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Received
Records Management
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State Of WASH.
UTIL. AND TRANSP.
COMMISSION

DATE: 05/11/2021

I Camano Gahagan, am requesting an Application for Mitigation. I ask the commission to show leniency and please lower the violations significantly based on the information I will be providing below.

The violations that i'm being fined for are:

1. 392.2 failure to conduct criminal background checks prior to hiring employees.

Why did this offense occur?

AmericaM Movers at first believed we had 30 days to run background checks on newly hired employees. In most cases we ran a soft background check on the internet with sites like Been Verified or background checking sites for \$1 and then later on we ran a check with Washington state patrol, within 30days of their hire.

In a couple of cases we simply forget to check for instance with Talor Beecroft.

What have we done to correct this matter?

AmericaM Movers has created new hire packets, within this packet we have a waiver form requesting the employee to give consent for a background check. This form is a helpful reminder to us to run that check immediately after signing release. Also, AmericaM Movers has provided our secretary training on how to run background checks on the Washington State patrol site. This gives us a secondary person responsible for checking backgrounds before hiring a new employee.

AmericaM is creating new policies that will have serious sanctions for repeat offenses by company officials who don't follow through with their job responsibilities, especially critical responsibilities like not checking background checks on potential employees.

Most Importantly, I don't like giving away money and I've learned my lesson bigtime after learning that each violation is \$100 !! that is a huge chunk of cash that a small business owner like myself can't afford.

2. Using a driver not medically examined and certified. 391.45(a)

How did this offense occur?

I Camano Gahagan, honestly read online that a medical card was only for CDL drivers. After a while, I found out that I was incorrect when I was reading a apart of my UTC packet. I then went to get a medical examination, but I was unable to complete it, because i needed my contact len to pass the vision part of the test. I rescheduled to finish the test, then made an appointment to get a special lens for my left eye.

Covid played an ugly part and delayed my vision appointment and delayed me receiving my contact lens.

After I finally received my contact lens I had hired two drivers and kinda put the test in the back of my mind. I finally remembered to set an appointment and passed the vision part of the test.

One very important note I would hope the commission will consider is that we did have all our other drivers get their medical cards before they started driving for AmericaM.

What have we done to correct this matter?

AmericaM will continue to follow the same policy and procedures when hiring and having drivers get their medical cards prior to driving for us. Our previous method was to have a binder with a checklist for all newly hired drivers. In that checklist is what needs to be done before someone can drive for AmericaM Movers. This procedure has worked for us so far except for the exception of Camano Gahagan.

Like I stated, I hate losing money and can not afford to lose anymore than I already have. AmericaM has a lot of expenses and I myself am swimming in debt from starting this business. I need every dollar moving forward, therefore, I will personally guarantee that we will not have this issue again.

This statement of events is true to the best of my knowledge. I am pleading with the commission to please lower the fines for my violations. In return AmericaM Movers promises to implement new policies and training to better educate company officials, drivers, and all employees. We will also take a lot of the recommendations given to us during the audit and implement them into our policies and procedures moving forward.

AmericaM's overall goal is to work hand in hand with UTC to maintain compliance. We will do everything in our power to better ourselves and our company.

Thank you for taking the time to consider our application for mitigation.

Respectfully,

Camano Gahagan, CEO

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