or aggressive driving behaviors.

Effective immediately, any delivery driver who receives two complaints within a thirty-day period for unsafe or aggressive driving will be subject to immediate disqualification from driving duties. Such complaints may include, but are not limited to, violations such as speeding, reckless driving, failure to yield, improper lane changes, and any other actions deemed to be unsafe or aggressive.

Upon disqualification, the driver will be taken off the road for a minimum of thirty days. During this period, the driver will be assigned to work inside the store, as needed by the store's operational requirements. This reassignment is intended to provide the driver with an opportunity to reflect on their driving behavior and to receive additional training, if necessary.

The two-strike system is a necessary measure to promote safe driving practices and to ensure the well-being of all parties involved. Drivers are expected to adhere to the highest standards of safety and professionalism while delivering for the company. Any violations of this policy will be taken seriously and may result in further disciplinary action, up to and including termination of employment. Repeated violations from specific stores will result in a Drivosity or similar tracking system being implemented at that store. This will be reviewed on a store by store basis.

All drivers will be required to sign off on receipt and understanding of this new policy on Zenput by 9-29-24. If you have any questions or concerns regarding this policy, please do not hesitate to contact your GM.

Thank you for your cooperation in maintaining a safe and responsible driving environment.