

Regarding question #5 employment and mvr plan for Browns Moving and Storage LLC

I, Derek Brown, hereby state that the facts above set forth are true and correct to the best of my knowledge, information and belief, and that I expect to be able to prove the same at a hearing held in this matter. I understand that the statements herein are made subject to the penalties of 18 Pa.C.S. § 4904 (relating to unsworn falsification to authorities).

****Employment Plan for Drivers in Compliance with Pennsylvania DOT Laws and Regulations****

****1. Minimum Age Requirements (52 Pa Code § 37.204, 49 CFR 391.11):****

Policy:

Our company strictly adheres to the minimum age requirements set forth by the Pennsylvania Department of Transportation (DOT) and the Federal Motor Carrier Safety Administration (FMCSA). All drivers must be at least 21 years of age to be eligible for employment.

Procedure:

- All applicants will be required to provide valid identification documents to verify their age during the application process.
- The human resources department will conduct thorough age verification checks to ensure compliance with the minimum age requirement.
- Applicants who do not meet the minimum age requirement will not be considered for employment.

****2. Driver History (52 Pa Code § 37.204, 49 CFR 391.25):****

Policy:

Our company is committed to hiring drivers with a safe and reliable driving history, in accordance with the regulations outlined by the Pennsylvania DOT and FMCSA.

Procedure:

- All applicants must submit a complete and accurate driving history report for the past three years.
- The human resources department will review the driving history to assess compliance with the required standards.
- Any applicant with a history of serious traffic violations, DUI offenses, or repeated accidents may be disqualified from employment.
- Drivers will be periodically monitored for any changes in their driving records, and appropriate action will be taken in accordance with DOT regulations.

****3. Criminal History (52 Pa Code § 31.134):****

Policy:

Our company recognizes the importance of ensuring the safety and security of our operations, customers, and the public. We conduct thorough background checks to assess the criminal history of all applicants.

Procedure:

- All applicants will be required to undergo a criminal history background check as part of the hiring process.
- The human resources department will assess the relevance of criminal convictions to the specific duties and responsibilities of the driver position.
- Applicants with convictions for offenses that could jeopardize the safety and security of the transportation operation may be disqualified from employment.
- The company will comply with applicable federal and state laws regarding the use of criminal history information in employment decisions.

****Additional Considerations:****

- Regular training programs will be implemented to keep drivers informed about changes in DOT regulations and reinforce safe driving practices.
- The company will maintain up-to-date records for each driver, including driving history reports, age verification, and criminal history checks.
- Continuous monitoring of compliance with DOT regulations will be conducted, and corrective actions will be taken promptly as necessary.

By implementing and adhering to this employment plan, our company aims to maintain a workforce that meets or exceeds the requirements of the Pennsylvania DOT and FMCSA, ensuring the safety and reliability of our transportation operations.