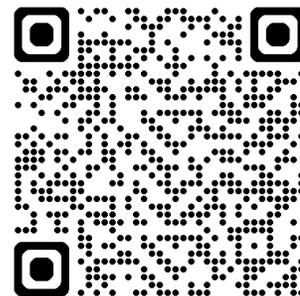




# Knowledge and Skills that Drivers Require to Avoid Fatigue Related Crashes

Oregon Trucking Association  
March 12, 2026

Get this slide deck at [NAFMP.org/events](https://NAFMP.org/events)



1. Sleep Biochemistry
2. Six Fatigue Crash NTSB Investigations
3. Characteristics of Fatigue
4. Fatigue Management Program
5. Five Keys to Wellness
6. Sound Scheduling, Detection Technology & Sleep Disorders
7. Next Steps

# Reminders, Please

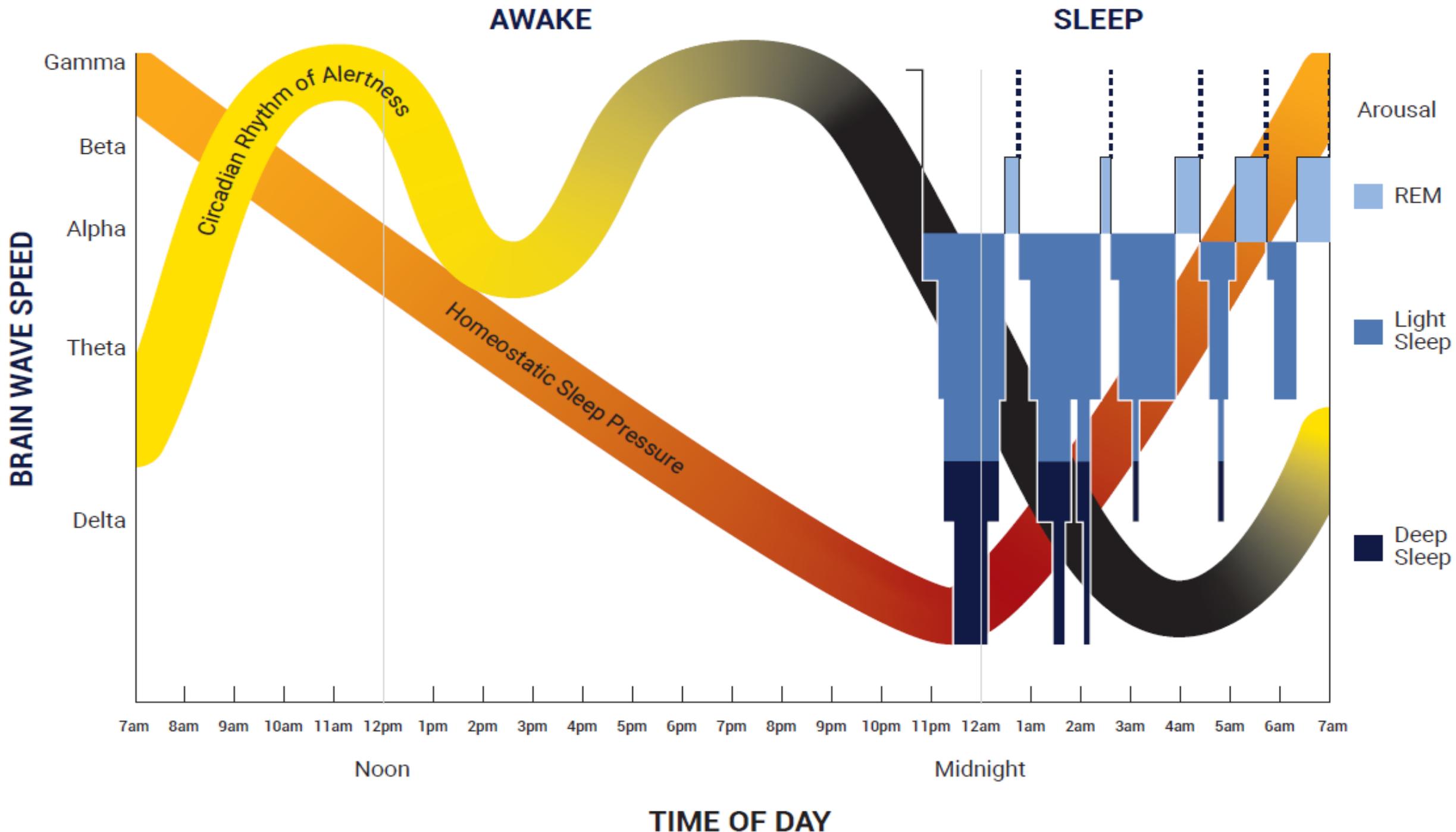


- Not medical professional
- Consult your medical provider before following any lifestyle recommendations or if you feel any discomfort
- You are responsible for any consequences of following any recommendations provided
- Be aware and try to eliminate the stigma associated sometimes with sleeping, metabolic diseases, substance abuse and mental health
  - Article: [Don't Stay in the Expensive Blind Spot of Stigmas](#)
- Do not allow any recommendations cause you to worry or become obsessed with a toxic wellness culture

# Sleep Biochemistry

## **What will kill you faster?**

- No Sleep
- No breathing
- Starvation
- Dehydration



# Six NTSB Crash Investigations

# 1. Crash Facts



- At 1:48 a.m. July 12 2023, a motorcoach carrying 21 people veered off Interstate 70 near Highland, Illinois, colliding with three parked combination vehicles
- Three passengers died
- The driver and 11 other passengers sustained injuries of varying severity

Source: NTSB

<https://www.nts.gov/investigations/Pages/HWY23MH015.aspx>



Mack  
combination unit

Kenworth  
combination unit

Prevost  
motorcoach

Freightliner  
combination unit

◀ Direction of travel

Source: NTSB



# Schedule

Date	Central Daylight Time																								
	12:00 AM	1:00 AM	2:00 AM	3:00 AM	4:00 AM	5:00 AM	6:00 AM	7:00 AM	8:00 AM	9:00 AM	10:00 AM	11:00 AM	12:00 PM	1:00 PM	2:00 PM	3:00 PM	4:00 PM	5:00 PM	6:00 PM	7:00 PM	8:00 PM	9:00 PM	10:00 PM	11:00 PM	
Wednesday, June 14, 2023																									
Thursday, June 15, 2023																									
Friday, June 16, 2023																									
Saturday, June 17, 2023																									
Sunday, June 18, 2023																									
Monday, June 19, 2023																									
Tuesday, June 20, 2023																									
Wednesday, June 21, 2023																									
Thursday, June 22, 2023																									
Friday, June 23, 2023																									
Saturday, June 24, 2023																									
Sunday, June 25, 2023																									
Monday, June 26, 2023																									
Tuesday, June 27, 2023																									
Wednesday, June 28, 2023																									
Thursday, June 29, 2023																									
Friday, June 30, 2023																									
Saturday, July 1, 2023																									
Sunday, July 2, 2023																									
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Thursday, July 6, 2023																									
Friday, July 7, 2023																									
Saturday, July 8, 2023																									
Sunday, July 9, 2023																									
Monday, July 10, 2023																									
Tuesday, July 11, 2023																									
Wednesday, July 12, 2023																									

Source: NTSB

Legend

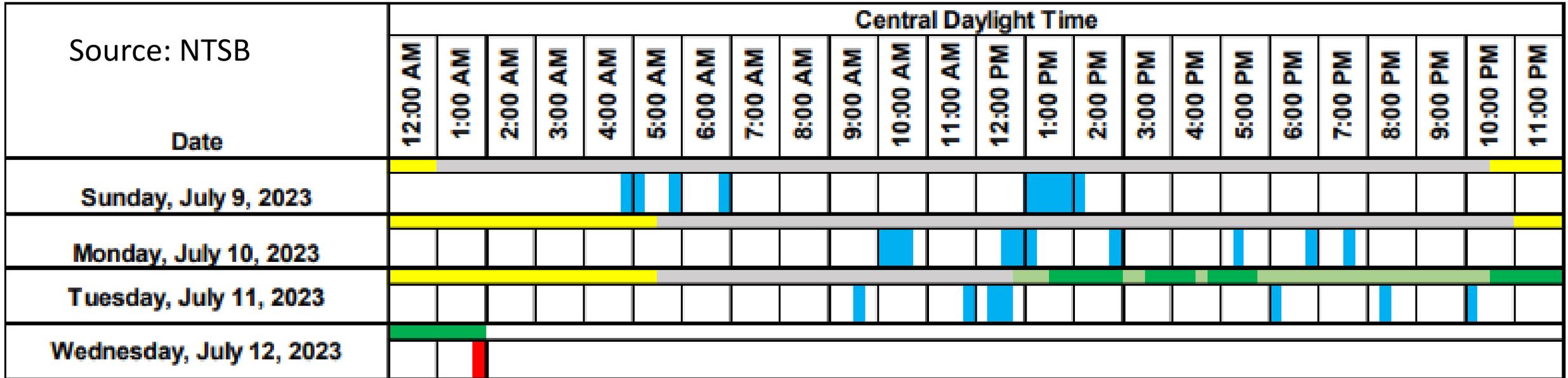
On-duty



Day off



# Schedule



## 2. Crash Facts



- At 6:17 a.m. June 11 2023, a truck-tractor with a tank trailer carrying 8,500 gallons of gasoline crashed while exiting northbound I-95 in Philadelphia, Pennsylvania
- The driver lost control on a curved exit ramp, causing the truck to overturn and strike a concrete barrier
- The resulting fire destroyed the truck, caused the collapse of northbound I-95 lanes and fatally injured the truck driver

Source: NTSB

<https://www.nts.gov/investigations/Pages/HWY23FH014.aspx>



Cottman Avenue exit ramp



# Schedule



Source: NTSB

## Eastern Daylight Time

Date

12:00 AM 1:00 AM 2:00 AM 3:00 AM 4:00 AM 5:00 AM 6:00 AM 7:00 AM 8:00 AM 9:00 AM 10:00 AM 11:00 AM 12:00 PM 1:00 PM 2:00 PM 3:00 PM 4:00 PM 5:00 PM 6:00 PM 7:00 PM 8:00 PM 9:00 PM 10:00 PM 11:00 PM

Thursday, June 8, 2023

Friday, June 9, 2023

Saturday, June 10, 2023

Sunday, June 11, 2023

Legend



# 3. Crash Facts



- At 6 a.m. Jan. 28 2023, a bus and a box truck collided head-on on New York State Route 37 in Louisville, New York
- The truck crossed the centerline striking the bus, which was transporting workers to a construction site
- This crash resulted in six fatalities, two serious injuries and five minor injuries among the bus passengers, along with minor injuries to the bus driver and serious injuries to the truck driver

Source: NTSB

<https://www.nts.gov/investigations/Pages/HWY23FH005.aspx>



Source: NTSB

# Schedule



Source: NTSB

Eastern Time

AM PM

Date

12:00 1:00 2:00 3:00 4:00 5:00 6:00 7:00 8:00 9:00 10:00 11:00 12:00 1:00 2:00 3:00 4:00 5:00 6:00 7:00 8:00 9:00 10:00 11:00

Wednesday, January 25

Thursday, January 26

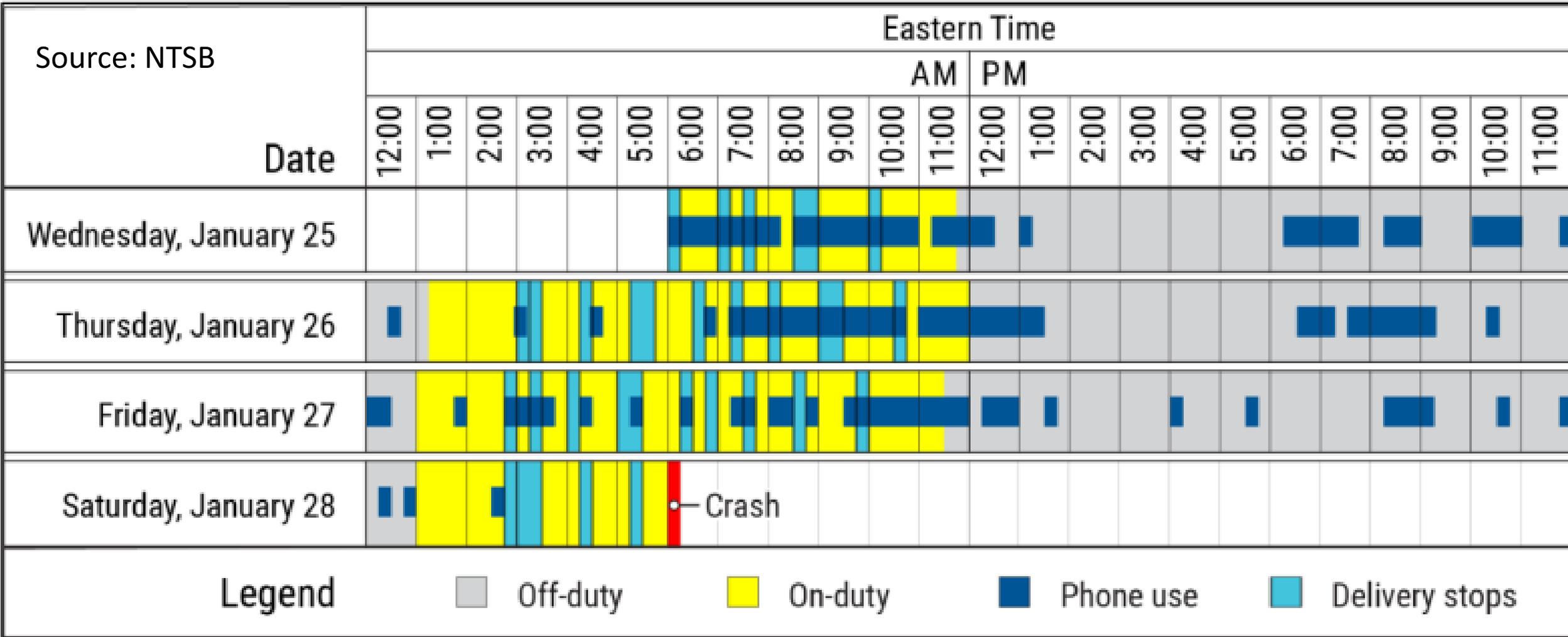
Friday, January 27

Saturday, January 28

Crash

Legend

Off-duty On-duty Phone use Delivery stops



# 4. Crash Facts



- At 1:36 a.m. Dec. 16 2022, a truck-tractor with a semitrailer crashed into the rear of a slower-moving bus on Interstate 64 near Williamsburg, Virginia
- The truck, traveling between 65 and 70 mph with cruise control, did not brake before impact, while the bus was moving at 20 to 25 mph
- The collision resulted in the deaths of three bus occupants, serious injuries to nine bus occupants and the truck driver, and minor injuries to 11 bus occupants

Source: NTSB

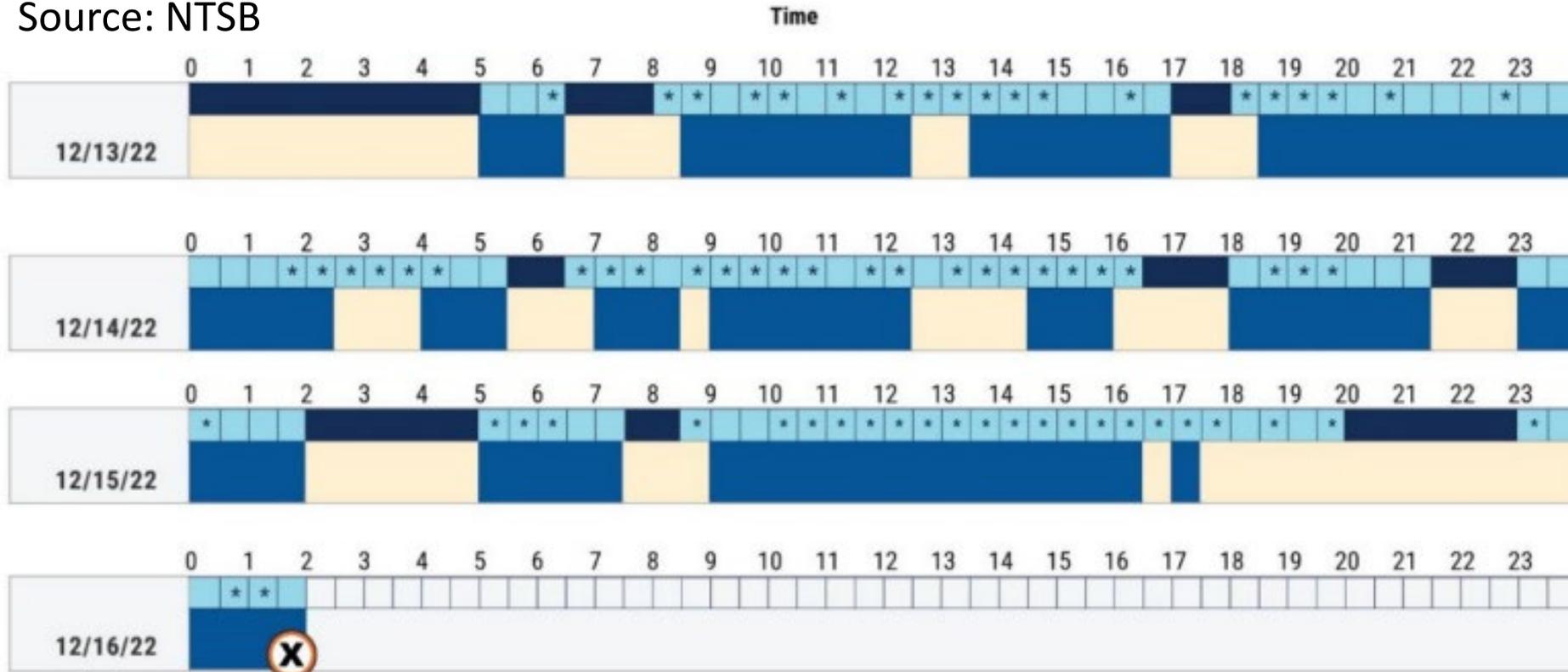
<https://www.nts.gov/investigations/Pages/HWY23MH004.aspx>



Source: NTSB

# Schedule

Source: NTSB



Key

\* = cell activity in period

= driver activity

= sleeper berth

= sleep opportunity

= awake

Source: NTSB

= CRASH

# 5. Crash Facts



- At 10:07 p.m. June 9 2021, a truck-tractor with a tank trailer crashed into a queue of stopped passenger vehicles on SR-202 in Phoenix, Arizona
- Traveling at 62-64 mph without slowing or steering, the truck initiated a chain-reaction collision involving seven other vehicles
- The crash resulted in four fatalities and 11 injuries among passenger vehicle occupants, with the truck-tractor and one car consumed by fire

Source: NTSB

<https://www.nts.gov/investigations/Pages/HWY21MH008.aspx>



1 mile

**LAW ENFORCEMENT  
AT PRIEST  
EXPECT TO STOP**



Dynamic Message Sign



202

Crash location

143

Priest Drive

202



Dynamic Message Sign

Source: NTSB

52nd St  
Van Buren St  
EXIT ONLY



Source: NTSB



Source: NTSB



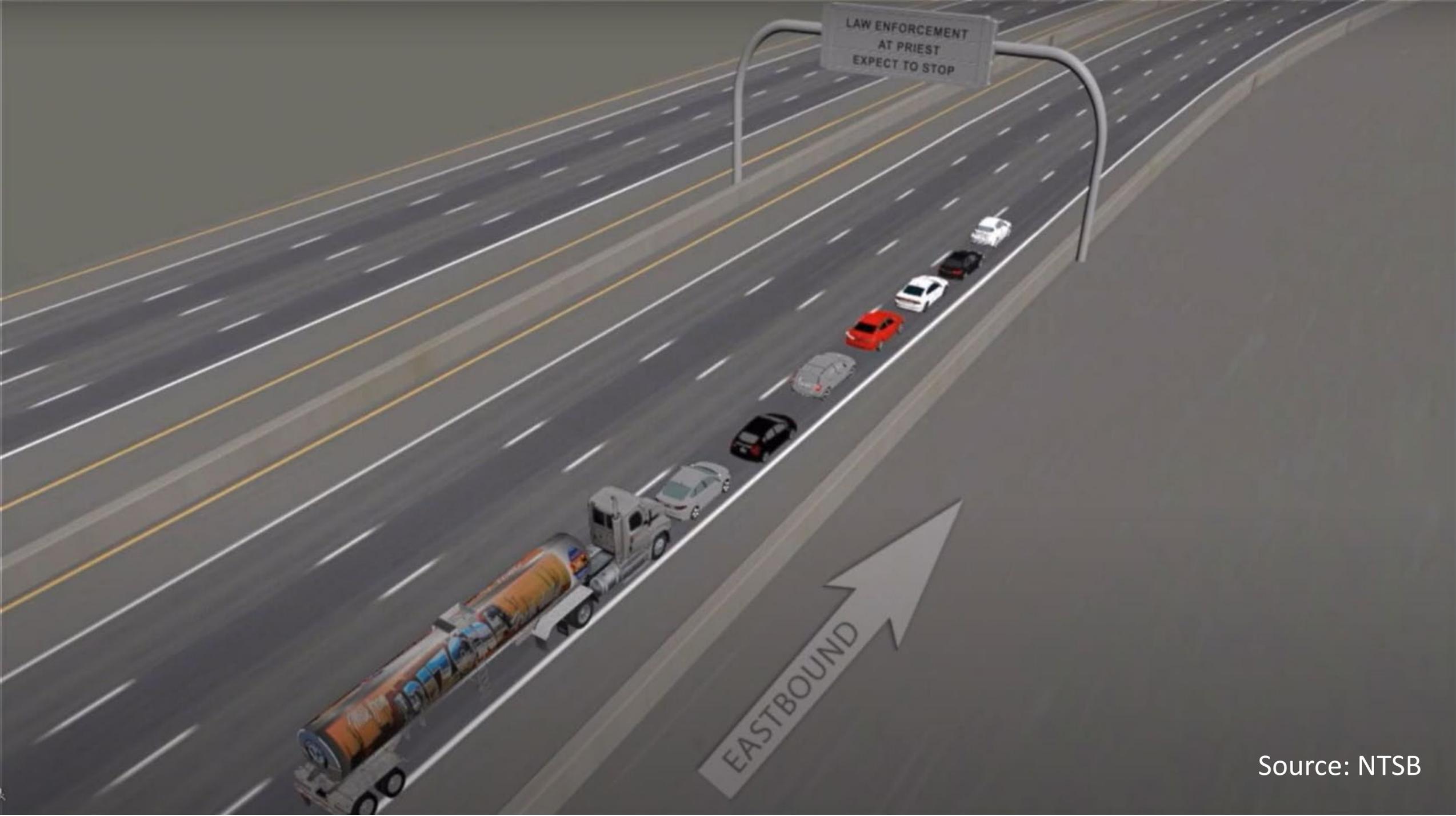
Source: NTSB



TIME -0.25

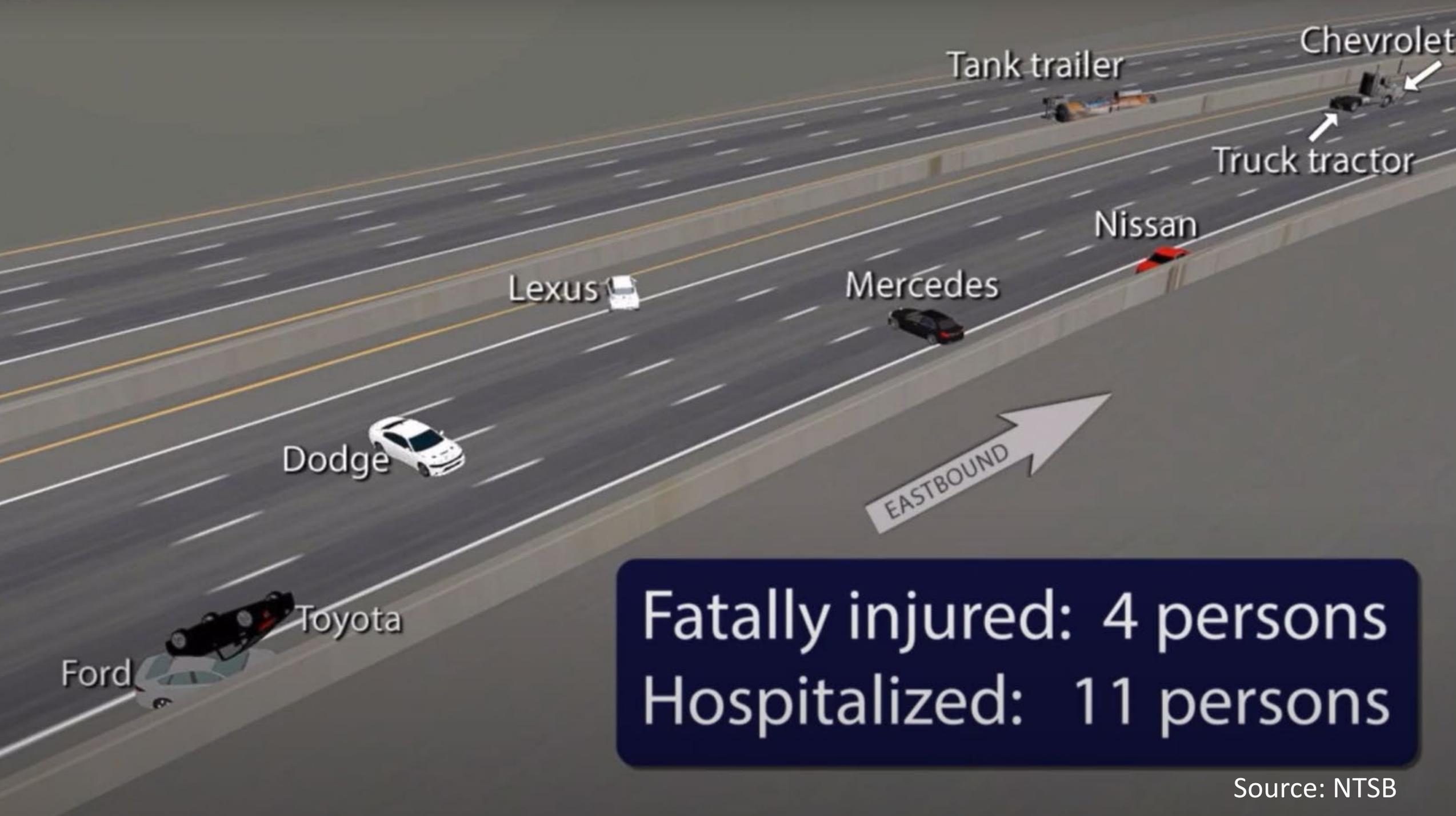
62 MPH 100 km/h

Source: NTSB



LAW ENFORCEMENT  
AT PRIEST  
EXPECT TO STOP

EASTBOUND



Fatally injured: 4 persons  
Hospitalized: 11 persons



Source: NTSB

# Schedule



Source: NTSB

## Mountain Standard Time

Date

12:00 a.m. 1:00 2:00 3:00 4:00 5:00 6:00 7:00 8:00 9:00 10:00 11:00 12:00 p.m. 1:00 2:00 3:00 4:00 5:00 6:00 7:00 8:00 9:00 10:00 11:00

Sunday, June 6

Monday, June 7

Tuesday, June 8

Wednesday, June 9

Legend:



On-duty



Off-duty  
(Sleep Opportunity)



Off-duty  
(Not Sleeping)



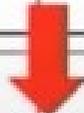
Commute



Phone use  
outside on-duty times



Crash



# 6. Crash Facts



- At 6:45 a.m. June 12 2020, a truck-tractor with a semitrailer struck the end of a slowed and stopped traffic queue on Interstate 39 near Arlington, Wisconsin, which had formed due to prior collisions
- This initiated an eight-vehicle crash that resulted in four fatalities and three serious injuries

Source: NTSB

<https://www.nts.gov/investigations/Pages/HWY20FH006.aspx>

Peterbilt  
truck-tractor

Mack truck

Freightliner  
truck-tractor

VW sedan

Kia SUV



Source: NTSB

# Characteristics of Fatigue

**Alertness and fatigue are like an on/off switch,  
you are either awake or asleep**

- True
- False

# Alertness Spectrum



- **Delta brain waves:** Deep sleep. 1 to 4 Hertz
- **Theta brain waves:** Sleeping or daydreaming when awake. 4 to 8 Hertz
- **Alpha brain waves:** Awake and calm. 8 to 12 Hertz
- **Beta brain waves:** Awake, alert, busy, and focused. 12 to 38 Hertz
  - **Low beta waves:** Thinking. 12 to 15 Hertz
  - **Beta waves:** Performing or focusing. 15 to 22 Hertz
  - **High beta waves:** Excited or anxious. 22 to 38 Hertz
- **Gamma brain waves:** Highly alert and consciousness. 30 to 80 Hertz

## **The only cause of fatigue is insufficient sleep**

- True
- False

# Alertness Has Supply & Demand



- Supply Factors

- Internal individual susceptibility: circadian rhythm, amount of sleep, time of day, time awake, stimulants, other drugs, health, genes, mood

- Demand Factors

- Task related: Time on task, task complexity, task monotony
- Environmental: Road conditions, weather, stress (heat, noise, vibration), vehicle design, social interaction, other stimulation

## **In truck/bus crash statistics, driver fatigue is...**

- The number 1 cause
- Not a significant cause
- Underrepresented

- **Factors That Affect Fatigue In CMV Crashes**
  - The Safety Board believes that the incidence of driver fatigue is underrepresented in FARS in general and in FARS specifically with regard to CMV drivers.
  - Research has suggested that CMV driver fatigue is a contributing factor in 30 to 40 percent of all CMV crashes.

# Body's "Check Engine" Light



Fatigue is a physiological state that forces the brain to prioritize survival over demanding cognitive functions

# CMV Driving Worsens Fatigue



- Tight schedule to get enough sleep
- Extended work hours + commuting
- Changing work schedules
- Work/sleep periods conflict with circadian rhythm
- Limited time for rest & naps
- Unfamiliar & uncomfortable sleep locations
- Sleep disruptions
- Difficulty finding nutritious food on the road
- Limited opportunities for exercise
- Personal, work and environmental stressors

Why manage fatigue?

# Fiduciary Duty for Lifetime Earnings and Profits



- Lower Fatigue Related Crashes
- Lower Legal Liability Exposure
- Cost Reduction
  - Driver retention
  - Medical costs
  - Maintenance
- Labor force
  - Safer
  - More productive
  - Healthier & happier
- Articles
  - Nailing the Top Ten Industry Issues through Fatigue Management
    - [Part One](#)
    - [Part Two](#)



# Fatigue Management Program

# Fatigue Management Program (FMP)



## ➤ Safety Culture

- 1) Education
- 2) Training
- 3) Continuous communications – Including partnerships

## ➤ Fatigue Risk Management System

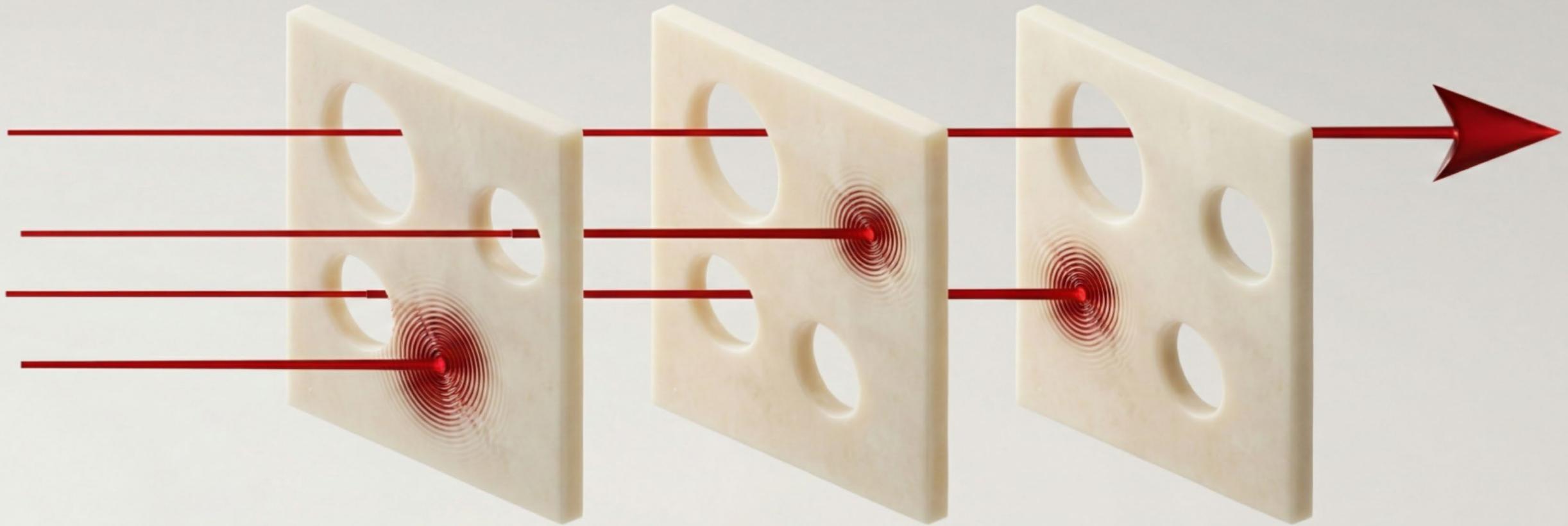
- 1) Operations
- 2) Identify risks with processes and controls
  - Predictive, proactive, reactive
  - Sound scheduling, sleep disorders management program, fatigue detection technologies
- 3) Risk assessment
- 4) Measures and countermeasures
- 5) Evaluation

[FMP Template](#)

[Module 2: Safety Culture and Management Practices](#)

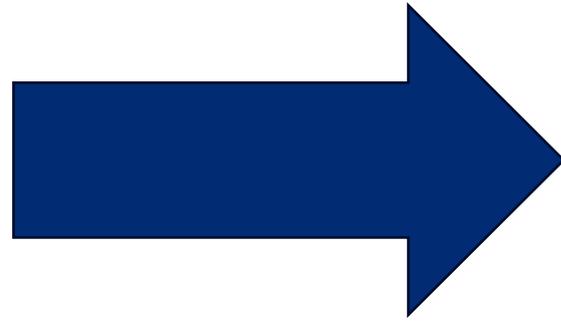
[Implementation Manual](#)

# The Swiss Cheese Model



# Swiss Cheese Layer: Safety Culture

- Knowledge
- Skills
- Attitudes



- ✓ Behavior Change
- ✓ Elimination of Stigmas

# Education & Training Courses



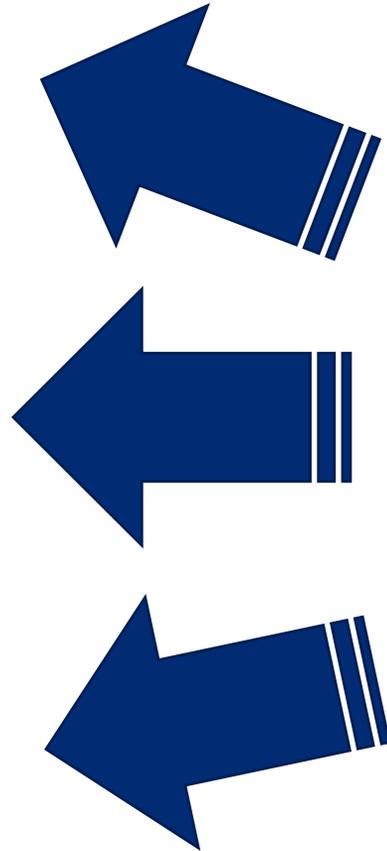
## eLearning Platform & PowerPoint Downloads

- Motor carrier executives and managers
  - Module 1 (Intro), 2 (Safety Culture), 7 (Sleep Disorders), 10 (Technologies)
- Motor carrier trainers
  - Module 5 (Train-the-Trainer)
- Motor carrier dispatchers and driver managers
  - Module 9 (Scheduling)
- Freight Shippers, Receivers, Brokers
  - Module 6 (Role of shippers & receivers on driver safety)
- Drivers
  - Module 3 (Driver Ed), 8 (Sleep Disorders) & 9 (Scheduling)
- Driver Families
  - Module 4 (Family Ed)

# Wellness Affects All Body Systems



- Messaging
  - Nervous
  - Endocrine
  - Immune
  - Reproductive
- Plumbing
  - Respiratory
  - Cardiovascular
  - Digestive
  - Urinary
- Support
  - Skeletal
  - Muscular
  - Integumentary



- Sleep Hygiene ([Webinar](#))
- Positive Relationships ([Webinar](#))
- Mindfulness ([Webinar](#))
- Nutrition ([Webinar](#))
- Exercise ([Webinar](#))

## **What is the single most important predictor of wellbeing and longevity?**

1. Low cholesterol
2. Not smoking
3. Warm relationships
4. Exercising
5. Meditation
6. VO2 max
7. Normal blood pressure

# Relationships Affect Wellness



- Stress with isolation from family & friends
- Finding and sustaining network of family, friends & coworkers
- Keep in touch, communicate
- Value and foster each relationship
- Do fun things together
- Be positive
- Show support
- Have family take Module 4 (Family Ed)

[Webinar: Nurturing Positive Relationships](#)

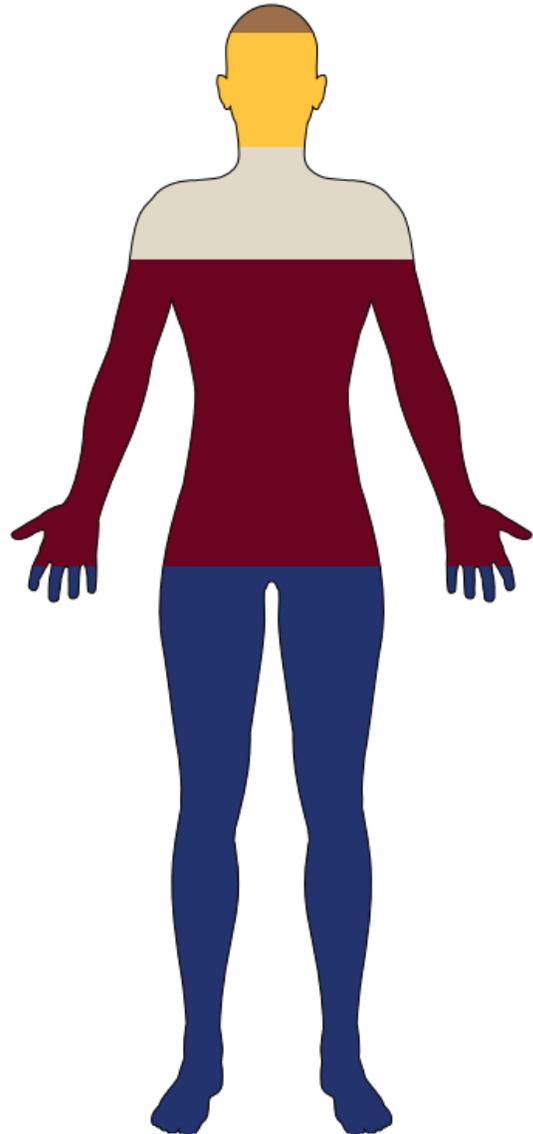
- Positive outlook and behaviors
- Balance between work and personal life
- Pursue personal interests
- Support network
- Try to improve job environment
- Get serious about relaxing
  - Relaxation breathing
  - Short walks
  - Meditation
  - Reading
  - Find method that works best for you

[Webinar: Mindfulness](#)

Where does weight come from in the body (heaviest to lightest)?

- Visceral fat
- Bones
- Subcutaneous fat
- Liquids
- Muscle

# What Makes Up Body Weight?



 LIQUIDS

 MUSCLE

 BONES

 SUBCUTANEOUS FAT

 VISCERAL FAT

- Essential Macronutrients
  - Carbs with Fiber (veggies, fruits, whole grains)
  - Fats except artificial trans fats (fatty fish, nuts, seeds, avocado, milk products)
  - Proteins (fish, seafood, chicken, beef, pork)
  - Water
- Essential Micronutrients
  - Vitamins
  - Minerals
- Nutritious food
  - No ingredients list
  - No nutrition label
  - No health claims

[Webinar: Nutrition](#)

- Ultra processed food
  - Lack of fiber
  - Excess sugar, salt, oils, fats and other additives
  - Engineered to taste good
  - Cheap & convenient
  - Aggressively marketed
  - Addictive
- Liquid candy
  - Soda
  - Juice
  - Any caloric drink
- Toxic to the liver and brain
  - Excess sugar
  - Excess protein
  - Drugs

# 10 Types of Snacks for the Road



1. Unsweetened drinks: Water, sparkling water with lime/lemon, coffee, tea, herbal infusions
2. Any seeds: Pumpkin, sunflower, cacao nibs, flax, chia, hemp
3. Any nuts: Almonds, walnuts, pecans, cashews, pistachios
4. Any veggies: Romaine hearts, celery, carrots, cucumber, cherry tomatoes, bell peppers
5. Any fruits: Berries, apples, oranges, clementines, bananas, plums, pears, pineapple
6. Spreads: Guacamole, hummus, plain yogurt/Greek, plain nut butters, cheese, pesto
7. Not so smooth smoothies (keep the fiber): Made with any of those above
8. Any protein: Boiled eggs, rotisserie chicken, ribs, lamb/steak skewers, sashimi, fish fillet
9. Beans: Pinto, black, kidney, edamame, chickpeas
10. Minimally processed cereals: Steel cut oatmeal, barley, bulgur, brown rice, plain popcorn

# Sample Food Choices on the Road



- **Breakfast**
  - Eggs any style with veggies instead of fries, veggie omelet
  - Fruit with nuts, plain yogurt, or cheese
  - Drop at least one side of the bread on egg sandwich
  - Avoid cereals
- **Lunch & Dinner**
  - Any protein with cooked veggies
  - Any protein with uncooked veggies (salads, bare burger/sandwich loaded w/veggies)
  - Order steak or ribs with collard greens, spinach or other veggies
  - Drop ultra processed sides: fries, mashed potatoes, mac & cheese and other
  - Have the burrito bowl without the tortilla
  - Make fruits your go to dessert alone or with nuts, plain yogurt, or cheese
- **Don't feel guilty when deviating into wrong lane, just don't stay there**

- Alerting effects:
  - Begin in ~20 minutes
  - Peak in 60-90 minutes
  - Can last for hours
- Caffeine content in coffee varies widely
- Tea has about ½ the caffeine of coffee
- Large individual differences in the time required to metabolize caffeine
- Drink in small sips to “nurse” the cup over a longer period
- Like any stimulant, caffeine makes sleep more difficult
- Generally, avoid caffeine within 6-8 hours of main sleep period
- Effects vary - some people are even more sensitive
- Reduce caffeine intake
- Increase time between last dose & bedtime

A nightcap is a sleep aid

- True
- Myth

- Not permitted in CMVs
- Some drivers may use alcohol as a sleep aid; rather, it's a sedative
- Alcohol may make you sleepy, but it actually *disrupts* sleep:
  - Disrupts Deep and REM sleep
  - Causes “rebound” awakening after a few hours
- Disruptive effects increase with age
- Performance impairment effects greater when you are also sleepy
- Alcohol makes OSA worse

# Smoking & Tobacco Use



- Leading preventable cause of disease, death, and disability
- ~20% of Americans smoke, but nearly **half** of CMV drivers do
- Causes lung cancer, COPD and other lung diseases, heart disease, and many other medical conditions
- >\$1,000 per year in medical costs for each smoker
- Reduces oxygen flow to the brain; worsens OSA
- Strategy: **QUIT!!!**
  - See your doctor
  - Call 1-800-QUIT-NOW
  - Click [www.smokefree.gov](http://www.smokefree.gov) or
  - Click [www.hc-sc.gc.ca](http://www.hc-sc.gc.ca)

# Amphetamines



- Illegal or available only with a prescription
- Too strong for general use
- Increase activity level but do not improve performance reliably
- Increase heart rate and metabolism, sometimes dangerously
- Often you “crash” several hours after use

# Sleeping Pills



- Hypnotics = drugs used to induce sleep
- Some also used to treat anxiety and stress disorders
- General categories:
  - Non-prescription Over-The-Counter (OTC); e.g., Tylenol PM, Benadryl
  - Prescription:
    - Benzodiazepines (e.g., Halcion, Restoril)
    - Nonbenzodiazepines (e.g., Ambien, Lunesta)
- No sleeping pill provides 100% natural sleep
- Most have side effects
- Most are habit-forming
- Some cause withdrawal symptoms
- Must allow full time for drug to leave your body before driving

Based on what I just learned, I should stop taking my sleeping pill immediately

- Correct
- False

- Common side effects:
  - Drowsiness
  - Other fatigue
  - Insomnia
- Accordingly, many prescriptions specify when the drug should be taken (e.g., at bedtime)
- Follow dosage instructions carefully
- Safety regulations restrict driver on-road use of medications with stated fatigue side effects

1. Cardiopulmonary
2. Strength bearing
3. Stretching & balancing

- Enhances alertness
- Promotes better sleep
- Lowers stress
- 10-minute walks twice or more per day
- Work out more vigorously on weekends
- Take exercise equipment with you on trips
- Keep a record of your exercise
- Set daily and weekly goals
- Find out what you like and do it

## **Drivers can tell when they are fatigued...**

1. Always, based on their perception
2. When trained to recognize it
3. Rarely; that's why it's a problem

# Objective Signs of Fatigue



- Eyelid drop or loss of focus
- Yawning
- Wandering, scattered or disjointed thoughts, dreamlike visions
- Head movements, gentle swaying, jerking
- Reduced field-of-view (AKA: tunnel vision, highway hypnosis, white line fever)
- Fidgeting, shifting positions, adjusting windows & HVAC
- Progressive weaving, crossing rumble strip, drift and jerk steering
- Delayed or incorrect responses
- Microsleeps

# Fatigue Management Strategies



- General
- At home
- On the road
- Night driving
- Changing time zones
- Team driving

[Module 3: Driver Education](#)

# Shared Responsibility



- Reducing fatigue in driver schedules is a shared responsibility between management and drivers
  - Management, including planning and dispatch, establishes a driver's work demands and ultimately determines available sleep opportunities through the driving schedule
  - Drivers are responsible for utilizing their available rest time effectively and communicating any fatigue concerns
- An effective fatigue management program requires continuous collaboration to ensure safe and sustainable work practices

# Promoting a Safety Culture



- Cultivate a workplace that encourages drivers to value sufficient sleep and actively manage their fatigue for safety
- Drivers must be trained to recognize objective signs of fatigue as a significant physiological risk
- A true safety culture exists when drivers feel comfortable and empowered to communicate when they are tired without fear of repercussions
- If drivers are unwilling to report fatigue, the safety culture is compromised

# More on Safety Culture



- [Webinar: Safety Culture: Transforming Fatigue Management from a Liability into a Competitive Advantage](#)
- [Module 2: Safety Culture and Management Practices](#)

# Swiss Cheese Layer: Sound Scheduling and Routing Practices

# Scheduling Practices



- Sound scheduling and routing
- Time of day, recent sleep, continuous hours awake, cumulative sleep debt
- Shared responsibility mitigating driver fatigue in work schedules
- Regular schedules
- Forward vs backward scheduling
- Consider travel time to employment location
- Consider rests and naps during work shift
- Maximum of 16 hrs. per day or less
- Maximize benefits of scheduling tools
- Develop customized strategies for managing fatigue

[Webinar: The Scheduling Puzzle: Sleep Science and Driver Fatigue](#)

[Module 9: Driver Scheduling and Tools](#)

# Swiss Cheese Layer: Fatigue Detection Technologies

# Fatigue Management Technologies Types

1. Scheduling & Trip Planning
2. Fitness for Duty Testing
3. Performance Monitoring
4. Driver Monitoring

# More on Fatigue Detection Technology

- [Webinar: The Alertness Toolkit – A Motor Carrier’s Guide to Fatigue Management Technologies](#)
- [Solution Series Webinars](#)
- [Module 10: Fatigue Monitoring and Management Technologies](#)

# Technology Catalog Sources



- 2024 Good-Practice Guidance - To support industry uptake of rapidly emerging Fatigue and Distraction Detection Technologies (FDDT)
  - [By Australia's National Heavy Vehicle Regulator \(NHVR\)](#)
- 2020 Review of Commercially Available Devices to Detect Fatigue and Distraction in Drivers
  - [By Institute for Road Safety Research in the Hague, Netherlands](#)
- 2019 Commercial Motor Vehicle Operator Fatigue Detection Technology Catalog and Review
  - [By National Surface Transportation Safety Center for Excellence](#)

# Swiss Cheese Layer: Sleep Disorder Management

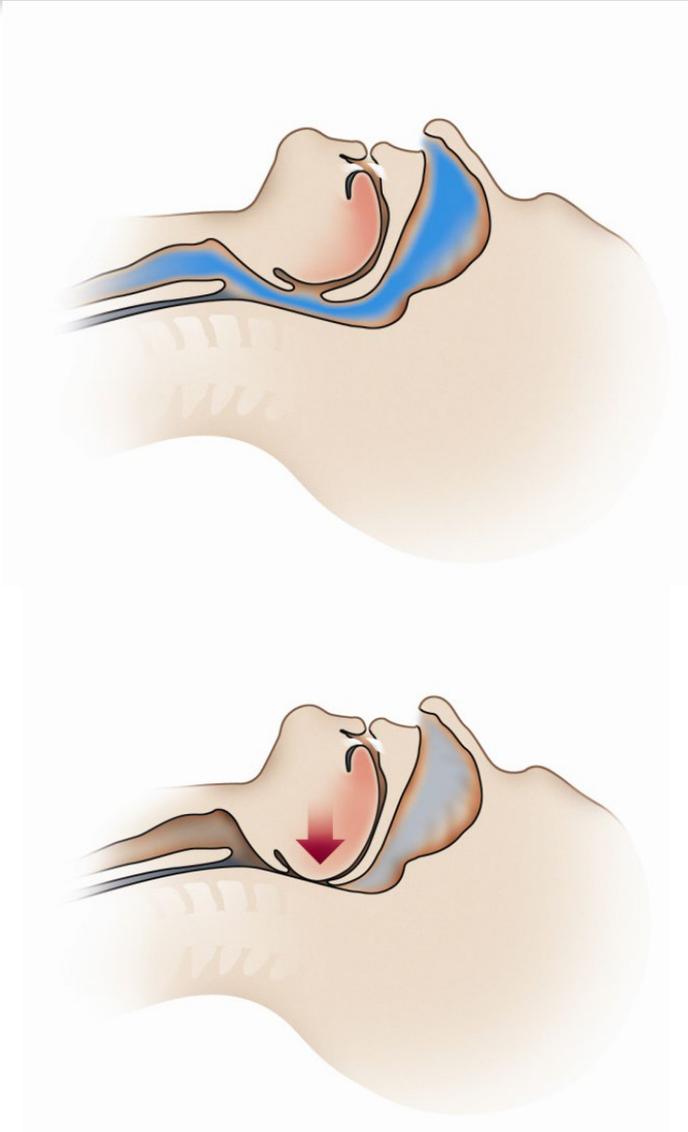
# Fatigue Susceptibility



- Sleep Deprivation
  - Sleep-related behaviors
  - Sleep hygiene
- Individual Differences
  - Genetic variations
  - Health & fitness
- Medical conditions
  - Medications
  - Sleep disorders
    - Insomnia, narcolepsy, restless leg syndrome, sleepwalking, abnormal circadian rhythms, obstructive sleep apnea (OSA)

# Obstructive Sleep Apnea

- **Apnea** = stoppage of breathing lasting 10+ seconds
- OSA = breathing stops repeatedly during sleep due to closures of the upper airway
- Apnea rate per hour:
  - $<5$  = normal
  - $\geq 5$  = OSA
- OSA severity (mild, moderate, severe) based on rate
- Some people with severe OSA can have 100 per hour



# OSA Risk and Warning Signs



- OSA higher risk
  - Obese individuals, male, 40+ years old, large neck size, recessed chin, small jaw, large overbite, family history
- OSA warning signs
  - Excessive daytime sleepiness, reduced performance, loud and irregular snoring especially with gasping, high blood pressure, diabetes

1. Education
2. Screening
3. Testing
4. Treatment
5. Monitoring

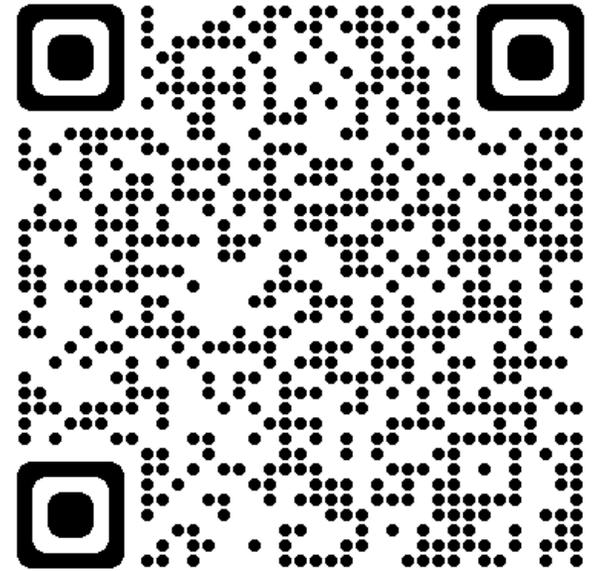
# More on Sleep Disorders Management

- [Webinar: Guide to Establishing a Sleep Disorders Management Program](#)
- [Module 7: Motor Carrier Sleep Disorders Management](#)
- [Module 8: Driver Sleep Disorders Management](#)

# Next Steps



[nafmp.org](http://nafmp.org)



# NAFMP Website Free Resources



- Tools
  - FMP Template
  - Implementation Manual
  - ROI Calculator
- Courses
  - eLearning Platform
  - PowerPoints with and without audio
  - For carrier's executives, safety managers, dispatchers, instructors, drivers, driver's families, shippers & receivers
- Webinars, Info Sessions & Articles
  - Gallery
  - List
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# Connect with me to coordinate a free fatigue management session for your organization



**Rodolfo Giacoman**  
Fatigue Management Specialist  
**Commercial Vehicle Safety Alliance**

[Rodolfo.Giacoman@CVSA.org](mailto:Rodolfo.Giacoman@CVSA.org)

202-998-1830



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