



First Student
Presentation to
**Indian Prairie School
District 204**

First America

FirstGroup America is the leading transportation provider in North America

First Student

- Transports 4 million students to and from school every day
- Operates in 40 states, 8 provinces and 1 territory
- Operates over 60,000 buses
- Employs 68,000 people

First Transit

- Carries over 160 million passengers each year
- Operates in 41 states, Puerto Rico, 4 provinces and 1 territory
- Operates 7,100 buses
- Employs 15,500 people

First Services

- Maintains over 50,000 vehicles
- Operates in 33 states and 5 international locations
- Employs 3,500 people



- Carries 22 million passengers annually
- Destinations in 48 states and 10 Canadian provinces
- Operates 2,300 buses
- Employs 9,000 people

First Student (FS) Philosophy



Philosophy: First Student combines the strengths of being the market leader with the firm philosophy that all of our business is local. We pride ourselves on strong local management, excellent customer service, safety, high operational standards and in being the leaders in technology.

Illinois Operations

- FS is the leading school bus service provider in IL
- Operates 5,083 vehicles serving 225 districts throughout IL
- Employs over 6,900 people, including over 5,000 drivers

First Student Safety Achievements



Safety Achievements

- First Student is twice as safe as the industry average (Source: National School Transportation Association)
- Winner of the National Safety Council (NSC) 2009 Green Cross for Safety Medal
 - NSC awards the Green Cross Medal to only one corporation per year
 - Awarded for safety record, safety leadership and the corporation's steadfast commitment to improving safety and health
 - *"We believe FirstGroup is a trend setter and an industry leader in safety and health. FirstGroup maintains an outstanding safety record and demonstrates daily its commitment to improving quality of life in communities where its employees work and live."* - Janet Froetscher, NSC President and CEO

Injury Prevention Program

At First Student, safety is everyone's business. All employees adhere closely to the following injury prevention principles

- Do not endanger yourself or others
- Obey all rules, signs and instructions
- Keep your work area clean and tidy
- Wear protective clothing and equipment as required
- All accidents, incidents and near misses must be reported to your manager
- Do not adjust, modify or repair any piece of work equipment unless you are competent and authorized to do so.
- Use only the correct tools and equipment for the job.
- Before lifting, assess the load and your capability to move it.
- If you have any suggestions to improve safety in your workplace, tell your supervisor or manager.

First Student Safety Culture

Safety Audits / Employee Reviews

- Regular corporate, independent and state third party audits
- Quarterly region safety audits
- Required driver road observations and driver evaluations

Safety Programs

- Rock and Roll for Safety
- Injury Prevention Program (IPP)
- Mirror Stations
- Diminishing Lane Clearance Stations
- SMITH system of defensive driving
- Child Checkmate and rear window placard
- Zonar GPS

First Student Employment Qualifications

Driving History

- Must have a valid drivers license in state of residence
- Three years driving experience
- No more than two moving violations or two minor accidents (or a combination of moving violations / accidents) or a severe preventable accident, within the past 24 months

Employment Background and Residency Verification

- Acceptable 10 years employment history verification
- Seven years of verifiable residency
- Explanation for any gap in employment or residency information exceeding 30 days

First Student Employment Qualifications

Criminal Background Check (Performed by HireRite / DAC Services)

- No felony convictions
- No offense for which the offender has been sentenced to a term of imprisonment or correctional detention
- No convictions for DUI or DWI during the past fifteen years

First Student Employment Qualifications

Criminal Background Check (Continued)

- No other criminal convictions involving:
 - Child abuse, neglect or endangerment
 - Possession, manufacture, cultivation, use or distribution of illegal substances, allowing premises to be used for the purpose of the commission of these offenses or having unlawful possession of associated paraphernalia
 - Unlawful use or possession of any offensive weapon or other article capable of being converted to or used as such a weapon
 - Any act of violence against the person or serious criminal damage to property
 - Any false report of a crime or incident
 - Obstruction of justice or assisting an offender to evade arrest or prosecution
 - Provision of false information, the assumption of false identity or other false representation
 - Any offense of a sexual or indecent nature including the unlawful possession of publications and images, the downloading of such images or the managing and accessing of any website containing unlawful sexual content
 - Any offense involving the unlicensed possession of, alteration to, sale or disposal of any firearm

First Student Employment Qualifications

Drugs and Alcohol

- All applicants are required to pass a pre-employment drug test
- All employees, up to and including the President of FirstGroup America, are subject to the Omnibus Drug Testing Act

Medical Examination

- Drivers and Technicians
 - Applicants for DOT Driving Positions must be able to pass a US DOT physical examination
 - US DOT physicals completed annually

First Student Employee Reviews

Drivers and Attendants

- Annual employee file review which includes MVR, criminal background, physical and collision history
- Complete fingerprint check
- Physical dexterity testing every two years
- Semi-annual road observations
- Regular mandatory in-service safety meetings
- Injury prevention contacts
- Regular safety alert messages and broadcasts

First Student Driver Training

New Driver Training

- First Student new hires are required to take over 50 hours of classroom instruction and behind-the-wheel training consisting of three parts:
 - Preparation for CDL test (if trainee doesn't already possess a CDL)
 - Classroom lessons in driving theory
 - Behind-the-wheel training
- Certification training includes (but is not limited to):
 - 3 hours of new hire orientation
 - 9 hours of safety training
 - 25 hours of classroom instruction, including sessions on First Student, pre-trip inspections and mirror adjustments, brakes, reference points, student management, special needs, emergency evacuations and accident procedures.
 - 15 hours of one-on-one behind-the-wheel training
 - 4 hours of special needs training
 - 2 hours of CPR training

First Student Driver Training

Annual Driver Training

- In addition to meeting state driver training requirements, all First Student drivers participate in annual “refresher” training delivered by a certified driver trainer.
- All drivers attend mandatory, regular in-service safety meetings designed by the First Student Corporate Safety department

First Student Motto

“If you can’t do it safely, don’t do it”