

To Whom It May Concern, This is my letter of Petition for Reconsideration for my application for my PUC certificate. Moving forward I ask if you can please reconsider my application due to I feel like I wasn't given a chance to submit the information I was missing on my application that I submitted, which I look at all my paperwork that I submitted I noticed that my papers for my safety plan and employee hiring process was missing I submitted along with the application I don't know what happen on my end but it didn't go through as I am going back into my files and looking to see why you haven't received it, so on my end I should of doubled checked again to make sure everything was a go. But I really ask if you can reconsider this application due to me applying before they sent me a notice out stating I didn't have the information of my retention policy for applicant. We sometimes make mistakes and are given a chance to fix our mistake and move forward from it, so I ask again please reconsider my petition due to me not having to file and spend more money on the account of myself and not going back to make sure all the documentation was submitted and clear when I sent it.(2) The case docket number that I am referring to is A-2025-3053386.(3) My name is Keith Custus and this letter of petition is made on my behalf of reconsideration.(4) On the next page is my documentation for my employee hiring policy. I have provided my signature down below at the end of this letter. I Keith Custus , hereby state that the facts above are set forth are true and correct (or 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 the penalties. Also about the financial sheet there was a typo in on the asset sheet that I noticed when looking back on the paper it is supposed to say 30,000 not 3,000 I am financially capable of maintain a business and if I have to show that I am a can if I need to show bank account information stating I have the funds to run a transportation business, I also have real estate property that I own that is part of my monthly income to show I am reliable and capable of running a safe and successful business I just ask again you take this into consideration and please reconsider and give me the opportunity to get my certification to run my transportation business. I have provided the documentation with the information that was not uploaded along with my application.

Keith Custus

A-2025-3053386

A-6227728

Safeway Courier & Nemt Transportation Services LLC employee hiring policy will adhere to Federal Motor Carrier Safety Administration regulations, requiring thorough background checks, a valid Commercial Driver's License a clean driving record, a Dot medical certification and passing drug and alcohol tests, ensuring only qualified drivers are hired to prioritize road safety, this includes verifying previous employment history, criminal background, and conducting a road test to assess driving skills. (1) Age Requirement, Applicants must be at least 21 years old to operate a commercial vehicle. (2) Driving Record Check: A comprehensive review of the applicant's driving record from all states where they have held a license within the past 10 years is required. (3) Criminal Background Check: A thorough criminal check is necessary to identify any disqualifying offenses. (4) Drug and Alcohol Testing: Pre-employment drug and alcohol tests are mandatory, with potential for random testing throughout employment. (5) Employment History Verification: Contacting previous employers to verify driving records, safety compliance, and employment history is essential. (6) Road Test: A practical driving test on the type of vehicle they will operate is required to assess driving skills and safety practices. Training requirements: Depending on the role, specific training programs will be mandated, including defensive driving courses. I will always stay updated on the latest FMCSA regulations regarding driver qualifications and hiring practices. My safety focus is to Prioritize hiring candidates with a strong safety record and commitment to safe driving practices. Also I will maintain detailed records of all drivers qualification checks and documentation in a Driver Qualification Files. Conduct periodic reviews of driver performance and qualifications to ensure continued compliance and safety. If possible I will obtain records for DOT background checks online, such as crash and inspection history available through the FMCSA Pre-screening Program. I will keep qualified drivers in the loop with personal updates or follow-up questions. As an employer to make the process faster I have partner up with Checkr to complete DOT background screenings.

Safeway Courier & Nemt Transportation Hiring and retention policy will prioritize safety, compliance with DOT regulations, thorough background checks, competitive , compensation , driver-centric work schedules, regular training, and a strong emphasis on open communication to attract and retain qualified drivers, while upholding high safety standards. Hiring Process: I will conduct a comprehensive pre-employment DOT physicals, drug tests, and background checks, including driving records, criminal history, and previous employment verification. I will evaluate driving skills through practical road tests and simulator assessments. Experience verification will be reviewed from past employment history , including safety records and previous companies. Training requirements will asses and prioritize candidates with relevant training and certifications. Our retention strategies will be that we ofe competitive pay packages including base salary, mileage pay, and per diem allowances. We will have flexible schedules to accommodate personal need and promote work-life balance. As well as ongoing training programs to update drivers on safety protocols, new regulations, and best practices. There will be opportunities created for drivers to advance within the company through promotion to train for leadership positions. For the drivers I will foster a culture of open communication where drivers can voice concerns and provide feedback without fear of reprisal. Employee recognition programs: Acknowledge and reward exemplary performance and safety achievements. Driver support services: will provide access to support services like wellness programs, mental health resources, and financial planning assistance. Safety: Regular vehicle inspections will be conducted thorough pre-trip inspections and routine maintenance to ensure vehicle safety. Hours of service and compliance: Monitor driver hours of service strictly to prevent fatigue-related accidents. For incident and reporting and investigation I will robust procedures for reporting and investigating accidents, near misses, and safety violations. There will be maintained complete and accurate driver qualification files with all necessary documentation. Regularly I will review and update our hiring and retention policies to adapt to changing industry trends and regulations. There will also be data on drivers turnover, safety performance, and other key metrics to inform policy adjustments.

Statement of Financial Position (Balance Sheet)

**As of (date) _____
(Must be less than 6 months old)**

ASSETS

Current Assets			
Cash	30,000	_____	
Other Current Assets (specify)		_____	
Total Current Assets			_____
Tangible Assets			
Motor Vehicle Equipment	8500	_____	
Property (buildings, land, etc.)	90000	_____	
Office Equipment			400

	TOTAL ASSETS		128,900

LIABILITIES

Current Liabilities (Due within one year of date)			
Loans		_____	
Credit cards/revolving credit		_____	
Other Liabilities (Attach schedule)		_____	
Total Current Liabilities			128,900

Long Term Liabilities (Due after one year of date)			
Mortgage		_____	
Long term commercial loan		_____	
Other Liabilities (Attach Schedule)		_____	
Total Long-Term Liabilities			

	TOTAL LIABILITIES		128,900
