



US-DOT DRIVER COMPLIANCE PROGRAM

GREGORY & HOWE, INC.

2 CORPORATE DRIVE

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Executive Summary

Gregory & Howe implements custom designed, fully management solutions and will fulfill all of the deliverables that are required by the CLIENT.

Gregory & Howe, Inc is a “**Management Company**” that has been managing Drug and Alcohol Testing Programs as well as DOT Compliance Programs throughout the United States, Puerto Rico, and the Virgin Islands since 1989. Our customer base ranges from large companies with several hundred locations, municipalities and trade associates to small privately held businesses.

In 2003 Gregory & Howe, Inc entered into discussions with a company that had distribution centers throughout the United States.. That company had a “**Conditional**” safety rating and was looking to outsource all of the DOT/FMCSA requirements.

Gregory & Howe developed a full service web based DOT/FMCSA Compliance Program that provided access to audited safety records On-Line, 24 hours a day / seven days a week. This client was subsequently the subject of a Federal DOT Compliance Review and by utilizing the Gregory & Howe’s program, they successfully achieved a “**Satisfactory**” safety rating.

Gregory & Howe will develop, implement and manage a DOT Compliance Program that will streamline, centralize and make more efficient compliance with the FMCSA requirements. The extent to which Gregory & Howe centralizes these requirements is a determination to be made by the CLIENT. Once a candidate has been selected the entire process from reporting drug test results, conducting background checks, coordinating and monitoring DOT physicals and the reporting to ALL CLIENT responsible parties can be coordinated by Gregory & Howe.



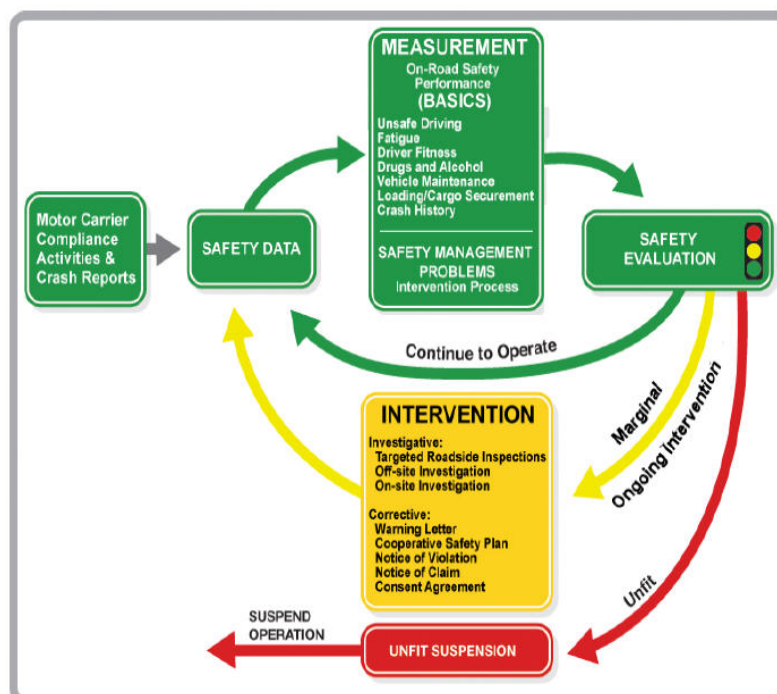
ENFORCEMENT EVOLUTION

The FMCSA has over the last few years been developing and implanting an automated data driven system that calculates the safety fitness of motor carriers; this system, Motor Carrier Safety Measurement System or "**SafeStat**" represents a paradigm shift to the utilization of electronic data to determine and track motor carriers compliance with the DOT/FMCSA regulations, calculate safety ratings and help to determine when a Compliance Review is necessary. It is also used by the insurance industry to track and evaluate companies' safety rating and consequently insurance premiums.

The FMCSA released the results of a multi-year study known as **Large Truck Crash Causation Study** which reviewed a nationally representative sample from over 120,000 truck crashes from 2001-2003 and determined that drivers of large trucks and other vehicles involved in truck crashes are ten times more likely to be the cause of the crash than any other factors, such as weather, road conditions or vehicle performance. As a result of the **Large Truck Crash Causation Study** the FMCSA has placed the primary focus of their compliance efforts on **driver safety compliance**. This specifically includes the Driver Qualification File, Driver Daily Inspection Reports, Hours of Service and Drug and Alcohol Testing Programs.

As a result of these two projects the FMCSA has recently announced a major new enforcement initiative know as **Comprehensive Safety Analysis 2010 (CSA 2010)**. This initiative will significantly expand the impact of the compliance and enforcement efforts conduct off-site investigations and update companies' safety ratings every 30 days on an on-going basis and include driver safety data with the authority to suspend operations. CSA 2010 will begin testing in January 2008 in Colorado, Georgia, Missouri and New Jersey.

CSA 2010 Operational Model



In Conclusion:

The Federal Motor Carrier Administration has determined that strict enforcement of the FMCSA's safety regulations is the most effective way to reduce serious accidents and fatalities.

Alternatives:

One alternative is to have competent fully trained employees vigilantly monitoring all safety compliance regulations and records. This is not merely an IT issue, it is an on-going training and staffing issue.

The other alternative is to outsource; **Gregory & Howe, Inc can provide continuity of administration in one centralized location, 24/7 access to all records and on-going support, all for significantly less cost than administering the program in-house.**

Information Section

Gregory & Howe Inc. is committed to providing clients with the most professional, accurate and defensible DQ management and drug/alcohol screening program available. We will provide the highest quality services possible in all components of our program. We realize that each and every specimen must be viewed as being the most significant test ever run through our clients program. It is with this "heightened sense of awareness" that we can achieve our goal of 100% flawless management, collection, testing and reporting services. Only then can we be certain that our clients and their employees' interests are protected and maintained.

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Provided below are the names, titles, address, telephone numbers and email addresses of the individuals designated by the Bidder as responsible for responding to general questions regarding the Bidder's submittal.

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What makes us different from the competition?

Gregory & Howe, Inc provides exceptional program management with the highest level of customer service. We are a company of dedicated professionals that take our job, and your needs, very seriously. Because of this, we have built and continue to develop long lasting relationships with our clients.

As a “**Management Company**” Gregory & Howe takes pride in providing the highest level of client support in the industry. From writing company policies, conducting employee and supervisor training to support our clients compliance requirements. Our commitment to an honest, respectful and a superior service level is paramount. Gregory & Howe employs cutting edge technology to enhance our client’s service not to replace it.

As a key component of the DOT/FMCSA Compliance Program, Gregory & Howe provides our clients detailed reports on the status of their driver’s safety records on a monthly basis. In some cases our clients have requested Gregory & Howe to provide the DOT Physicals. In these instances Gregory & Howe contracts for the DOT Physical to be performed, the medical long form and employer copy of the driver’s medical card are sent to Gregory & Howe, at which point the medical information reviewed and in the event of limitation on the driver’s activity a physician’s review may be conducted by Gregory & Howe’s Medical Review Officer. This is an example of Gregory & Howe customizing programs to meet our clients’ specific needs.

Sample Monthly Summary Report

	A	B	C	D	E	F	G	H	I	J
1	DRIVER	Application	Inquiry to prev employer	Inquiry to State Agency	Inquiry to prev Employer drug & alcohol	Annual review/Violations	MVR's Cert of Violations	Driver's road test	Lic Exp Date	Med Cert./Exp Date
2	Driver Name	2/25/05	i/p	2/10/05	i/p	2/25/05	2/10/05	N/A	1/29/09	2/3/07
3	Driver Name	5/1/90	N/A	N/A	N/A	1/20/05	2/10/05	N/A	2/2/08	8/29/06
4	Driver Name	6/15/05	i/p	8/8/05	i/p	8/3/05	8/8/05	N/A	1/14/09	NEED
5	Driver Name	7/1/98	N/A	N/A	N/A	1/18/05	2/10/05	N/A	5/27/08	7/23/06
6	Driver Name	9/25/83	N/A	N/A	N/A	1/11/05	2/10/05	N/A	8/13/09	6/30/07
7	Driver Name	11/21/05	i/p	11/23/05	i/p	11/22/05	11/23/05	NEED	NEED	NEED
8	Driver Name	8/28/96	N/A	N/A	N/A	1/25/05	2/11/05	N/A	4/18/08	1/31/06
9	Driver Name	3/10/05	i/p	2/10/05	i/p	3/10/05	2/10/05	N/A	9/23/08	4/31/06
10	Driver Name	9/9/05	i/p	11/4/05	i/p	11/1/05	11/4/05	NEED	NEED	NEED
11	Driver Name	2/15/05	i/p	3/24/05	i/p	3/23/05	3/24/05	NEED	NEED	NEED
12	Driver Name	10/19/05	i/p	11/4/05	i/p	11/1/05	11/4/05	NEED	NEED	NEED
13	Driver Name	12/23/00	N/A	N/A	N/A	1/11/05	2/11/05	N/A	7/12/09	2/6/06
14	Driver Name	12/20/94	N/A	N/A	N/A	1/11/05	2/11/05	N/A	11/18/07	10/20/06
15	Driver Name	10/20/05	i/p	11/4/05	i/p	10/31/05	11/4/05	N/A	10/22/08	6/16/07

Sample Monthly License Report:

	A	B	C
1	DRIVER	Lic Exp Date	
2	Driver Name	1/2/05	
3	Driver Name	7/5/05	
4	Driver Name	NEED	
5	Driver Name	need	
6	Driver Name	need	
7	Driver Name	need	
8			
9	KEY:		
10	I/P= IN PROCESS		
11	N/A= NOT APPLICABLE		
12	N= NEED		
13	C= COMPLETE		
14	INC=INCOMPLETE WAITING ON MORE INFO		
15	NR=NO RESPONSE FROM PREVIOUS EMPLOYER		
16	NF= Need to Verify 1st Date Used CDL		

Sample Monthly Medical Report:

	A	B
1	DRIVER	Med Cert/Exp Date
2	Driver Name	10/19/04
3	Driver Name	12/3/04
4	Driver Name	3/3/05
5	Driver Name	8/8/05
6	Driver Name	11/21/05
7	Driver Name	11/29/05
8	Driver Name	12/4/05
9	Driver Name	12/10/05
10	Driver Name	NEED
11	Driver Name	NEED
12	Driver Name	need
13	Driver Name	need
14	Driver Name	need
15	Driver Name	need exp date

