	US DOT # 3528122	Legal: NICHOLAS HYLAN Operating (DBA): HYLAN MOVING						
MC/MX #:		State #: THG069573		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	Business: Corporation				
Carrier: N/A		N/A	Non-HM	Gross Revenue: \$101,937.00				
Shipper: N/A		N/A	N/A	for year ending: 12/31/2022				
Cargo Tank:		N/A						
Company Physical Address:								
213 CARSWELL DR MOSES LAKE, WA 98837-3118								
Contact Name: Nicholas Hylan								
Phone numbers: (1) 509-607-7124		(2)		Fax				
E-Mail Address: hylanmoving2018@yahoo.com								
Company Mailing Address:								
213 CARSWELL DR MOSES LAKE, WA 98837-3118								
Carrier Classification								
Authorized for Hire								
Cargo Classification								
Household Goods								
Equipment								
		Owned	Term Leased	Trip Leased		Owned	Term Leased	Trip Leased
Truck		1	0	0				
Power units used in the U.S.:1								
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	Average trip leased drivers/month: 0				
< 100 Miles:			1	Total Drivers: 1				
>= 100 Miles:				CDL Drivers: 0				



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Part A

QUESTIONS regarding this report may be addressed to the Office of Motor Carriers at:

Sandra Yeomans
P.O. Box 47250, Olympia, WA 98504-7250
[cell \(360\)701-1602](tel:(360)701-1602) or sandra.yeomans@utc.wa.gov

This report will be used to assess your safety compliance.

<u>Person(s) Interviewed</u>	
Name: Nicholas Hylan	Title: Owner
Name:	Title:



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Part B Violations

1 STATE CRITICAL	Primary: 395.8(a)(1)	Discovered 30	Checked 30	Drivers/Vehicles In Violation 1	Checked 1
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Description
Failing to require a driver to prepare a record of duty status using the appropriate method.
Example
Driver name: Nicholas Hylan
Trip date: 10/7/2023
Description of violation: Failed to complete hours of service for Month of September 2023.

2 STATE	Primary: 390.19(b)(2) CFR Equivalent: 390.19(b)(2)	Discovered 1	Checked 1	Drivers/Vehicles In Violation 1	Checked 1
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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: Nicholas Hylan
Trip date: 10/7/2023
Description of violation: Failed to update MCS-150. Carrier failed to update miles.

3 STATE	Primary: 391.45(a) Secondary: 391.11(a)	Discovered 1	Checked 1	Drivers/Vehicles In Violation 1	Checked 1
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Description
Using a driver not medically examined and certified.
Example
Driver name: Nicholas Hylan
Trip date: 10/7/2023
Description of violation: Failed to acquire medical certification. Nicholas Hyan had a lapse in medical certification from March 9, 2022 through October 5, 2023.

4 STATE	Primary: 391.51(a)	Discovered 1	Checked 1	Drivers/Vehicles In Violation 1	Checked 1
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Description
Failing to maintain driver qualification file on each driver employed.
Example
Driver name: Nicholas Hylan
Trip date: 10/7/2023
Description of violation: Failed to prepare and maintain a driver qualification file as required.

5 STATE	Primary: 396.3(b)	Discovered 1	Checked 1	Drivers/Vehicles In Violation 1	Checked 1
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Description
Failing to keep minimum records of inspection and vehicle maintenance.
Example
Vehicle: 1GBKC34F4WJ100965
Trip date: 10/7/2023
Description of violation: Carrier failed to acquire a maintenance and maintain a vehicle maintenance file.



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Part B Violations

6 STATE	Primary: 396.17(a)	Discovered 1	Checked 1	Drivers/Vehicles	
	CFR Equivalent: 396.17(a)			In Violation 1	Checked 1

Description
Using a commercial motor vehicle not periodically inspected.
Example
Vehicle: 1GBKC34F4WJ100965
Trip date: 10/7/2023
Description of violation: Operating a commercial motor vehicle without an annual inspection.


7 STATE	Primary: WAC 480-15-480	Discovered 1	Checked 1	Drivers/Vehicles	
	Secondary: 392.2			In Violation 1	Checked 1

Description
Failing to provide annual report to Utilities and Transportation by May 1 of each year.
Example
Driver name: Nicholas Hylan
Trip date: 10/7/2023
Description of violation: Failed to complete an annual report by May 1, 2023.

Safety Fitness Rating Information:		OOS Vehicle (CR): 0	
Total Miles Operated	4,592	Number of Vehicle Inspected (CR): 1	
Recordable Accidents	0	OOS Vehicle (MCMIS): 0	
Recordable Accidents/Million Miles	0.00	Number of Vehicles Inspected (MCMIS): 0	

Your proposed safety rating is : CONDITIONAL	Rating Factors	Acute	Critical
	Factor 1:	S	0
	Factor 2:	S	0
	Factor 3:	U	0
	Factor 4:	S	0
	Factor 5:	N	0
	Factor 6:	S	-



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Part B Requirements and/or Recommendations		

1. Safety Management Plan Requirement

Within 60 days, send and have approved, a safety management plan to the UTC describing what actions you have taken in response to this review to ensure that you are complying with the Motor Carrier Safety Regulations.

Identify each violation and why the violations were permitted to occur.

Address the actions taken to correct the deficiency or deficiencies that allowed the violations to occur. Include actual documentation of this corrective action (new policies, procedures, training programs etc.).

Outline actions taken to ensure that similar violations do not reoccur in the future. Include actual documentation of this corrective action (new policies, procedures, training programs etc.).

Address your response to:

Washington Utilities and Transportation Commission
Attention: Jason Sharp
PO Box 47250
Olympia, WA 98504-7250
or jason.sharp@utc.wa.gov

2. HOS COMPLIANCE BASIC PROCESS BREAKDOWN: Policies and Procedures

DESCRIPTION OF PROCESS BREAKDOWN: Carrier failed to have policies and procedures to assure hours of service were being documented. This resulted in the carrier not preparing hours of service and allowing potential for drivers to work over regulated hours.

BASIC SPECIFIC RECOMMENDED REMEDIES

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

Develop a policy and procedure describing how management will monitor and track logs for falsification.

Establish a policy that prohibits dispatchers from assigning a load to drivers without hours available to complete the load on time.

Develop a policy stating that drivers should not violate their Hours-of-Service (HOS) Out-of-Service (OOS) order under any circumstances, and immediately contact the carrier when a driver is placed OOS.

Develop a policy requiring drivers to report their available hours to dispatch during "check-in" calls.


Develop policies and procedures for ensuring proper retention of Record of Duty Status (RODS) according to regulations.

Establish a policy requiring drivers to submit copies of all roadside inspections to carrier management within 24 hours.

Develop a policy stating that drivers are required to submit all Records of Duty Status (RODS) and supporting documentation, such as expense receipts, within 13 days of the end of the trip.

Establish a policy stating that drivers are required to check with their supervisor, manager, or dispatcher to review their "fit-for-duty" status before starting a job, and that drivers who are ill to the extent that their ability and/or alertness is impaired are prohibited from working on safety-sensitive assignments.



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Part B Requirements and/or Recommendations

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 Hours-of-Service (HOS) violations.

3. "Is Your Registration Information Current?
FMCSA requires carriers to update their registration data via a MCS-150 form every 24 months. Please review, verify and update your contact information, Vehicle Miles Travelled (VMT) and Power Unit (PU) data to ensure that it is current and accurate, since it is used in the new Carrier Safety Measurement System. You should access the system, review all the information and press the submit button. Once you've done this, the system will record that you've reviewed the information and you will be in compliance with the biennial update requirement.
https://li-public.fmcsa.dot.gov/LIVIEW/PKG_REGISTRATION.prc_option
"
4. Do not allow drivers to drive intrastate unless they have been physically re-examined each 24 months.
5. Ensure that all drivers are fully and properly qualified before operating in intrastate commerce. Maintain a complete file as required for each driver, documenting the qualification process.
6. Ensure that the persons or entities that perform preventative maintenance inspections on your equipment are abiding by agreed time or mileage intervals. Ensure that records are kept of such periodic preventative maintenance inspections. Take corrective action, if schedules are not being adhered to.
7. Establish a systematic maintenance records program for all vehicles. Maintain a complete file for each subject vehicle, recording all repair, maintenance and inspection operations performed.
8. Carrier must file an annual report with the Utilities and Transportation Commission to pay regulatory fees no later than May 1 of each year . .
9. 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 (violations of the same Part in Title 49, Code of Federal Regulations) will cause the maximum penalties allowed by 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.

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:



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Part B Requirements and/or Recommendations		

<http://www.fmcsa.dot.gov/documents/Hijacking-Brochure.pdf>

PLEASE NOTE: The violations discovered during this compliance review may affect the civil penalty proposed in any subsequent Notice of Claim. In addition, your history of prior violations of the Federal Motor Carrier Safety Regulations, Federal Hazardous Material Regulations or the Federal Motor Carrier Commercial Regulations may also affect the civil penalty proposed in any subsequent Notice of Claim. Your signature for receipt of this report acknowledges your understanding that the violations discovered by the UTC during this review may be used to calculate any civil penalty proposed as a result of this review.

Serious violations were recorded on this investigation report. These violations will impact your safety record. Furthermore, these violations may result in a follow-up investigation at a later date unless adequate evidence of corrective action is forwarded to our office:

Sandi Yeomans
Utilities and Transportation Commission
P.O. Box 47250
Olympia, WA 98504-7250
Email: sandra.yeomans@utc.wa.gov



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Part C

Reason for Review: Compliance Review
Planned Action: Cooperative Safety Plan (CSP)

Parts Reviewed Certification:

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

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: Nicholas Hylan
Corporate Contact Title: Owner

Special Study Information:

Remarks:

INVESTIGATIVE REPORT RECEIVED BY:

Name: Nicholas Hylan

Title: Owner

Carrier/Shipper Name: Nicholas Hylan

Db: Hylan Moving

Date: December 1, 2023

REASON FOR THE INVESTIGATION:

As part of the 2023 Motor Carrier Safety workplan, this investigation was assigned to Sandi Yeomans, Special Investigator from the Washington Utilities and Transportation Commission (commission).

SCOPE OF THE INVESTIGATION:


This investigation is a comprehensive intrastate investigation and was assigned to Special Investigator Sandra Yeomans on October 1, 2023. The carrier was contacted on October 4, 2023, and a full investigation was set for October 10, 2023, with Nicholas Hylan (Owner), at 213 Carswell Dr., Moses Lake, WA. Present at the start of the review was Special Investigator Sandra Yeomans along with Hylan Moving representative Nicholas Hylan.

SMS was checked on October 10, 2023, and it was noted that no BASIC 's were in alert status.

CARRIER OPERATION DESCRIPTION:

Hylan Moving is a carrier of household goods operating out of Moses Lake, Washington. The carrier began operations in the area in March 2021 and received temporary operating authority at the time. Nicholas Hylan received household goods (HHG) training with the commission in February 2021. Nicholas Hylan (Owner) is responsible for the carrier's safety program. The carrier currently operates one straight truck classified as commercial motor vehicles. The carrier is an owner



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operator that operated within the state of Washington within the past 365 days. Hylan Moving recorded a gross revenue of \$101,937.00 for the calendar year ending December 31, 2022. 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) December 31, 2022, stating the vehicle traveled 4,592 miles.

PRE-INVESTIGATION:

On October 4, 2023, 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 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 October 9, 2023, via email. On Tuesday, October 10, 2023, the 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, 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 originally obtained through MCMIS on October 10, 2023, along with a copy of the MCS-150. This is the carrier's first compliance review. The carrier's principal place of business is at 213 Carswell Dr., Moses Lake, WA 98837. The principal place of business is the residence of Nicholas Hylan. Vehicle 1GBKC34F4WJ100965 is located at the principal place of business.

CDLIS (DRIVER LICENSE) CHECK:

In accordance with the eFOTM, one driver's license status/history was required to be checked based on the current number of drivers. On October 11, 2023, Drivers' license status/history was checked through Washington Department of Licensing for all drivers. Nicholas Hylan has a current license and no violations.

AUTHORITY:

Hylan Moving is an authorized for-hire carrier of household goods operating in intrastate commerce. The carrier operates under the USDOT number 3528122. Hylan Moving has intrastate authority through the commission under permit number THG-069573.

INSURANCE:

Hylan Moving is required to maintain a minimum level of public liability of \$750,000. A check with the carrier's insurance shows a \$1,000,000 Auto Liability and \$25,000 Cargo Insurance with Continental Divide Insurance Company. See Part 387 below for details.

RED FLAG DRIVERS:

A&I (SMS) was checked through Portal on October 10, 2023, 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:


Hylan Moving 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:



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Hylan Moving does not currently lease any vehicles.

Part 380 Special Training:

Hylan Moving does operate long combination vehicles (LCVs). The carrier currently does not employ any drivers that meet the definition of entry level driver.

Part 382 Controlled Substance and Alcohol Testing:

Hylan Moving does not employ any CDL drivers and does not operate vehicles that are defined as commercial motor vehicles which would require drug and alcohol testing.

Part 383 Commercial Driver's License:

Hylan Moving does not employ any CDL drivers and does not operate vehicles that are defined as commercial motor vehicles which would require a commercial driver's license.

Part 387 Financial Responsibility:

The carrier's vehicle is insured with Basin Insurance Associates, Inc. an underwriter for Continental Divide Insurance Company, policy number 05TRM038679 for auto liability and cargo. The insurance agent is Robin Moore, contact telephone number (509) 765-4785. The agent is located at 1025 S Pioneer Way, Moses Lake, WA 98837. The investigator contacted the carrier's insurance agent via email and received a response on October 13, 2023, information verified that there have been no lapses and no claims against the insurance in the past 365 days. The insurance on file with the commission is correct.

Part 390 General FMSCR:

The carrier was not involved in any DOT-recordable accidents within the last 365 days. The accident register is current.

Carrier failed to update MCS-150 according to schedule.

One violation of 390.19(b)(2) for failure to update MCS-150 on a biannual basis as required.

Part 391 Qualification of Drivers:

The carrier employs a total of one driver currently operating in the state of Washington. Per eFOTM guidelines, a sample size of one Driver Qualification File was inspected based on the number of current drivers. The driver file reviewed was Nicholas Hylan. The carrier did not have a qualification file for Nicholas Hylan.

One critical type violation of 391.51(a) for failure to acquire a driver qualification file for each driver.

In accordance with FMCSA Memorandum MC-ECS-2012-004 medical certificates for 25 percent of the driver qualification file sample size (one) were selected for verification. The carrier did not have a medical certification for Nicholas Hylan, so no verification was completed.

One critical type violation of 391.45(a) for using a driver not medically examined and certified.

Nicholas Hylan drove on 38 occasions from April 1, 2023, through September 30, 2023.

April 4, 5, 7, 8, 10, 17, 20, 28, and 30.


May 3, 4, 8, 13, 15, 26, 30, and 31.

June 6, 16, 21, and 27.

July 1, 6, 7, 10, 15, 17, and 25.

August 7, 13, 14, 18, 29, and 31.



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September 9, 19, 25, and 29.

Part 392 - Driving of Commercial Motor Vehicles:

Hylan Moving operates in intrastate commerce and at the time of this investigation the carrier is not current on annual regulatory fees.

One violation of WAC 480-15-480 for failing to provide an annual report to the commission by May 1 of each year.

Part 395 - Hours of Service:

The carrier employs one driver currently. In accordance with eFOTM procedures, a sample size of one Records of Duty Status (RODS) is required to be checked for a 30-day period. Hylan Moving operated within 150 miles of its principal place of business. This would have qualified them for the short-haul exemption of Part 395.1(e) if timesheets would have been completed.

For this investigation a 30-day period was chosen from September 1, 2023, to September 30, 2023. This required that 30 RODS be checked. The driver checked was Nicholas Hylan. However, Nicholas Hylan did not prepare the record of duty status.

Thirty critical violations of 395.8(a)(1) for failing to prepare record of duty status.

Part 393 & 396 - Maintenance and Inspection:

The carrier owns and operates one power unit that is classified as commercial motor vehicles in intrastate commerce the last 365 days. Repairs are conducted with Jenkins Family Auto located at 4465 Grape Drive NE, Moses Lake WA.

Vehicle Maintenance Records:

In accordance with eFOTM, a sample size of one vehicle maintenance file was required to be reviewed. The vehicle reviewed was: 1GBKC34F4WJ100965.

One critical type violation of 396.3(b) for failure to keep minimum records of inspections and maintenance.

One critical type violation of 396.17(a) for using a commercial motor vehicle without an annual inspection.

Driver Vehicle Inspection Reports (DVIRs):

DVIRs are not required for Hylan Moving as they currently have one vehicle in operation.

Vehicle Inspections:

In accordance with eFOTM, a sample size of one vehicle was inspected. The vehicle was inspected at 213 Carswell DR., Moses Lake, WA, 98837. CVSA decal 33353416 was issued.

One violation of 393.95(f) for failure to have three warning devices.

The inspection is uploaded.

CLOSING INTERVIEW:

The closing interview was conducted on December 1, 2023 via phone. Present at the closing interview was Investigator Yeomans, along with company representative Nicholas Hylan. This investigation resulted in a proposed "conditional" rating. Nicholas Hylan was cooperative throughout the entire scope of this investigation. Nicholas Hylan said he wanted to comply and would do what was necessary to accomplish that task. Technical assistance was also provided to the carrier during the process of this review.

DOCUMENTS PROVIDED TO THE CARRIER:



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Part C


The carrier was provided with one copy of Parts A and B, requirements and recommendations, and safety fitness explanation. The carrier was also provided with information to complete a safety management plan.

FOLLOW-ON ACTION:

Continued compliance monitoring. Penalties for critical violation 395.8(a)(1) and 38 occasions of driving without medical certification. Extend provisional permit and revisit carrier within one year to verify compliance.

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	POINTS	
NONE	-----	
	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	POINTS	
NONE	-----	
	TOTAL POINTS: 0 = SATISFACTORY	
FACTOR 3	Operational/Driving (CFR Parts 392, 395)	0 Point = Satisfactory 1 Point = Conditional >1 Point = Unsatisfactory
VIOLATIONS AFFECTING RATING	POINTS	
S	1 (C)	

	TOTAL POINTS: 2 = UNSATISFACTORY	
FACTOR 4	Vehicle/Maintenance (CFR Parts 393, 396, Performance Data (OOS%))	
VIOLATIONS AFFECTING RATING	POINTS	Fewer than 3 inspections
NONE	-----	
	TOTAL POINTS: 0 = SATISFACTORY	
Fewer than 3 Inspections	3 or more Inspections	
Rate same as other Regulatory Factors 1, 2, and 3	OOS Less than 34%	OOS 34% or Higher
	Satisfactory	Conditional
0 Point = Satisfactory 1 Point = Conditional >1 Point = Unsatisfactory	Conditional	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)	
	$((\text{Recordable Accidents}) \times (1 \text{ million})) \div (\text{Total Miles}) = \text{Rate}$	
	$(0 \times 1,000,000) \div 4,592 = 0 = \text{SATISFACTORY}$	
	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

Unsatisfactory	Conditional	
1	0	= CONDITIONAL

FORMULA TO CALCULATE THE OVERALL SAFETY FITNESS RATING

Number of Factors

	Unsatisfactory	Conditional	OVERALL RATING
	0	2 or fewer	Satisfactory
	0	3 or more	Conditional
1	1	2 or fewer	Conditional
	1	3 or more	Unsatisfactory
	2	0 or more	Unsatisfactory

