

Euphrates Trans LLC.
6201 Hamilton Blvd.
Allentown PA. 18106

A-2024-3051783

April 25, 2025

Re: Public Utility Comm.

Memo: Hiring/Retention

We believe the onboarding process is integral in order to introduce the culture, mission and expectations of a company. Having knowledge of these areas creates a sense of respect, recognition and appreciation in addition to a balanced healthy environment.

Creating a positive working environment, offering competitive compensation and benefits as well as transparency and clear communication sets the tone for longevity.

In regards to hiring potential employees, background checks are ran 7 years prior, motor vehicle abstract are obtained through Occuscreen who I'm contracted with. Anyone who may have violations of 3years or less, points totaling 3 or more must be disqualified due to insurance carrier's mandate.

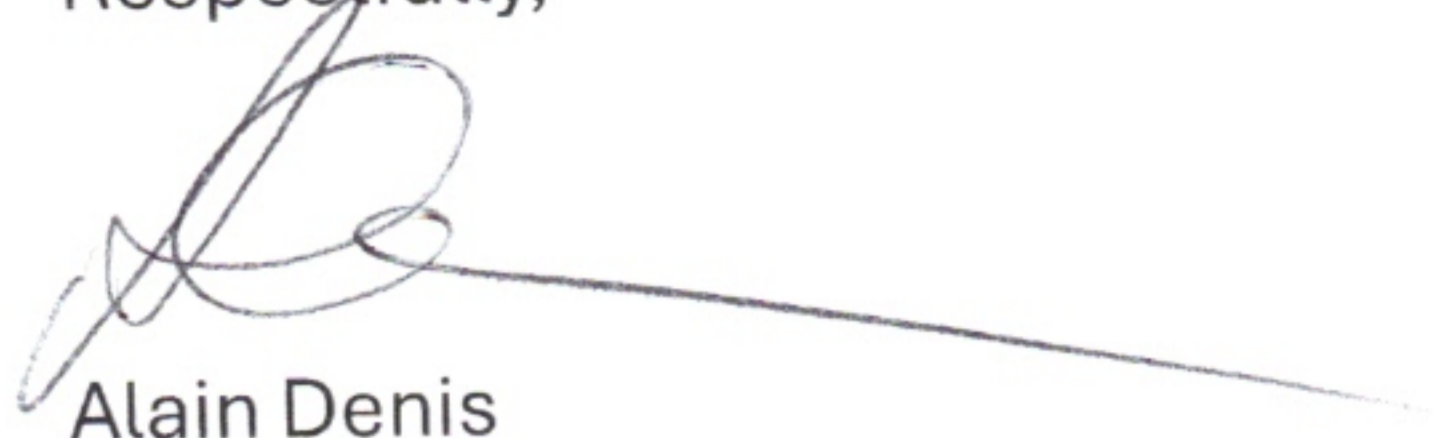
Furthermore, drug tests are done through LabCorp, as a nine-panel test is given to see if any narcotics have been used, taken into account of prescribed medication.

Due to the nature of our work, anyone who's deemed to be under the influence of cannabis during hours of operation will be reprimanded. Also, HIPPA awareness, OSHA, and defensive driving courses are completed through 360 training whom I'm affiliated. We have taken these steps in order to assure means to cohesiveness within our organization.

The process of hiring must include basic skills to carry out the job functions, what natural cognitive abilities one may possess, such as negotiating, persuading or emotional intelligence, past job experience, how will that benefit them now. Lastly, are they capable of working with others to reach a common goal, are they able to respect one's opinion and facilitate effective conflict and resolution strategies.

As previously mentioned, retention is paramount therefore, advancement and promotion from within our organization demonstrates a sense of appreciation for contributions made. Sincerely, I strongly believe working as a unit is imperative.

Respectfully,

A handwritten signature in black ink, appearing to be 'Alain Denis', with a long horizontal line extending to the right.

Alain Denis