

POLICY:

The Personal Vehicle for Company Use Policy outlines the regulations and guidelines surrounding the use of personal vehicles for business purposes.

PROCEDURE:

The CRC recognizes that employees may be required to use their own personal vehicle to complete Company Business. Employees who use their personal vehicle for company business will be reimbursed based on the number of kilometers travelled. Employees shall only be authorized to use personal vehicles for carrying out CRC business upon meeting the following conditions:

- Possess a valid driver's license;
- Vehicle is legally registered;
- Vehicle has been deemed safe to operate and maintained as such;
- Employee holds current minimum automobile insurance;

All employees driving a personal vehicle to carry out business on behalf of the CRC must follow all of the rules of the road. All vehicle operators are responsible for using the vehicle in a safe and responsible manner while conducting company business and are to abide by all traffic laws while operating a vehicle.

Drivers and clients are required to wear their seatbelts at all times, with no exceptions.

In order to prevent injury to the operator of the vehicle, as well as bystanders, all cargo inside or on the vehicle must be secured and stored safely at all times. This will prevent unintentional movement, damage to the vehicle, and/or cargo.

Employees operating a motorized vehicle for business use are required to possess a valid driver's license in good standing, and the license held must be valid for the type of motor vehicle being used. Any operator who has his/her driver's license revoked or suspended shall notify the CRC immediately. In this event, the operator shall immediately cease any usage of personal vehicles for business use.

Driver's abstracts will be acquired for review for all employees driving personal vehicles for business purposes upon request of the insurer.

No vehicle operator shall drive a vehicle while under the influence of alcohol, including at or beyond the local legal blood alcohol limit. Illegal drugs are not to be used, and operators are not to be under the influence of prescription drugs that cause drowsiness and other forms of impairment that prohibit the safe usage of motorized vehicles.

Usage of all handheld devices (examples: cell phones, PDA's, MP3 Players, GPS) is strictly prohibited while driving. Cell phone usage, **including hands-free** is prohibited while operating a vehicles.

i. Mileage Rates for Reimbursement

Employees will be reimbursed 38 cents per kilometer. This rate takes into account all actual expenses including fuel, oil, maintenance, insurance, depreciation, etc. (Note: Mileage subject to changes.)

In addition, any parking expenses or tolls an employee incurs will be reimbursed by the Company. However, The CRC will not reimburse any parking tickets, speeding tickets or other fines/costs incurred while driving a personal vehicle for business purposes. Additionally, any costs associated with the maintenance, fuel, vehicle breakdown, or damage incurred while driving a personal vehicle are covered in the standard mileage rate and will not be reimbursed.

Employees who wish to be reimbursed for kilometers driven must document and submit their mileage on the Expense Form, recording the number of kilometers driven and submit it to their manager for approval. For any parking reimbursement, employees must also attach the original parking receipt to the form. Parking expenses without original receipts will not be reimbursed.

Employees may only claim kilometers driven for business purposes, they cannot claim travel over their lunch break or their daily commute to/from work. Employees must honestly report their mileage usage; employees caught making false claims, exaggerating kilometers driven, claiming kilometers that were not related to regular company business or any other misreporting will be subject to disciplinary action up to and including termination.

ii. Limit of Liability

The CRC will not be held liable for any accidents, damages or losses incurred by employees while using a personal vehicle for business purposes.