




REDACTED PER RCW 42.56.230

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|---|----------------------------|--|---|
|  | US DOT # 2644042 | Legal: JAMES MOSELEY Operating (DBA): YOU GOT IT MOVERS | |
| MC/MX #: | | State #: THG065960 | Federal Tax ID: |
| Review Type: Compliance Review (CR) | | | |
| Scope: | Principal Office | Location of Review/Audit: Company facility in the U. S. | |
| Territory: | | | |
| Operation Types | | Interstate | Intrastate |
| Carrier: | N/A | Non-HM | |
| Shipper: | N/A | N/A | |
| Cargo Tank: | N/A | | |
| | | Business: Corporation | |
| | | Gross Revenue: \$210,936.00 | |
| | | for year ending: 12/31/2018 | |
| Company Physical Address: | | | |
| 7711 28TH ST NE ARLINGTON, WA 98223 | | | |
| Contact Name: James Moseley | | | |
| Phone numbers: (1) 425- 268-2589 | | (2) 425-418-6395 | Fax |
| E-Mail Address: James@yougotmovers.com | | | |
| Company Mailing Address: | | | |
| 7711 28TH ST NE ARLINGTON, WA 98223 | | | |
| Carrier Classification | | | |
| Authorized for Hire | | | |
| Cargo Classification | | | |
| Household Goods | | | |
| Equipment | | | |
| | Owned | Term Leased | Trip Leased |
| Truck | 3 | 0 | 0 |
| Power units used in the U.S.:3 | | | |
| Percentage of time used in the U.S.:100 | | | |
| Does carrier transport placardable quantities of HM? No | | | |
| Is an HM Permit required? N/A | | | |
| Driver Information | | | |
| | Inter | Intra | |
| < 100 Miles: | | 4 | Average trip leased drivers/month: 0 |
| >= 100 Miles: | | | Total Drivers: 4 |
| | | | CDL Drivers: 0 |



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|--|---|----------------------------|----------------------------|---------------------|-----------------------------|---------------------------------|
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| Part A | | | | | | |
| <p>QUESTIONS regarding this report or the Federal Motor Carrier Safety rules may be addressed to the Office of Motor Carriers at:</p> <p>PO Box 47250 Olympia, WA 98504-7250 Phone (360) 529-2082 email francine.gagne@utc.wa.gov</p> | | | | | | |
| This report will be used to assess your safety compliance. | | | | | | |
| <u>Person(s) Interviewed</u> <table data-bbox="118 703 1482 781"><tr><td data-bbox="118 703 860 735">Name: James Moseley</td><td data-bbox="860 703 1482 735">Title: Owner</td></tr><tr><td data-bbox="118 735 860 781">Name: Caitrin Murphy</td><td data-bbox="860 735 1482 781">Title: Assistant Manager</td></tr></table> | | | Name: James Moseley | Title: Owner | Name: Caitrin Murphy | Title: Assistant Manager |
| Name: James Moseley | Title: Owner | | | | | |
| Name: Caitrin Murphy | Title: Assistant Manager | | | | | |



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| Part B Violations | | | |

| | | | | | |
|-----------------|---------------------------|------------------------|---------------------|--------------------------|---------------------|
| 1 | Primary: 391.51(a) | Discovered 4 | Checked 4 | Drivers/Vehicles | |
| STATE | CFR Equivalent: 391.51(a) | | | In Violation 4 | Checked 4 |
| CRITICAL | | | | | |

Description
Failing to maintain driver qualification file on each driver employed.

Example
Driver name: Travis Walters
Trip date: 3/21/2019
Description of violation: No driver qualification file. Driver files must be maintained throughout employment plus three years. File must contain the drivers employment application, employment history investigation, inquiry into drivers driving record obtained within 30 days of hire date, certificate of annual review of driving record, annual copy of driving record, drivers annual certificate of traffic convictions, certificate of road test or equivalent and current medical certificate.

Driver: Eric Shuler
Trip date: 5/3/2019
Description of violation: Driver file must contain complete application, inquiries into driver history, and initial MVR from Washington Department of Licensing (DOL)

Driver: Cyrus Shepperle
Trip date: 5/9/2019
Description of violation: Driver file must contain complete application, inquiries into driver history, and initial MVR from Washington Department of Licensing (DOL)

Driver: Shawn Green
Trip date: 5/7/2019
Description of violation: Driver file must contain complete application, inquiries into driver history, initial MVR from Washington Department of Licensing (DOL), annual MVRs, list of driver traffic infractions and employer certifications.

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|-----------------|-----------------------|------------------------|---------------------|--------------------------|---------------------|
| 2 | Primary: 392.2 | Discovered 3 | Checked 3 | Drivers/Vehicles | |
| STATE | CFR Equivalent: 392.2 | | | In Violation 3 | Checked 3 |
| CRITICAL | | | | | |


Description
Operating a motor vehicle not in accordance with the laws, ordinances, and regulations of the jurisdiction in which it is being operated.

Example
Employee name: Travis Walters
Trip date: 3/21/2019
Procedure not complied with: Failure to obey traffic control device, failed to exit onto the Lake Stevens Scale

Employee name: Kyle Tyo
Trip date: 7/6/2019
Procedure not complied with: No proof of insurance in vehicle

Employee name: Cyrus Scheppele
Trip date: 8/14/2019
Procedure not complied with: Failing to use seatbelt while operating a CMV, no proof of insurance in vehicle



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Part B Violations

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|-------------------------------|---|------------------------|---------------------|---|---------------------|
| 3 STATE CRITICAL | Primary: 396.3(b) CFR Equivalent: 396.3(b) | Discovered 3 | Checked 3 | Drivers/Vehicles In Violation 3 | Checked 3 |
|-------------------------------|---|------------------------|---------------------|---|---------------------|

Description

Failing to keep minimum records of inspection and vehicle maintenance.

Vehicle: 1HTSDAAL61H329948

Trip date: 3/21/2019

Procedure not complied with: No maintenance file

Vehicle: 1GDJ6C1C0XJ502777

Trip date: 7/6/2019

Procedure not complied with: No maintenance file

Vehicle: J8DC4B16877014941

Trip date: 7/6/2019

Procedure not complied with: No maintenance file

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|-------------------------------|---|------------------------|---------------------|---|---------------------|
| 4 STATE CRITICAL | Primary: 396.17(a) CFR Equivalent: 396.17(a) | Discovered 3 | Checked 3 | Drivers/Vehicles In Violation 3 | Checked 3 |
|-------------------------------|---|------------------------|---------------------|---|---------------------|

Description

Using a commercial motor vehicle not periodically inspected.

Example

Vehicle: 1HTSDAAL61H329948

Trip date: 3/21/2019

Procedure not complied with: No annual DOT inspection

Vehicle: 1GDJ6C1C0XJ502777

Trip date: 7/6/2019

Procedure not complied with: No annual DOT inspection

Vehicle: J8DC4B16877014941

Trip date: 7/6/2019

Procedure not complied with: No annual DOT inspection

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|------------|---|------------------------|---------------------|---|---------------------|
| 5 STATE | Primary: 390.19(b)(2) CFR Equivalent: 390.19(b)(2) | Discovered 1 | Checked 1 | Drivers/Vehicles In Violation 1 | Checked 1 |
|------------|---|------------------------|---------------------|---|---------------------|

Description

Failing to file the appropriate form under 390.19(a) (MCS-150, 150B, or 150C) each 24 months according to the schedule.


Example

Driver Name: Eric Shuler

Trip Date: 5/3/2019

Description: MCS150 form was last updated on 6/10/2015. Form should be updated immediately and then every 24 months in February of even years



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|------------|---|------------------------|---------------------|--|
| 6 STATE | Primary: 391.15(a) CFR Equivalent: 391.15(a) | Discovered 1 | Checked 3 | Drivers/Vehicles In Violation 1 Checked 3 |
|------------|---|------------------------|---------------------|--|

Description
Operating a commercial motor vehicle while disqualified.
Driver: Eric Shuler
Trip dates: 5/3, 4, 7, 8, 21, 22, 23, 24, 25, 26, 28, 30, 31, 6/1, 2, 5, 6, 8, 10, 12, 14, 15, 18, 19, 20, 21, 23, 24, 26, 28, 29, 7/1, 7, 9, 10, 12, 13, 16, 17, 19, 21, 22, 24, 25, 27, 28, 29, 8/1, 2, 6, 7, 8, 10, 11, 12, and 13.
Description: Driver's license suspended by Washington DOL on 2/27/2019 and was still suspended as of 8/27/2019

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|------------|---|------------------------|---------------------|--|
| 7 STATE | Primary: 391.51(d) CFR Equivalent: 391.51(d) | Discovered 4 | Checked 5 | Drivers/Vehicles In Violation 4 Checked 5 |
|------------|---|------------------------|---------------------|--|

Description
Failing to keep required records in driver's qualification file for 3 years after date of execution.

Example
Driver name: Eric Shuler
Trip date: 5/3/2019
Description of violation: Failing to maintain previous medical certificate

Driver name: Shawn Green
Trip date: 5/7/2019
Description of violation: Failing to maintain previous medical certificate

Driver name: Cyrus Sheppele
Trip date: 5/9/2019
Description of violation: Failing to maintain previous medical certificate

Driver name: Kyle Tyo
Trip date: 7/6/2019
Description of violation: Failing to maintain previous medical certificate

| | | | | |
|------------|--|------------------------|---------------------|--|
| 8 STATE | Primary: WAC 480-15-555 CFR Equivalent: 392.2 | Discovered 1 | Checked 9 | Drivers/Vehicles In Violation 1 Checked 9 |
|------------|--|------------------------|---------------------|--|

Description
Failure to complete background check for every person the carrier intends to hire, failure to maintain evidence of completed background checks for term of employment plus three years and/or hiring a person convicted of crimes involving theft, burglary, assault, sexual misconduct, identity theft, fraud, false statements or the manufacture, sale, or distribution of a controlled substance within the past five years.

Example
Employee: Travis Walters
Description: No background check conducted

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|--|---|
| Safety Fitness Rating Information: Total Miles Operated 99,074 Recordable Accidents 0 Recordable Accidents/Million Miles 0.00 | OOS Vehicle (CR): 0 Number of Vehicle Inspected (CR): 3 OOS Vehicle (MCMIS): 0 Number of Vehicles Inspected (MCMIS): 0 |
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Part B Violations

| Your proposed safety rating is : <p style="text-align: center;">CONDITIONAL</p> | <table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">Rating Factors</th> <th style="text-align: center;">Acute</th> <th style="text-align: center;">Critical</th> </tr> </thead> <tbody> <tr> <td>Factor 1: S</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Factor 2: C</td> <td style="text-align: center;">0</td> <td style="text-align: center;">1</td> </tr> <tr> <td>Factor 3: C</td> <td style="text-align: center;">0</td> <td style="text-align: center;">1</td> </tr> <tr> <td>Factor 4: C</td> <td style="text-align: center;">0</td> <td style="text-align: center;">2</td> </tr> <tr> <td>Factor 5: N</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Factor 6: S</td> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> </tr> </tbody> </table> | Rating Factors | Acute | Critical | Factor 1: S | 0 | 0 | Factor 2: C | 0 | 1 | Factor 3: C | 0 | 1 | Factor 4: C | 0 | 2 | Factor 5: N | 0 | 0 | Factor 6: S | - | - |
|---|--|----------------|----------|----------|-------------|---|---|-------------|---|---|-------------|---|---|-------------|---|---|-------------|---|---|-------------|---|---|
| | Rating Factors | Acute | Critical | | | | | | | | | | | | | | | | | | | |
| Factor 1: S | 0 | 0 | | | | | | | | | | | | | | | | | | | | |
| Factor 2: C | 0 | 1 | | | | | | | | | | | | | | | | | | | | |
| Factor 3: C | 0 | 1 | | | | | | | | | | | | | | | | | | | | |
| Factor 4: C | 0 | 2 | | | | | | | | | | | | | | | | | | | | |
| Factor 5: N | 0 | 0 | | | | | | | | | | | | | | | | | | | | |
| Factor 6: S | - | - | | | | | | | | | | | | | | | | | | | | |



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| Part B Requirements and/or Recommendations | | | |

1. The Washington Utilities and Transportation Commission (UTC) adopted the Federal Motor Carrier Safety Administration (FMCSA) rules of 49 CFR and regulations pertaining to Commercial Motor Vehicle's safety, along with the Revised Code of Washington, and Washington Administrative Codes pertaining to Commercial Motor Vehicle safety and regulations.

How to prepare a Safety Management Plan (SMP):

Within sixty (60) days from receipt of your proposed rating, you must prepare and have approved an SMP in order to extend your provisional permit. You should do so as soon as possible so the UTC has the opportunity to review your corrections and make a final decision.

Your submission should be as detailed as possible and must:

1. Address each violation on the most recent Compliance Review. Any corrective actions you include to address other violations noted on your review may also be considered.
2. Identify why the violations cited were permitted to occur.
3. Discuss the actions taken to correct the deficiency or deficiencies that allowed the violations to occur. Include actual documentation of this corrective action with your petition. (For example: documentation may include items such as new policies and procedures, training programs and sign-in lists, or copies of missing drug/alcohol tests.
4. Outline actions taken to ensure that similar violations do not reoccur in the future. **YOU MUST DEMONSTRATE THAT YOUR OPERATIONS CURRENTLY MEET THE SAFETY STANDARD AND FACTORS SPECIFIED IN 49 CFR 385.5 and 385.7.** To do so, you must demonstrate that you now have adequate safety management controls in place which function effectively to ensure acceptable compliance with applicable safety requirements.
5. If your request includes actions that will be conducted in the near future, such as training, reorganization of departments, purchasing of computer programs, etc, include a detailed description of the activity or training and a schedule of when that activity will commence and when it will be completed.
6. Include any additional documentation relating to motor carrier safety and the prevention of crashes that you believe supports your request.
7. Include a written statement certifying the carrier will operate within federal and state regulations and the carrier's operation currently meets the safety standard and factors specific in 49 CFR 385.5 and 385.7. A corporate officer; partner, or the owner of the company must sign the statement.

You must submit your request to:

Attn: Francine Gagne
Motor Carrier Safety
Washington Utilities and Transportation Commission
P.O. Box 47250
Olympia, WA 98504-7250


2. DRIVER FITNESS BASIC PROCESS BREAKDOWN: Policies and Procedures

DESCRIPTION OF PROCESS BREAKDOWN James Moseley has failed to properly implement effective policies and procedures with regard to the creation and maintenance of driver qualification files and document retention resulting in violations of Part 391

BASIC SPECIFIC RECOMMENDED REMEDIES

Implement Safety Improvement Practices: The following are recommended practices related to Policies and Procedures.



| | | |
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- Develop a policy for the periodic review (at least twice per year) of driver qualification files. The motor carrier should not rely on third-party sources, such as insurance agencies. The procedure should include controls to ensure that documents requiring renewals are in place, to remind drivers of expiration dates on medical certificates, so they can schedule another physical examination in advance, and to prevent falsification of documents related to driver qualification.
- Establish a policy requiring drivers to submit copies of all vehicle and roadside inspections and moving violations to carrier management within 24 hours, and to notify management of suspended or revoked Commercial Driver's Licenses (CDLs) immediately following notification of suspension/revocation.
- Establish a policy requiring all new (since 2003) Commercial Driver's License (CDL) drivers to submit documentation of entry-level driver training in - for example, driver qualification requirements, Hours of Service (HOS), driver wellness, and whistleblower protection - or to take entry-level training provided by the carrier.
- Develop a policy for document retention and recordkeeping, including documents that are to be in the possession of the driver as proof of credentials.
- Develop a process to ensure that operations will always have the proper amount of fit drivers. This process would address how to deal with issues such as sick leave, vacation, training, suspension, and termination.
- Develop a written and progressive disciplinary policy focused on taking corrective action to ensure drivers comply with regulations and policies. A progressive disciplinary policy could include, among other things, written warnings, suspensions, or work restrictions, monetary penalties, and termination. This policy should also specify consequences for any carrier official who knowingly and willfully allows Driver Fitness Violations.

3. UNSAFE DRIVING BASIC PROCESS BREAKDOWN: Training and Communication


DESCRIPTION OF PROCESS BREAKDOWN James Moseley has failed to properly train drivers to obey traffic control devices, the location of required vehicle documentation and the proper use of seatbelts while operating a CMV. This resulted in Washington State Patrol citations.

BASIC SPECIFIC RECOMMENDED REMEDIES

Implement Safety Improvement Practices: The following are recommended practices related to Communication and Training.

- Convey expectations to all applicable staff for adhering to safe-driving regulations and company policies and procedures, and for expecting responsibilities by providing new-hire and refresher training, and establish communication channels such as newsletters and/or meetings focused on conflicts between on-time delivery and speeding.
- Provide seminars on topics relevant to safe driving, such as when to use flashers; how to handle road rage; the importance of keeping one's eyes on the road ahead and scanning it, with no manual dialing or texting and no use of in-vehicle devices that draw attention away from the road; how to use maps; and no use of radar detectors.
- Communicate the carrier's Unsafe Driving percentiles to all staff, and explain to them individually what they can do to help improve the percentile.
- Ensure that managers and supervisors regularly communicate and demonstrate their commitment to safe driving.
- Inform drivers that their driving history is a factor in determining whether the carrier will be chosen for a roadside inspection as a way to motivate them to drive safely.
- Ensure that all drivers and other employees receive new-hire and refresher training in safe driving as required by regulations and company policy.
- Ensure that drivers are trained in driver Out-of-Service (OOS) rules, their responsibility in adhering to them, and the carrier's procedures for reporting OOS violations and communicating appropriately with other personnel.
- Train the safety director and dispatchers on how to schedule routes that can be completed without speeding.
- Train all staff who are required to monitor and track unsafe-driving behaviors on appropriate company policies, including those related to discipline and incentives.
- Train the hiring manager about issues associated with hiring "high-risk" drivers, such as the impact of drivers with road rage on insurance rates and how to identify these drivers.
- Provide hiring officials with guidance on how best to attract, screen, and qualify applicants who are most likely to adhere to unsafe-driving regulations and company policies and procedures.
- Reinforce training about safe-driving polices, procedures, and responsibilities to drivers, dispatchers, and other employees, using job aids, post-training testing, and/or refresher training. Encourage informal feedback among them so that they can help each other to improve.



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4. VEHICLE MAINTENANCE BASIC - INSPECTION-REPAIR-MAINTENANCE PROCESS BREAKDOWN: Monitoring and Tracking

DESCRIPTION OF PROCESS BREAKDOWN James Moseley failed to properly monitor and track the scheduling, completion and retention of required vehicle maintenance, inspections and documentation resulting in numerous violations.

BASIC SPECIFIC RECOMMENDED REMEDIES

Implement Safety Improvement Practices: The following are recommended practices related to Monitoring and Tracking Processes.

- Check all inspections and relevant records, such as Driver Vehicle Inspection Records (DVIRs), pre-trip and annual inspections, and maintenance and repair records, to ensure that company inspection, repairing, and maintenance policies and procedures are adhered to and properly documented.
- Ensure that Driver Vehicle Inspection Records (DVIRs) are effectively coordinated with maintenance and operations, result in timely corrective measures, and are verified during pre-trip inspections as applicable.
- Require mechanics to note whether parts came from inventory or were ordered, to ensure accuracy of maintenance records.
- Monitor and track roadside inspection results to ensure that vehicle defects are repaired and documented promptly and to prevent Out-of-Service (OOS) vehicles from operating prior to being repaired.
- Monitor manufacturer recalls through <http://www.nhtsa.dot.gov> and consult with manufacturer service representatives to keep current with service bulletins for proactive maintenance.
- Implement a system for keeping accurate records of employee inspection, repair, and maintenance training needs, including updates on a carrier's fleet or equipment and completed training, via software, a checklist in the driver's file, and/or another appropriate method.
- Regularly evaluate the company's vehicle-maintenance-related inspection results via the Federal Motor Carrier Administration's (FMCSA) website at <http://ai.fmcsa.dot.gov/SMS>. Assess violations for process breakdowns and how to remedy them.
- Maintain inspection, repair, maintenance, vehicle identification, and communication records to help evaluate the performance of all staff (drivers, dispatchers, mechanics, and managers) involved in fleet maintenance and the effectiveness of compliance with vehicle maintenance policies, procedures, and regulations.
- Evaluate personnel who are monitoring vehicle maintenance performance by making sure they are using Driver Vehicle Inspection Records (DVIRs), roadside inspections, and other data; applying performance standards fairly, consistently, and equitably; and documenting evaluations.
- When monitoring and tracking vehicle maintenance issues, always assess whether an issue is individual or represents a systemic breakdown in one of the Safety Management Processes (Policies and Procedures, Roles and Responsibilities, etc.).

Seek Out Resources:


- You are encouraged to review your company's record at the following website: <http://ai.fmcsa.dot.gov/SMS>. You will need to use your PIN Number that has been provided by the FMCSA.
- Contact industry associations to get resources and ideas on safety improvement practices from other carriers in the industry.

5. Maintain complete driver qualification files on each driver employed. File must contain the drivers employment application, employment history investigation, inquiry into drivers driving record obtained within 30 days of hire date, certificate of annual review of driving record, annual copy of driving record, drivers annual certificate of traffic convictions, certificate of road test or equivalent and current medical certificate.

6. The application for employment shall be made on a form furnished by the motor carrier. Each application form must be completed by the applicant, must be signed by him/her, and must contain the following information:

- (1) The name and address of the employing motor carrier;
- (2) The applicant's name, address, date of birth, and social security number;
- (3) The addresses at which the applicant has resided during the 3 years preceding the date on which the application



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is submitted;

(4) The date on which the application is submitted;

(5) The issuing State, number, and expiration date of each unexpired commercial motor vehicle operator's license or permit that has been issued to the applicant;

(6) The nature and extent of the applicant's experience in the operation of motor vehicles, including the type of equipment (such as buses, trucks, truck tractors, semitrailers, full trailers, and pole trailers) which he/she has operated;

(7) A list of all motor vehicle accidents in which the applicant was involved during the 3 years preceding the date the application is submitted, specifying the date and nature of each accident and any fatalities or personal injuries it caused;

(8) A list of all violations of motor vehicle laws or ordinances (other than violations involving only parking) of which the applicant was convicted or forfeited bond or collateral during the 3 years preceding the date the application is submitted;

(9) A statement setting forth in detail the facts and circumstances of any denial, revocation, or suspension of any license, permit, or privilege to operate a motor vehicle that has been issued to the applicant, or a statement that no such denial, revocation, or suspension has occurred;

(10)(i) A list of the names and addresses of the applicant's employers during the 3 years preceding the date the application is submitted,

(ii) The dates he or she was employed by that employer,

(iii) The reason for leaving the employ of that employer,

(iv) After October 29, 2004, whether the (A) Applicant was subject to the FMCSRs while employed by that previous employer,

(B) Job was designated as a safety sensitive function in any DOT regulated mode subject to alcohol and controlled substances testing requirements as required by 49 CFR part 40;

(11) For those drivers applying to operate a commercial motor vehicle as defined by Part 383 of this subchapter, a list of the names and addresses of the applicant's employers during the 7-year period preceding the 3 years contained in paragraph (b)(10) of this section for which the applicant was an operator of a commercial motor vehicle, together with the dates of employment and the reasons for leaving such employment; and

(12) The following certification and signature line, which must appear at the end of the application form and be signed by the applicant:

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

(Date)
(Applicant's signature)

7. At least once every 12 months, make an inquiry to obtain the motor vehicle record of every driver, covering at least the preceding 12 months, to the appropriate agency of every State in which the driver held a commercial motor vehicle operator's license or permit during the time period.

At least once every 12 months, review the motor vehicle record of every driver to determine whether that driver meets minimum requirements for safe driving or is disqualified to drive a commercial motor vehicle pursuant to §391.15.


Recordkeeping.

- (1) A copy of the motor vehicle record shall be maintained in the driver's qualification file.
- (2) A note, including the name of the person who performed the review of the driving record and the date of such review, shall be maintained in the driver's qualification file.

8. At least once every 12 months, require each driver to prepare and furnish a list of all violations of motor vehicle traffic laws and ordinances (other than violations involving only parking) of which the driver has been convicted or on account of which he/she has forfeited bond or collateral during the preceding 12 months

9. 391.51(d) The following records may be removed from a driver's qualification file three years after the date of execution:
- (1) The motor vehicle record received from each State driver licensing agency to the annual driver record inquiry



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required by § 391.25(a);
(2) The note relating to the annual review of the driver's driving record as required by § 391.25(c)(2);
(3) The list or certificate relating to violations of motor vehicle laws and ordinances required by § 391.27;
(4) The medical examiner's certificate required by § 391.43(g), a legible copy of the certificate, or for CDL drivers any CDLIS MVR obtained as required by § 391.51(b)(7)(ii);
(5) Any medical variance issued by FMCSA, including a Skill Performance Evaluation Certificate issued in accordance with § 391.49; or the Medical Exemption letter issued by a Federal medical program in accordance with part 381 of this chapter; and
(6) The note relating to verification of medical examiner listing on the National Registry of Certified Medical Examiners required by §391.23(m).

10. Criminal background checks for prospective employees.

- (1) Each carrier must complete a criminal background check for every person the carrier intends to hire.
- (2) The carrier must keep evidence that it has completed a criminal background check for every person the carrier intends to hire for as long as that person is employed and for three years thereafter.
- (3) No carrier may hire a person who has been convicted of any crime involving theft, burglary, assault, sexual misconduct, identity theft, fraud, false statements, or the manufacture, sale, or distribution of a controlled substance within the past five years.

11. A motor carrier may require a driver to record the driver's duty status manually in accordance with this section, rather than require the use of an ELD, if the driver is operating a commercial motor vehicle:


- (1) In a manner requiring completion of a record of duty status on not more than 8 days within any 30-day period;
- (2) In a driveway-towaway operation in which the vehicle being driven is part of the shipment being delivered;
- (3) In a driveway-towaway operation in which the vehicle being transported is a motor home or a recreation vehicle trailer; or
- (4) That was manufactured before model year 2000, as reflected in the vehicle identification number as shown on the vehicle's registration.

12. On-duty time means all time from the time a driver begins to work or is required to be in readiness to work until the time the driver is relieved from work and all responsibility for performing work. On-duty time shall include:

- (1) All time at a plant, terminal, facility, or other property of a motor carrier or shipper, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the motor carrier;
- (2) All time inspecting, servicing, or conditioning any commercial motor vehicle at any time;
- (3) All driving time as defined in the term driving time;
- (4) All time in or on a commercial motor vehicle, other than:
 - (i) Time spent resting in or on a parked vehicle, except as otherwise provided in §397.5 of this subchapter;
 - (ii) Time spent resting in a sleeper berth; or
 - (iii) Up to 2 hours riding in the passenger seat of a property-carrying vehicle moving on the highway immediately before or after a period of at least 8 consecutive hours in the sleeper berth;
- (5) All time loading or unloading a commercial motor vehicle, supervising, or assisting in the loading or unloading, attending a commercial motor vehicle being loaded or unloaded, remaining in readiness to operate the commercial motor vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
- (6) All time repairing, obtaining assistance, or remaining in attendance upon a disabled commercial motor vehicle;
- (7) All time spent providing a breath sample or urine specimen, including travel time to and from the collection site, to comply with the random, reasonable suspicion, post-crash, or follow-up testing required by part 382 of this subchapter when directed by a motor carrier;
- (8) Performing any other work in the capacity, employ, or service of, a motor carrier; and
- (9) Performing any compensated work for a person who is not a motor carrier.

13. Ensure that all vehicles are inspected by a certified inspector prior to being placed into service and at least once



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annually thereafter. Maintain proof of the inspection in the vehicle maintenance file and on the vehicle for 14 months.

14. Motor carriers, except for a private motor carrier of passengers (nonbusiness), must maintain, or cause to be maintained, records for each motor vehicle they control for 30 consecutive days. These records must include:
(1) An identification of the vehicle including company number, if so marked, make, serial number, year, and tire size. In addition, if the motor vehicle is not owned by the motor carrier, the record shall identify the name of the person furnishing the vehicle;
(2) A means to indicate the nature and due date of the various inspection and maintenance operations to be performed;
(3) A record of inspection, repairs, and maintenance indicating their date and nature
15. "Under the Administrative Procedure Act (RCW) 34.05) (Laws of 2009, Ch. 358), the commission will waive any fines, civil penalties, or administrative sanctions for first-time paperwork violations by a small business, with certain exceptions. One of those exceptions provides that any violation of a substantially similar paperwork requirement (as described in Part B on this form), may result in the imposition of a fine, civil penalty, or other administrative sanction. The company will not be entitled to a second waiver of penalties for "first-time" paperwork violations."
16. If you believe the proposed rating is in error and there are factual and procedural issues in dispute, Part 385.15 (copy provided) outlines procedures for petitioning the Federal Motor Carrier Safety Administration for an administrative review of these findings. Your petition should be addressed to:

Utilities and Transportation Commission
ATTN: Francine Gagne
621 Woodland Square Loop SE
Lacey, WA 98503

Mailing address:
PO Box 47250
Olympia, WA 98504-7250

In addition, a request for a revised rating based on corrective actions may be made at any time. Part 385.17 (copy provided) outlines the procedures for such a request. The request must be made in writing, must describe the corrective action taken and must include other documentation that may be relied upon as a basis for the requested change. Address your written request to:


Utilities and Transportation Commission
ATTN: Francine Gagne
621 Woodland Square Loop SE
Lacey, WA 98503

Mailing address:
PO Box 47250
Olympia, WA 98504-7250

This letter should be submitted as soon as possible.

17. Understand Why Compliance Saves Time and Money: Compliance with FMCSRs will not only save lives, but also saves your business time and money. Tracking how much your business spends on non-compliance activities can help you understand the many benefits of compliance to your business and why safety is good business.
 - Document and Follow Through on Action Plans: Document and follow through on action plans to ensure the actions you are taking are creating improvement in safety management and compliance.
 - NOTICE: A pattern and/or repeated violations of the same or related acute or critical regulations



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law to be assessed under Section 222 of the Motor Carrier Safety Improvement Act of 1999 (MCSIA). A pattern of violations means two or more violations of acute and/or critical regulations in three or more Parts of Title 49, Code of Federal Regulations discovered during any eligible investigation. Repeated violations means violation(s) of an acute regulation of the same Part of Title 49, Code of Federal Regulations discovered in an investigation after one or more closed enforcement actions within a six year period and/or violation(s) of a critical regulation in the same Part of Title 49, Code of Federal Regulations discovered in an investigation after two or more closed enforcement actions within a six year period.

- NOTICE: 49 CFR Part 391.23 requires prospective employers to, at a minimum, investigate a driver's employment information, crash record, and alcohol and controlled substances history from all employers the driver worked for within the previous 3 years.

The Pre-Employment Screening Program (PSP) is a screening tool that assists motor carriers in investigating crash history and roadside safety performance of prospective drivers. The PSP allows motor carriers to purchase 5 years of crash data and 3 years of roadside inspection data from the Federal Motor Carrier Safety Administration's (FMCSA) Motor Carrier Management Information System (MCMIS). Records are available 24 hours a day via Web request. Motor carriers should visit the following website for more information:
<http://www.psp.fmcsa.dot.gov/Pages/default.aspx>

- All motor carriers and truck drivers are needed to fight against terrorism and hijacking. You could be a target. Protect yourself, your trucks, your cargo, and your facilities. Discuss with your employees/drivers the "Security Measures for Truck Drivers and Companies" which were provided and reviewed with motor carrier official. Motor carriers should visit the following website for more information:
<http://www.fmcsa.dot.gov/documents/Hijacking-Brochure.pdf>



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Reason for Review: Compliance Review
Planned Action: Compliance Monitoring

Parts Reviewed Certification:

325 382 383 387 390 391 392 393 395 396 397 398 399 171 172 173 177 178 180
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Prior Reviews Prior Prosecutions

Unsat/Unfit Information

Is the motor carrier of passengers subject to the safety fitness procedures contained in 49 CFR part 385 subpart A, AND does it transport passengers in a commercial motor vehicle?

Does carrier transport placardable quantities of hazardous materials?

Unsat/Unfit rule: Not Applicable

Corporate Contact: Caitrin Murphy

Corporate Contact Title: Assistant Manager

Special Study Information:

Remarks:

Name: Mr. James Moseley
Title: Owner
Carrier/Shipper Name: Moseley, James dba You Got It Movers
Date: September 23, 2019

REASON FOR THE INVESTIGATION:

As part of the 2019 Motor Carrier Safety work plan, this investigation was assigned to Special Investigator Francine Gagne.

SCOPE OF THE INVESTIGATION:

This investigation is a comprehensive intrastate investigation and was assigned to Special Investigator Francine Gagne on July 15, 2019. The carrier was contacted on July 15, 2019 and a full investigation was set for July 30, 2019, at 2711 284th St NE, Arlington, WA 98223. This is the carrier's principal place of business. The carrier's vehicles are parked at two storage facilities, 3127 Smoky Point Blvd, Arlington, WA and 9830 Evergreen Way, Everett, WA. Present at the start of the review were owner Mr. James Moseley, assistant manager/wife Caitrin Murphy and Special Investigator Francine Gagne.

SMS was checked on July 17, 2019 and it was noted that no BASICS were in alert status.


CARRIER OPERATION DESCRIPTION:

You Got It Movers is a household goods carrier operating in the state of Washington and headquartered in Arlington, Washington. The carrier began operations in the area in April 2014. The carrier's permit was cancelled on several occasions due to lack of adequate insurance. The carrier is currently operating under a temporary household goods permit issued August 3, 2018. The carrier owned three straight trucks in the previous 365 days and currently owns three straight trucks. The carrier has employed five drivers that have operated within the state of Washington over the past 365 days and currently employs four drivers. James Moseley attended HHG training on March 26, 2016. You Got It Mover's total gross revenue as recorded by Ms. Murphy for calendar year ending December 31, 2018, is estimated to be \$210,936. The carrier is not and has not been involved in any emergency relief efforts in the last 365 days. The carrier last updated the Vehicle Miles Traveled (VMT) in 2015. Ms. Murphy reported mileage for calendar year 2018 as 99,074 miles.

PRE-INVESTIGATION:

On July 15, 2019, a carrier information packet was emailed to the carrier requesting investigation information, the records that would need to be reviewed and the information the carrier would need to make available. The carrier was requested to fill-out and return the carrier information packet with a list of all commercial motor vehicle drivers utilized in the past 12



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months and a list of all commercial motor vehicles utilized in the last 12 months prior to the start of this investigation. The carrier packet was returned on July 16, 2019 at the opening interview. The applicable documents requested were made available to the investigator for review included a list of all accidents for the past 365-days from the date of review, driver qualification files for all drivers used within the past 12 months, insurance documentation, alcohol and controlled substance testing information, all records of duty status (log books/time cards) for the previous six months, all maintenance files and records for each unit, including leased units, and copies of driver vehicle inspection reports (DVIRs) for the last three months. A copy of the carrier's profile was obtained through MCMIS on July 25, 2019 along with a copy of their MCS-150.

CDLIS (DRIVER LICENSE) CHECK:

The carrier does not operate vehicles that require CDLs. Driver licenses were checked through CDLIS and Washington Department of Licensing (DOL). See Part 383 for details.

AUTHORITY:

You Got It Movers is an authorized for-hire carrier of household goods in intrastate commerce. The carrier operates under the USDOT Number 2644042. You Got It Movers has temporary intrastate authority through the commission under permit number THG065960.

INSURANCE:

You Got It Movers is required to maintain a minimum level of public liability of \$750,000. A check with the carrier's insurance shows a \$750,000 Auto Liability Policy effective May 15, 2019 with Continental Divide Insurance Company of America. See Part 387 below for details.

RED FLAG DRIVERS:

A&I (SMS) was checked through Portal on July 25, 2019 and the carrier has no drivers with red flag violations in the last 365 days.

DRUG AND ALCOHOL SUPPLEMENTAL REVIEW:

This is a full comprehensive investigation therefore a Drug and Alcohol Supplemental Review was not required.

HAZARDOUS MATERIALS SUPPLEMENTAL REVIEW:

You Got It Movers does not transport any hazardous materials. A Hazardous Materials Supplemental Review was not required.

INVESTIGATION:

The following investigation is a comprehensive investigation that checked Parts 376, 380, 382, 383, 387, 390, 391, 392, 393, 395 and 396.

Part 376 Lease and Interchange of Vehicles:

You Got It Movers currently does not lease any vehicles.

Part 380 Special Training:

You Got It Movers does not operate long combination vehicles (LCVs). The carrier has not employed drivers that meet the definition of entry level driver.

Part 382 Controlled Substance and Alcohol Testing:


You Got It Movers does not employ CDL drivers that operate vehicles that would be required for a drug and alcohol testing program.

Part 383 Commercial Driver's License:

The carrier employed five drivers that have operated in the state of Washington over the past 365 days and currently employs four drivers. Per eFOTM guidelines, a sample size of four drivers were required to be checked. All five driver's licenses were checked after Mr. Shuler's driving status was discovered. Both CDLIS and Washington State Department of Licensing (DOL) website were checked to determine the status of each license. The following drivers were checked: Travis Walters, Kyle Tyo, Cyrus Scheppele, Shawn Green and Eric Schuler. All drivers are currently licensed except for Mr. Schuler.

Mr. Schuler's license was suspended on February 27, 2019, prior to being hired by the carrier, and, as of August 27, 2019, is still suspended. The carrier was contacted and was unaware of the suspension. This resulted in a violation of 391.15(a). The carrier allowed Mr. Shuler to drive on 56 occasions (May 3, 4, 7, 8, 21, 22, 23, 24, 25, 26, 28, 30, 31, June 1, 2, 5, 6, 8,



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10, 12, 14, 15, 18, 19, 20, 21, 23, 24, 26, 28, 29, July 1, 7, 9, 10, 12, 13, 16, 17, 19, 21, 22, 24, 25, 27, 28, 29, August 1, 2, 6, 7, 8, 10, 11, 12, and 13, 2019).

Part 387 Financial Responsibility:

The carrier's vehicles are insured with Continental Divide Insurance Company, policy number 05TRM030122-02. The insurance agent is Christine Santa Maria with a contact telephone number of (425) 822-1368. Investigator Gagne contacted the carrier's insurance agent and verified the carrier maintained the required \$750,000 in Auto Liability coverage without lapse since August 8, 2018. The Form E on file with the commission dated August 5, 2019 is current, however a Form K canceling this insurance was received on August 27, 2019. If the carrier fails to act, the carrier will not have insurance as of September 22, 2019.

The carrier's insurance history reveals frequent lapses of insurance coverage. The original permit was issued on June 4, 2015, canceled in October 2016, reinstated November 2016, canceled in January of 2017, reinstated in October 2017, canceled in April 2018 and reinstated on August 3, 2018.

The carrier maintains \$25,000 in cargo insurance.

Part 390 General FMSCR:

The carrier has not been involved in any DOT-recordable accidents within the last 365 days.

MCS-150 form (updated on April 10, 2015) shows zero VMT as of calendar year 2014. This is a violation of 390.19(b)(2).

Part 391 Qualification of Drivers:

The carrier employed a total of five drivers that operated in the state of Washington during the last 365 days and currently employs four drivers. Per eFOTM guidelines, a sample size of four Driver's Qualification Files were required to be selected for inspection. Four driver files were requested. Driver files selected were for Travis Walters, Eric Schuler, Shawn Green, Cyrus Scheppele.

The carrier provided no information on terminated driver Travis Walters. Mr. Walters name was discovered listed on an ASPEN report dated March 21, 2019. The carrier maintained copies of driver licenses and current medical certificates for the other drivers. This documentation does not constitute a driver qualification file. This resulted in violations of 391.51(a).

The carrier provided copies of medical certificates for all drivers except for Travis Walters. Mr. Walters was rarely used after August 2018. He was utilized on one occasion during the scope of this investigation.


All other medical cards were obtained in July of 2019 and no evidence of previous medical cards was maintained. This is a violation of 391.51(d).

In accordance with FMCSA Memorandum MC-ECS-2012-004 medical certificates for 25 percent of the driver qualification file sample size (four) were selected for verification.

Driver Name: Shawn Green
Date of Birth: [REDACTED]
Driver License Number: [REDACTED]
ME's License/Certificate Number: AP60781229
Date of Issuance of the MEC: 7/22/2019
Phone Number: 425-265-7000
Date and Time Contacted: 8/28/19 @ 8:45am
Person Contacted: Bory
Results: MEC Check Confirmed

Driver Name: Kyle Tyo
Date of Birth: [REDACTED]
Driver License Number: [REDACTED]
ME's License/Certificate Number: AP60781229
Date of Issuance of the MEC: 7/22/2019
Phone Number: 425-265-7000
Date and Time Contacted: 8/28/19 @ 8:48am
Person Contacted: Bory



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Results: MEC Check Confirmed

Part 392 - Driving of Commercial Motor Vehicles:

You Got It Movers is operating in intrastate commerce at the time of this investigation and the carrier is current on annual regulatory fees.

All criminal background checks have taken place, except for Mr. Walters. This is a violation of WAC 480-15-555.

The carrier's vehicles were stopped for Level 2/3 inspections on March 21, 2019, July 6, 2019 and August 14, 2019. Drivers Travis Walters, Kyle Tyo, and Cyrus Scheppelle received violations for failure to obey traffic control device not having proof of insurance in the vehicle and failure to use a seatbelt while driving. Additionally, Mr. Walters and Mr. Sheppelle were cited by WSP. This is a critical violation of 392.2.

Part 395 - Hours of Service:

The carrier currently employs four drivers. A sample size of five Records of Duty Status (RODS) based on the number of current drivers is required to be checked for a 30 day period. The carrier conducted the majority of its service under the short-haul exemption of Part 395.1(e) within the last 365 days.

For this investigation a 30 day period was chosen from July 1 - 30, 2019. This required that 120 RODS be checked.

Drivers checked were: Eric Schuler, Shawn Green, Cyrus Scheppelle and Kyle Tyo.

An electronic logging device is not necessary for this operator to be in compliance with hours of service regulations based on the number of times they exceed the short-haul exemption.

RODS are monitored, checked, and certified by Caitrin Murphy. Ms. Murphy utilizes Google calendar to track driver time and correlates bills of lading with driver times.

No violations discovered.

Part 393 & 396 - Maintenance and Inspection:

The carrier owns and operates three vehicles that are classified as commercial motor vehicles operated in intrastate commerce during the last 365 days. The carrier stated that vehicle maintenance is performed by third party vendors. Minor maintenance is conducted by the carrier.

Vehicle Maintenance Records:

In accordance with eFOTM, a sample size of three vehicle maintenance files were requested.

Mr. Moseley stated vehicle files are maintained by keeping receipts in each vehicle. This does not constitute a vehicle file and is a violation of 396.3(b).

Annual inspections are not current. This is a violation of 396.17(a).

Driver Vehicle Inspection Reports (DVIRs):

The carrier has not retained any DVIRs over the course of the last 90 days.

There is no evidence any DVIRs were required to be maintained over the course of the last 90 days.


Vehicle Inspections:

In accordance with eFOTM, a sample size of three vehicles were inspected. The vehicles were inspected at the carrier's facilities. ASPEN reports are attached. No out of service vehicle violations noted.

CLOSING INTERVIEW:

The closing interview was conducted on September 23, 2019 via telephone. Present at the closing interview was Investigator Gagne, Caitrin Murphy and company owner James Moseley. Mr. Moseley was largely uninvolved throughout the entire scope of this investigation. Ms. Murphy has the responsibility of maintaining required documentation and did express a desire to come into compliance with the Federal Motor Carrier Safety Regulations. Technical assistance was also provided to the carrier during the process of this review.



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DOCUMENTS PROVIDED TO THE CARRIER:

The carrier was provided with a hard and an electronic copy of "Your Guide to Achieving a Satisfactory Safety Record, Revised April 2015" and "Fitness Rating Explanation" along with Parts A, B and Recommendations sections of the Capri report.

FOLLOW-ON ACTION:

Recommend SMP, administrative penalties assessed per enforcement policy, insurance status monitored and continued compliance monitoring.

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| Upload Authorized: | Yes | No | |
| Authorized by: | | | Date: |
| Uploaded: | Yes | No | Failure Code: |
| Verified by: | | | Date: |




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| | Safety Fitness Rating Explanation | | |

This report lists the facts which were used to determine the Safety Fitness Rating for the above motor carrier. Federal and State violations are combined for rating purposes. However, only the federal or federal equivalent section number is shown below. A check mark identifies the range within which the data fell when determining the Safety Fitness Rating. All information within a FACTOR block relates only to that FACTOR.

| | | |
|---|--|--|
| FACTOR 1 General (CFR Parts 387, 390) | | 0 Point = Satisfactory 1 Point = Conditional >1 Point = Unsatisfactory |
| VIOLATIONS AFFECTING RATING NONE | POINTS ----- TOTAL POINTS: 0 = SATISFACTORY | |
| FACTOR 2 Driver Qualification (CFR Parts 382, 383, 391) | | 0 Point = Satisfactory 1 Point = Conditional >1 Point = Unsatisfactory |
| VIOLATIONS AFFECTING RATING S 391.51(a) | POINTS 1 (C) ----- TOTAL POINTS: 1 = CONDITIONAL | |
| FACTOR 3 Operational/Driving (CFR Parts 392, 395) | | 0 Point = Satisfactory 1 Point = Conditional >1 Point = Unsatisfactory |
| VIOLATIONS AFFECTING RATING S 392.2 | POINTS 1 (C) ----- TOTAL POINTS: 1 = CONDITIONAL | |
| FACTOR 4 Vehicle/Maintenance (CFR Parts 393, 396, Performance Data (OOS%)) | | Out-of-Service (OOS) Percentage: 0.0 |
| VIOLATIONS AFFECTING RATING S 396.3(b) S 396.17(a) | POINTS 1 (C) 1 (C) ----- TOTAL POINTS: 2 & 0.0% OOS = CONDITIONAL (see chart) | |
| Fewer than 3 Inspections Rate same as other Regulatory Factors 1, 2, and 3 0 Point = Satisfactory 1 Point = Conditional >1 Point = Unsatisfactory | 3 or more Inspections OOS Less than 34% OOS 34% or Higher Satisfactory Conditional 0 Point = Satisfactory 1 Point = Conditional >1 Point = Unsatisfactory >1 Point = Unsatisfactory If a pattern of Non-Compliance with a Critical or an Acute Violation If a pattern of Non-Compliance with a Critical or an Acute Violation | |
| FACTOR 5 Hazardous Material (CFR Parts 397, 171, 172, 173, 177, 180) Not Applicable - Not a carrier of Hazardous Material NONE | | |
| FACTOR 6 Accident (Recordable Accident Rate) ((Recordable Accidents) X (1 million)) ÷ (Total Miles) = Rate (0 X 1,000,000) ÷ 99,074 = 0 = SATISFACTORY URBAN CARRIER - All Driver operate within <100 air miles ACCIDENT RATE FACTOR RATING 0.000 - 1.700 = Satisfactory >1.700 = Unsatisfactory | | |



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| Safety Fitness Rating Explanation | | | | | | | | | | | | | | | | | | | | | | | |
| OVERALL SAFETY FITNESS RATING Number of Factors (1-6) shown above as less than satisfactory <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">Unsatisfactory</td> <td style="text-align: center;">Conditional</td> <td style="text-align: center;">=</td> <td style="text-align: center;">CONDITIONAL</td> </tr> <tr> <td style="text-align: center;">0</td> <td style="text-align: center;">3</td> <td></td> <td></td> </tr> </table> | | | Unsatisfactory | Conditional | = | CONDITIONAL | 0 | 3 | | | | | | | | | | | | | | | |
| Unsatisfactory | Conditional | = | CONDITIONAL | | | | | | | | | | | | | | | | | | | | |
| 0 | 3 | | | | | | | | | | | | | | | | | | | | | | |
| FORMULA TO CALCULATE THE OVERALL SAFETY FITNESS RATING <table style="width: 100%; border: none;"> <thead> <tr> <th colspan="2" style="text-align: center;">Number of Factors</th> <th style="text-align: center;">OVERALL RATING</th> </tr> <tr> <th style="text-align: center;">Unsatisfactory</th> <th style="text-align: center;">Conditional</th> <th></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0</td> <td style="text-align: center;">2 or fewer</td> <td style="text-align: center;">Satisfactory</td> </tr> <tr> <td style="text-align: center;">0</td> <td style="text-align: center;">3 or more</td> <td style="text-align: center;">Conditional</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2 or fewer</td> <td style="text-align: center;">Conditional</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">3 or more</td> <td style="text-align: center;">Unsatisfactory</td> </tr> <tr> <td style="text-align: center;">2</td> <td style="text-align: center;">0 or more</td> <td style="text-align: center;">Unsatisfactory</td> </tr> </tbody> </table> | | | Number of Factors | | OVERALL RATING | Unsatisfactory | Conditional | | 0 | 2 or fewer | Satisfactory | 0 | 3 or more | Conditional | 1 | 2 or fewer | Conditional | 1 | 3 or more | Unsatisfactory | 2 | 0 or more | Unsatisfactory |
| Number of Factors | | OVERALL RATING | | | | | | | | | | | | | | | | | | | | | |
| Unsatisfactory | Conditional | | | | | | | | | | | | | | | | | | | | | | |
| 0 | 2 or fewer | Satisfactory | | | | | | | | | | | | | | | | | | | | | |
| 0 | 3 or more | Conditional | | | | | | | | | | | | | | | | | | | | | |
| 1 | 2 or fewer | Conditional | | | | | | | | | | | | | | | | | | | | | |
| 1 | 3 or more | Unsatisfactory | | | | | | | | | | | | | | | | | | | | | |
| 2 | 0 or more | Unsatisfactory | | | | | | | | | | | | | | | | | | | | | |

