

# *Student Transportation*



WE TRANSPORT



*incorporated*

PART OF THE BEACON MOBILITY FAMILY

Request for Proposal #2P22-034  
Bristol Public Schools – School Transportation Services  
Special Education Transportation

The City of Bristol, CT

December 8, 2021 at 2:00 pm



December 8, 2021

**The City of Bristol**

Purchasing Office

Attn: Roger Rousseau, Purchasing Agent

111 North Main Street

Bristol, CT 06010

**RE: REQUEST FOR PROPOSALS #2P22-034**





**SCHOOL TRANSPORTATION SERVICES – SPECIAL EDUCATION TRANSPORTATION**

Dear Mr. Rousseau,

We are pleased to provide the following response to your Request for Proposals #2P22-034 to provide school transportation services to Bristol Public Schools. We have reviewed your request and believe we have provided an in-depth look at how WE Transport functions. With combined resources, our organization has been providing school transportation services for more than 70 years, growing from just a few vehicles to over 7,600, as well as providing excellent service to over 1,300 communities across nine (9) states.







Our proposal describes in detail the vast experience of our leadership team, key staff members, our expansive fleet of exceptionally well-maintained vehicles, and our strategically located operating facilities. Most importantly, you will see our unmatched safety programs that go far beyond the required guidelines and will continue to be fundamental to our mission. At the onset of the COVID-19 pandemic, we developed new protocols to safeguard our workforce and our student riders from the spread of germs and viruses. We worked closely with school districts, transportation industry leaders and followed guidelines from the CDC and state health departments to have the best information available to develop these new safeguards.

Highlights of our proposal include:

-  A fresh approach to leading and continuously developing the local team to achieve their fullest potential to maximize their customer service and safety performance.
-  A fleet of new school buses that include the latest emission controls and safety features.
-  We will provide the Synovia GPS system on each bus using Synovia Tablets, ready for future enhancements.
-  Where's My Kid?, our custom mobile app, allows parents to view their students' current bus location and information about the route in near real-time.



2 Willow Street, Suite #103 | Southborough, MA 01745

-  New digital video camera system that includes two (2) camera viewing angles inside the bus.
-  Five (5) dedicated full-time customer service and five (5) dedicated full-time maintenance team members to serve your district.
-  A commitment to retain the local experienced team that are in good standing with the district through our acute focus on people and a lucrative retention bonus.
-  A robust plan to increase the starting wages and provide annual increases each year.
-  Cost savings alternative proposals for your consideration. Our alternates include providing spare buses that exceed the age specification given they are used infrequently and pricing with the elimination of the city vehicle use tax given the vehicles are primarily used to serve the public and avoids pass through mark-up costs.
-  Our proposal provides you with a long-lasting flexible partner who stands ready to work thoroughly with you to take your transportation system to the next level.

Our entire organization looks forward to a long-lasting partnership and the opportunity to provide an exceptional level of transportation service to your school district. Should you, the school district, or the board have further questions, please feel free to call me at (630) 432-9745 or [jgrygiel@gobeacon.com](mailto:jgrygiel@gobeacon.com).

Respectfully,

**WE Transport, Inc.**

**Part of the Beacon Mobility Family**



Justin Grygiel

VP, Business Development



WE TRANSPORT



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PART OF THE BEACON MOBILITY FAMILY





# Our Partnership Summary

Beacon Mobility is the parent company to a growing family of regional transportation companies. Beacon's partner companies currently operate at nearly 60 locations serving nine states under their local brand names. Across all companies, Beacon operates more than 7,600 vehicles and employs 10,000 team members.

WE Transport, Inc. partnered with Beacon in 2021 to enhance our offerings and strengthen the services we have provided in Long Island area and southeastern Connecticut. Our company maintains expertise in both traditional school and special needs transportation and leverages advanced technologies for safety and route optimization. We continuously ensure that high standards of ethical conduct, health, safety, and environmental protection are enforced and always observed.

## Our operation has quality care at its core.

Founded on Long Island in 1959 by the Marksohn family, WE Transport provides transportation for home-to-school, parochial, private, wheelchair-bound riders and other special-needs riders, and pre-school children in Long Island, New York City, Westchester County, and southeastern Connecticut.

## The vision to move forward.

We provide more than services — **We Enable Solutions.**

We built this business with people at the core of every decision we make. We always make sure you and your students are treated right and taken care of.



## MOBILITY WITHOUT LIMITS

*Transporting people to live, learn, and achieve*

# Our Partnership Summary

## Expertise at every turn.

From our beginning, we have specialized in providing full-service transportation solutions tailored to the unique requirements of each customer. Our transportation services are safe, responsive, and caring, allowing us to cater to the physical, emotional, and developmental considerations of students with special needs.

## Our Commitment

We are dedicated to providing those we serve with the opportunities, resources and support to confidently move ahead. We **support safe, compassionate and inclusive environments** that provide our communities with the mobility solutions they need to flourish and succeed.

We **care**. We **do the right thing**. We **collaborate**. We **have fun**.

## The Benefits of Being Part of the Beacon Family

More than a solution provider, we are a passionate partner that's dedicated to making a difference. An industry leader who understands your business, we care about your staff, your students, and your communities—just like you.

By outsourcing your pupil transportation, you can control your transportation costs and focus on what you do best – teaching our children. We are **committed to going the extra mile as we put people first**.

**10,000+**

Employees across  
59 locations  
serving nine states

**1,575+**

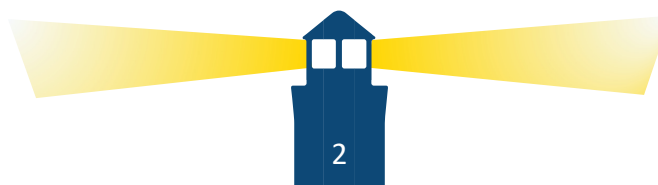
Programs and  
schools served

**99%**

Customer  
retention rate

**7,600+**

Vehicles



## Our Diverse Methodology




We're just not another transportation provider – **We Do Things Differently.**

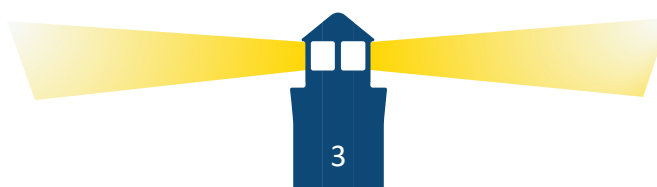
We understand that “one size does not fit all” and that the correct solution must be customized to your individual needs, your local community’s vision, budget realizations, labor forces, legal compliance and so on. By knowing and understanding all the dynamics of your district’s service needs, our best practices and expertise allow us to tailor the appropriate solution delivering the right trip...at the right time...and more importantly, at the right cost.

**We form our solution to what you need**—whether that means developing a co-op with your district, creating a unique routing method, or specializing our fleet.

Each day, school districts are confronted with the real challenges of increased class sizes, student behaviors, ongoing demand for nutritional programs and decreasing budgets. The very last thing a district should ever have to worry about is transporting students between home and school safely, securely and on-time. WE Transport takes those worries away.

We offer solutions in the following areas:

-  People
-  Engagement
-  Technology
-  Service






# Our Partnership Summary

## Driving the details.

With our many years of service, we have a deep understanding of what it takes to run high performing transportation services whether it be in a major metropolitan area, suburban, or rural area. We give all customers direct access to our leadership team. Our people-focused culture means our employees are treated with the same level of respect as the passengers that we care for every day. We take care of our own so our drivers can be 100% focused on safely transporting your students.



With every new customer, we begin by working closely with them to develop an operating plan focused on meeting their unique service criteria. We prioritize productivity, performance, optimized number of trips, and, most importantly, district and student satisfaction. Our approach is supported with industry-leading tools and techniques we've fine-tuned over the years, including:


-  **Culture of People First** – We ensure a culture that provides on-going leadership and development programs to enhance our team's ability, promote from within, and develop them to continuously achieve new levels of performance and customer satisfaction.
-  **Commitment to be Engaged** – We treat our customer relationships as a partnership, we are committed to meet regularly to ensure open communication and collaboration with various stakeholders to ensure transportation service aligns with your current and future priorities.
-  **Technology investment plan** to ensure our team has the most up-to-date tools to keep your students safe, on time, and allow more expeditious communication. Plan includes:
  - ➔ Cutting-edge scheduling and dispatch technology linking GPS tracking and payroll.
  - ➔ Routing software and ridership database linked with billing.
  - ➔ Audio/video cameras to aide with student management and driver interactions.
  - ➔ Artificial intelligence (AI) enabled safety cameras to monitor and coach driver behavior.



# RFP #2P22-034: School Transportation Services









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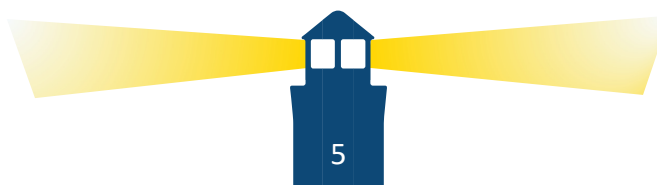
➡ Access to bus tracking smart phone App for parents/guardians with near real-time tracking and arrival notifications.

 **Commitment to Service** – GPS tracking to manage on-time performance and assist with route planning. Providing transparency through tracking meaningful metrics shared with our partners. We will solicit feed-back through meetings, surveys, and advisory panels and act on the feedback to fine tune our approach to maximize our delivery of service to you.



## Our Proposed School District Benefits

Our experience has led us to become capable of offering our customers an **unmatched level of service**. Our transportation services include an array of tools including the latest safety monitoring tools and equipment today because **rider safety is our top priority**. Our proposal includes the following benefits for Bristol Public Schools:

-  A fresh approach to leading and continuously developing the local team to achieve their fullest potential to maximize their customer service and safety performance.
-  A fleet of new school buses that include the latest emission controls and safety features. Our fleet includes Type II (Type A) cutaway mini-buses with hybrid gasoline engines that will have greater fuel efficiency, reduced maintenance costs, and most importantly, reduced greenhouse gases to provide a better experience for your students.
-  We will provide the Synovia GPS system on each bus using Synovia Tablets. The system will interface with our various operational tools, providing key performance metrics, and the tablets are capable of future enhancements as new developments are made, such as providing turn-by-turn navigation with the route information for substitute drivers.
-  Where's My Kid?, our custom mobile app, allows parents to view their students' current bus location and information about the route in near real-time, including the scheduled and estimated arrival times to the stop. Our goal is to provide parents with a greater sense of comfort and visibility with their students' transportation.
-  We will equip the fleet with a new digital video camera system that includes two (2) camera viewing angles inside the bus.
-  Five (5) dedicated full-time customer service and five (5) dedicated full-time maintenance team members to serve your district.
-  A commitment to retain the local experienced team that are in good standing with the district through our acute focus on people and a lucrative retention bonus.
-  A robust plan to increase the starting wages and provide annual increases each year. This will reduce turnover, improve consistency, and as a result, provide more focus on the students and the attention given to provide a safe and caring experience.



# Our Partnership Summary

-  Cost savings alternative proposals for your consideration. Our alternates include providing spare buses that exceed the age specification given they are used infrequently and pricing with the elimination of the city vehicle use tax given the vehicles are primarily used to serve the public and avoids pass through mark-up costs.
-  Our proposal provides you with a long-lasting flexible partner who stands ready to work thoroughly with you to take your transportation system to the next level.

Should you have any further questions regarding this proposal, please contact **Justin Grygiel**, **VP of Business Development**, at **(630) 432-9745**.

**Partner With Us...**  
**Let's Move Forward Together**



**Our company's policies, procedures and programs included in this proposal are those currently in effect, and we reserve the right to modify them over time.**



WE TRANSPORT



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PART OF THE BEACON MOBILITY FAMILY

# Our Story



## History and Overview

**WE Transport Inc.**, a Beacon Mobility company, can trace its history back to the 1950s when the founders, Walter and Edith Marksohn, began providing transportation services on Long Island, New York with one blue Oldsmobile. They worked tirelessly 16 to 20 hours a day. Through pure resolve and gumption, in 1959, they ventured out on their own, thus WE Transport was born. When Walter and Edie retired in 1990, they left the business in the capable hands of their children. Over the past 31 years, Bart, Jerry, Helena —and grandson Brian — have grown the business into one of the leaders of the transportation industry on Long Island.

WE Transport operates under the names WE Transport Inc., Van Trans LLC, Towne Bus Corp, Towne Bus LLC, WE Transport LLC, WE Transport (NY) LLC and VTC Corp. We will refer to the company as WE Transport throughout our proposal.

In June 2021, WE Transport was acquired by Beacon Mobility.

## Parent Company/Subsidiaries

Backed by more than 70 years of experience, Beacon Mobility is a growing family of companies that **share a mission of putting people first**. Together, we provide **safe, reliable, and cost-effective mobility solutions** uniquely tailored to meet the needs of the people we serve. Communities, school districts, special education programs and regional transit authorities **count on** our companies to get people where they need to go **safely** and **on-time**.



## MOBILITY WITHOUT LIMITS

*Transporting people to live, learn, and achieve*



# Our Story

Beacon Mobility is the parent company to a growing family of regional transportation companies. Beacon's partner companies currently operate in Massachusetts, New Hampshire, New York, Connecticut, Pennsylvania, New Jersey, Minnesota, and Illinois under their local brand names. Across all companies, Beacon operates more than 7,600 vehicles and employs more than 10,000 team members.

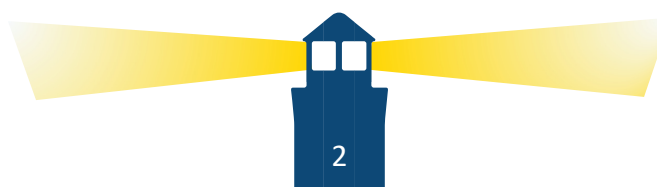
Within Massachusetts and New Hampshire, Beacon partners with Van Pool Transportation, NRT Bus, Trombly Motor Coach, Salter Transportation, and JYL Transportation. Van Pool provides minivan-based special education and homeless transportation, while Salter Transportation, NRT Bus, and Trombly Motor Coach provide both yellow school bus and school van transportation. In addition to school and special education transportation services, Beacon also partners with JYL Transportation, a Non-Emergency Medical Transportation provider operating 48 vans in the greater Boston area. Combined, the Beacon New England region operates more than 3,200 vehicles and has 4,200 employees.

In New York and Connecticut, Beacon partners with WE Transport and their associated brands Towne Bus Corp., VanTrans and VTC, to provide yellow school bus and special education school van transportation. WE Transport's 2,700 employees operate 1,525 vehicles in New York and 275 vehicles in Connecticut, with \$190M in combined annual revenue. 150 of WE Transport's vehicles serve the New York City Schools. Beacon also partners with Leesel Transportation in New York, providing special and regular education transportation in the New York City area. Headquartered in The Bronx, Leesel runs 540 vans and just over 50 buses, serving the NYC Department of Education, as well as some other NYC pre-K and private school programs.

## Combined Resources = 70+ Years' Experience



Our company **works as a team**, treats each other like **family** and knows what we do is important to rider's **everyday** lives.



# RFP #2P22-034: School Transportation Services

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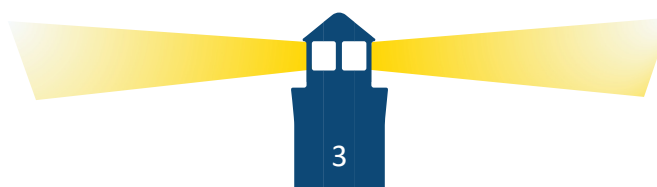
In Pennsylvania and New Jersey, Beacon partners with Easton Coach Company (ECC) providing student transportation to the suburban markets outside of Philadelphia and New York City, as well as paratransit services to the greater New Jersey area, for more than 35 years. ECC boasts the sixth largest fleet among the industry's top 50 motorcoach carriers, with a fleet exceeding 700 vehicles, including about 650 paratransit vans, as well as luxury motorcoaches and 21-passenger minibuses. Easton Coach's motorcoach charter fleet is the largest in the Lehigh Valley and features top-of-the-line luxury motor coaches expertly designed for safe, reliable, and comfortable travel. To expertly manage the fleet, Easton Coach employs a staff of more than 800 trained professionals.

In Minnesota, Beacon partners with Transit Team, which serves the Minneapolis/St. Paul area under the Metropolitan Council contract. Transit Team has more than 700 employees and operates 370 vehicles, providing paratransit, demand response, and ADA accessible transportation, including 365 24/7 operations.

In Illinois, Beacon partners with SCR Medical Transportation, providing special education and homeless transportation services to the greater Chicagoland area, and transportation for students in the Chicago Public School system who have unique transportation needs. SCR also serves the Chicago community with their paratransit, demand response, and ADA accessible transportation services, including 365 24/7 operations in the City of Chicago for Pace, the Chicagoland transit agency. SCR operates 700 vehicles and has a team of 1,000 employees.

## Core Purpose

**MOBILITY WITHOUT LIMITS** – Transporting people to live, learn and achieve.



# Our Story



## We care

Treat people with kindness  
Offer help when you can  
Keep everyone safe



## We do the right thing

Act in good faith  
Do what you say  
Hold each other accountable



## We collaborate

Ask for input  
Be a great listener  
Find solutions together



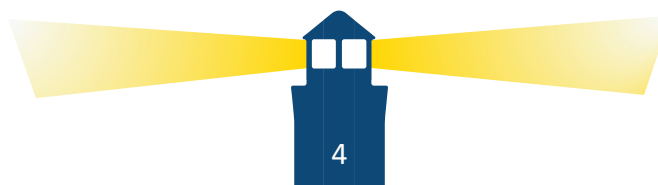
## We have fun

Be yourself  
Create connections  
Celebrate success together

## Our Values

Our core values are truly the heart and soul of our company. These define who we are, acting as a beacon to guide us toward who we want to become.

Our core values embody what it means to be part of Beacon, reflecting the importance we put on taking care of people: our Beacon team, our passengers, our customers, and our communities.



## Special Needs Student Services

Students requiring special services is a growing segment of the overall student population. As such, school districts and administrators can count on us to provide reliable, safe, and professional transportation to and from each student's program.

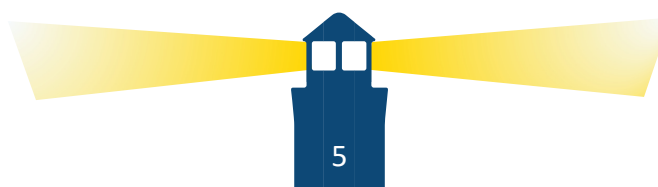
There are unique challenges in special education transportation, including time limits for travel, specific requests of the districts to meet the child's needs and particular vehicle requirements. Our company recognizes those challenges and has developed a collaborative transportation network to help school districts deliver their children to school in the most efficient, safest, and most cost-effective manner.

Our management team and local staff participate in both classroom curriculum, as well as a on-the-job training program covering all areas of special transportation, parent relationships and issue resolution, school district and administrator requirements, routing of students and billing.

Our drivers are trained and re-certified on a continuous basis, learning about managing student behaviors, bullying prevention, first-aid and CPR, and car seat systems, and safe vehicle operation.

Our vehicles are expertly maintained throughout their useful life and are among the newest in the industry. Whether the need is a mini-van, passenger van, specialized wheelchair van or automobile, or a fleet of modified yellow school mini-buses with various seating capacities, WE Transport has the correct vehicle to match your service needs adhering to all regulatory requirements. Our wheel-chair accessible vehicles feature air conditioning, privacy glass and have a spacious interior to allow comfortable "elbow room". The vehicles are equipped with two-stage motorized wheelchair lifts with sure-lock safety devices to ensure safe loading and unloading of passengers. Vehicle monitors are available, if required.

Our proprietary information technology platform provides a central location for all student, parent, district, and program information needed to service our student population safely and reliably, while providing the highest levels of responsiveness and information for our school districts and administrators. The result is a consistent, professional experience that reduces cost, time and risk for school districts and administrators.





## Charter Bus Service

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If your organization or school needs chartered bus service, we can provide the transportation you need. We have experience providing bus service for after school athletics, school field trips and summer camps. From small vehicles (weekday only) handling special needs to a full-size bus, we can provide the right vehicles, professional drivers, and cost-effective solutions for all your transportation needs.

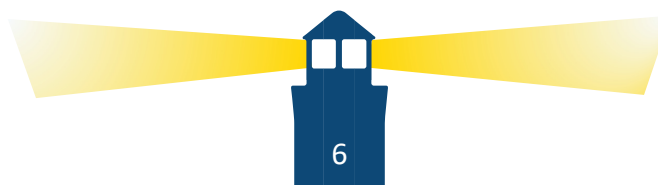
## Our Experience and Continued Success

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WE Transport is dependable, and we continually strive to earn our partners', parents', and riders' confidence and trust every day. Our customers have often referred to us as their "contractor of choice" as our concern for our customers, riders, and their families is apparent in every way. More recently, our organization was recognized as the school bus "**Contractor of the Year**" by the New York State Bus Contractors Association for 2018. Our numerous experienced and seasoned drivers are well versed on the roads and landmarks throughout the area, giving them a leg up on the dynamics and complexities of this often-challenging region.




As our family of brands continues to grow, we've always maintained a local presence with fully staffed bases in the following cities:

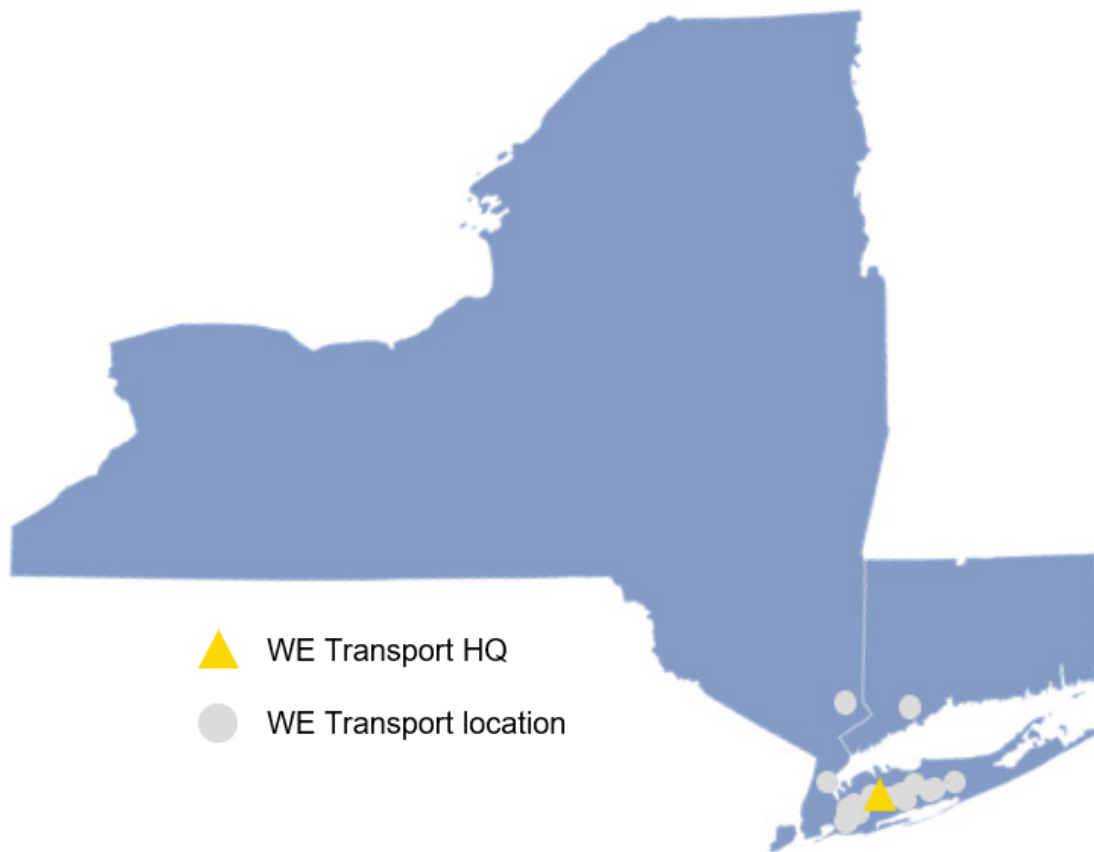
-  Bridgeport, CT
-  Suffolk County, NY
  - Bay Shore, NY (2 locations)
  - Islandia, NY
  - Nesconset, NY
  - Holtsville, NY (2 locations)
  - Medford, NY



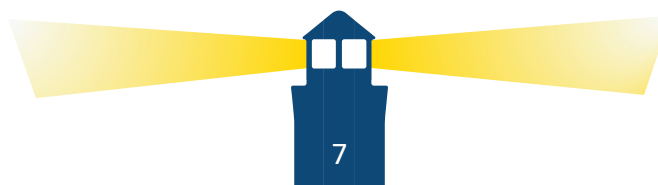
# RFP #2P22-034: School Transportation Services

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-  Nassau County
  - ➡ Hempstead, NY
  - ➡ Plainview, NY (3 locations)
  - ➡ Elmont NY
  - ➡ Valley Stream, NY
  - ➡ Garden City Park, NY
  - ➡ New Hyde Park, NY
-  Bronx, NY (2 locations)
-  Bedford, NY (3 locations)



We are a **people-centric** business. Our employees and customers are the **heart** of our business. We foster a culture where everyone feels valued. We directly involve each employee in more decisions to support every individual to achieve his/her full potential. We prioritize our company culture and inclusion efforts making our employees feel that their needs are heard.



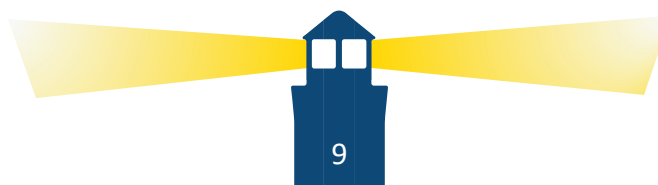
## Customer References

Client Reference	
Client Name and Address	Bridgeport Public Schools 45 Lyon Terrace, Bridgeport, CT 06604
Primary Contact Person, Title	Marlene Siegel, Chief Financial Officer
Phone Number	(203) 275-1013
Email Address	msiegel@bridgeportedu.net
Service Dates	2010 – Present
Number of Vehicles Operated	115 school buses and vans for special ed and 120 regular education buses for in-district transportation, private and parochial transportation needs.
Scope of Services	
WE Transport LLC., a Beacon Mobility partner, provides 109 large school bus routes for the district's in-district routes and private and parochial schools. We provide all the district's athletic and field trips. We are also providing 105 school buses and vans for door-to-door special education routes with matron services, if needed.	

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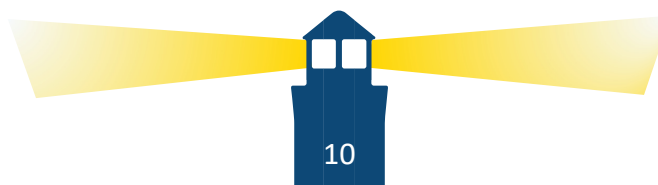
Client Reference	
Client Name and Address	Commack District 480 Clay Pitts Road, East Northport, NY 11731
Primary Contact Person, Title	Amanda Klvana, Transportation Supervisor
Phone Number	(631) 754-7205
Email Address	AKlvana@commack.k12.ny.us
Service Dates	7/1/2020 – Present
Number of Vehicles Operated	64 big buses in-district and private and special ed
Scope of Services	
WE Transport Inc., a Beacon Mobility partner, provides a total of 64 routes for the district. We provide all the in-district student transportation for all the Commack Schools Districts - elementary schools, middle school and high school students. We also provide four (4) rotating matrons that are placed where needed. We are also contracted with the district to provide all the athletic and field trip requests for large school buses.	





# Our Story

Client Reference	
Client Name and Address	Sewanhaka District 77 Landau Avenue, Floral Park, NY 11001
Primary Contact Person, Title	Michael Onufrey, Transportation Supervisor
Phone Number	(516) 488-9821
Email Address	monufrey@sewanhakaschool.org
Service Dates	2003 – Present
Number of Vehicles Operated	50-60 vans and buses for special ed and in-district transportation and private and parochial
Scope of Services	
WE Transport Inc., a Beacon Mobility partner, provides 49 large school bus routes for the district's in-district routes and private and parochial schools. We provide all the district's athletic and field trips for big bus and vans. Currently, we are also providing 18 van routes for door-to-door special education routes with matron services, if needed.	



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Client Reference	
Client Name and Address	<b>Sachem School District</b> 51 School Street, Lake Ronkonkoma, NY 11779
Primary Contact Person, Title	Joe Cervone, Transportation Supervisor
Phone Number	(516) 441-4060
Email Address	jcervone@sachem.edu
Service Dates	1993 – Present
Number of Vehicles Operated	100 school buses and vans for special ed and 95 regular education buses for in-district transportation, private and parochial transportation needs.
<b>Scope of Services</b>	
WE Transport Inc., a Beacon Mobility partner, provides 95 large school bus routes for the district's in-district routes and private and parochial schools. We provide all the district's athletic and field trips. We are also providing 100 school buses and vans for door-to-door special education routes with matron services, if needed.	

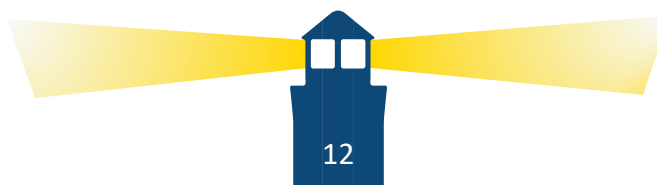
# Our Story

Client Reference	
Client Name and Address	Framingham Public School District 19 Flagg Drive, Framingham, MA 01702
Primary Contact Person, Title	Lincoln D Lynch IV, Executive Director of Finance and Operations
Phone Number	(508) 782-7007
Email Address	llynch@framingham.k12.ma.us
Service Dates	2019 – Present (Special Ed) 2021 – Present (Regular Ed)
Number of Vehicles Operated	Special education – 85 vans General education – 77 buses
Scope of Services	
Van Pool, a Beacon Mobility partner, provides door-to-door service for out-of-district and some in-district special education students. Monitors are also provided for students who require additional support. NRT Bus, a Beacon Mobility partner, provides home to school service for the Framingham Public School District for 10 elementary schools, four (4) middle schools, and one (1) high school. There are 77 home-to-school routes operating in the district and the district is school choice. NRT also provides transportation for the district's athletics and other field trips as-needed.	

*The above customer information is CONFIDENTIAL and only to be reviewed by your district.*

## Customer Contracts

WE Transport has nearly 60 contracts. Please refer to the end of this section for our detailed listing as required in your RFP.



## Our Customer Service and Quality Control

**Local. Friendly. Accessible.** Our attitude and philosophy extend to our management team and the whole company which is big enough to deliver the needed service to the highest professional standards, but small enough to be human and to care.

Our goal is to always provide phenomenal customer service to you and your patrons. Through our customer service training, awareness programs and our annual customer service surveys, WE Transport can deliver on our promise while continuing to improve our services based on your feedback. We have various customer feedback methods in place to ensure that we are consistently meeting your needs.

## Positive District Affairs

We will work closely with your school district to publicize critical news affecting local school bus services. We are responsive to newspaper, radio and television media, and will promote a positive public image of school bus transportation.

### Continuity of **Care** = **Family** Bridge From Home to School



**We built this business with people at the core of every decision we make. We always make sure you and your students are treated right and taken care of.**

## District Event Support and Engagement

We look forward to supporting your district's projects and community events. Our community involvement includes collecting and distributing goods for families in need and active participation in local charity events.

## Community Diversity

We are pleased to support local minority-owned businesses and vendors. Through our integrity, we will continue to support minority businesses within your community.

## Customer Service Surveys

We strive to continuously enhance our services and solutions we convey to our customers and ensure an ideal customer experience. Our customer surveys help us measure how well we are delivering on our commitment. We assess our customers at least twice per school year. From our assessment, these surveys allow us to measure how our service is, gain a better understanding of your district's needs, and implement new programs and initiatives to enrich guide customer satisfaction and demonstrate additional value to our partnership.

**From Customer Service to Culture, We Strive to Continuously Improve.**



Our company takes pride in how we're able to retain our customers through ongoing communication and improvement. With combined resources, we have a **99% customer retention rate**.

## Back-to-School Customer Survey

Each year, we distribute a back-to-school survey to our customers to help evaluate our service delivery during the first 30 to 45 days of the new school year. This allows us to check in with our customers right after school start-up and serves as another touchpoint of our dedication to being a good partner and service provider. By asking questions about communication, performance, and overall satisfaction, we can study how effective our start-up services are with our new and current customers. All results and comments are reviewed by our executive leadership team. Any improvements given are discussed between onsite management and the district for applicable resolutions.

## Annual Customer Survey

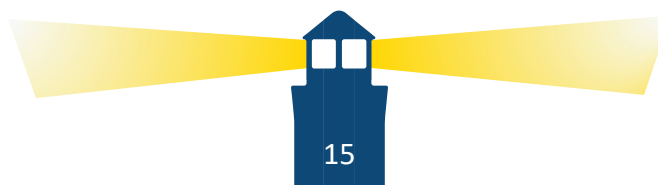
Our annual customer survey concentrates on our interactions with our customers and our overall service of the contract. To confirm that we are delivering what our clients need and feel is important to the school district, we ask our customers to indicate which factors are most important to them in a student transportation solution provider and tell us how we are delivering in the key areas. The remarks accumulated from the survey allows us to continue to create enhancements to be a better partner.

## Account Management

### Our Communication with Districts

We believe the key to delivering excellent customer service is through ongoing communication. Our company strives to develop a partnership with each school district in which both parties collaborate to ensure that the transportation program is the best it can be. Our location managers will meet regularly with school administrators and will be readily accessible to support your district. Our regional and executive leadership is also available as needs arise. Additionally, our subject matter experts will visit your transportation location, audit our programs, and meet with district representatives.

WE Transport may also host customer feedback sessions, in which key district contacts we serve are invited to an offsite meeting to deliberate items working and not working with our operations staff. This helps us gauge our performance and is instrumental in helping us make improvements to enhance our customer service across all business platforms.





# Our Story

## Our Communication with School Administration and Families

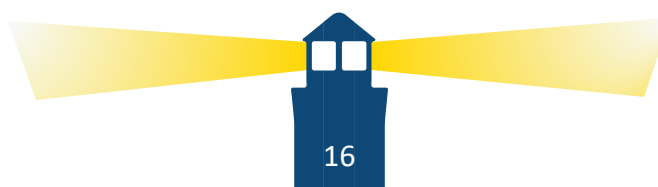
At WE Transport, our staff is accessible and responsive to the needs of your school administration, students, and parents we serve. Our location managers regularly attend local parent and teachers' association meetings and hold safety presentations, including a Q/A session, for parent groups. Our company encourages parents to call our locations with any questions or concerns.

We know that developing a high degree of trust with your school transportation provider is of paramount importance. Parents and guardians need to know their child or loved one is safe and being treated with dignity and respect. The professionalism displayed by our drivers brings a level of comfort, knowing each student is being transported safely to school and home each day. At WE Transport, we strive to ensure our company delivers unparalleled safety and high-quality transportation to each student we serve.

## Complaint Resolution

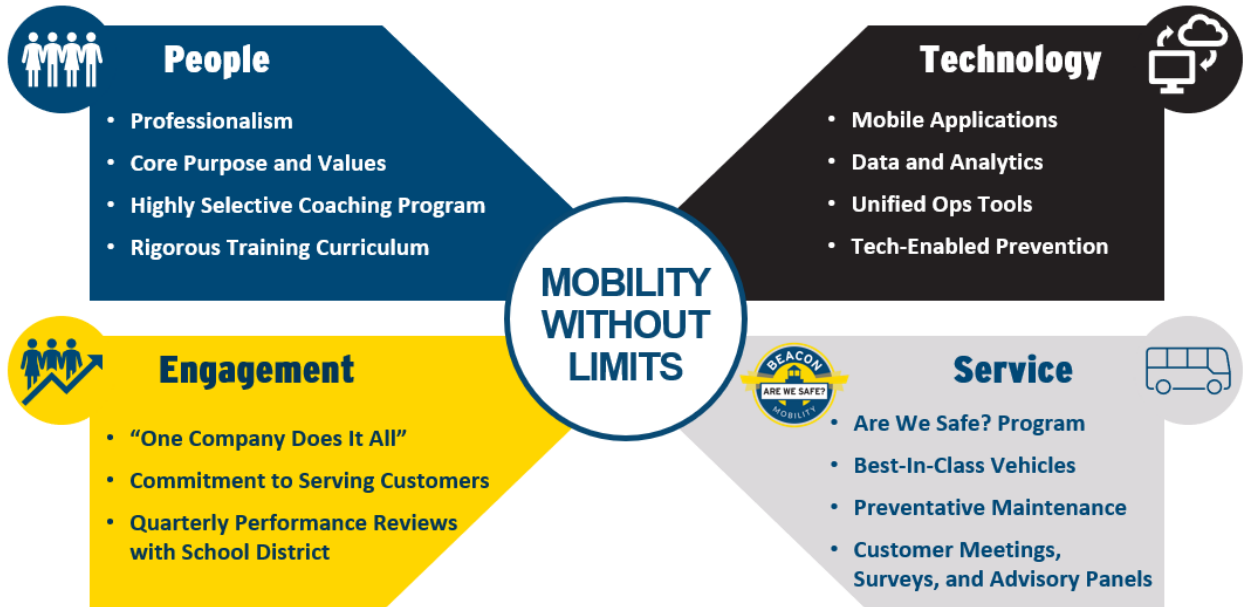
We take each complaint seriously because our partnership matters. Any complaint made regarding a driver's performance is handled immediately. All concerns are documented in a daily log and then forwarded to the safety and training supervisor, as well as the location manager. Our local team works together with your district to determine if the allegation can be validated through witness interviews, driving evaluations, field observations, and clarification of district policy or procedure. Appropriate corrective action will happen, which may include retraining, or in a worst-case scenario, termination.

In the event parents or administrators do not feel that their complaint has received the proper level of attention, our local leadership team will help facilitate a resolution. Our objective is to work in collaboration with our customers, while keeping in mind adherence to legal and safety practices.



# RFP #2P22-034: School Transportation Services

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We create safe, reliable and cost-effective mobility solutions that cater to the unique needs of our riders and their families.

District Name	District PK-12 Enrollment	First Name	Last Name	Title	Email Address	Phone #	Address	City	State	Zip Code	Current Contract Start Date	Current Contract End Date	Overall Years Experience
Bridgeport Public Schools	12480	Marlene	Siegel	Chief Financial Officer	msiegel@bridgeportedu.net	203-275-1013	45 Lyon Terrace	Bridgeport	CT	6604	7/1/2019	6/30/2022	11
Babylon District	1525	Karen	Bustamante		kbustamante@babylonufsd.com	631-893-7915	50 Railroad Avenue	Babylon	NY	11702			15
Baldwin District	4433	Kristina	Orlando	Bus Dispatcher	orlandok@baldwinschools.org	516-434-6045	960 Hastings Street	Baldwin	NY	11510	9/1/2021	6/30/2022	20
Bedford School District	3786	Mark	Connolly	Transportation Supervisor	mconnolly4684@bcsdny.org	914-241-6000	632 South Bedford Road	Bedford	NY	10506	2019	6/30/2025	5
Bellmore District	1027	Joseph	Fiorino	Director of Facilities and Transportation	Transportation@Bellmoreschools.Org	516- 679-2903	580 Winthrop Avenue	Bellmore	NY	11710			20
Bellmore/Merrick District	5183	Tom	Volpe	Director of Transportation	transportation@bellmore-merrick.k12.ny.us	516-992-1025	1260 Meadowbrook Road	No.Merrick	NY	11566	9/1/2021	6/30/2022	25
Bethpage District	2913	Stacey	Popkin	Transportation Supervisor	spopkin@bethpage.ws	516-644-4040	10 Cherry Avenue	Bethpage	NY	11714	9/1/2021	6/30/2022	22
BOCES of Suffolk County	N/A	Mette	Maryanov	Transportation Administrator	jlesnick@esboces.org	631-472-6480	201 Sunrise Highway	Patchogue	NY	11772	7/1/2018	6/30/2023	10
Brentwood District	18402	Erik	Karlund	Director of Operations		631-434-2493	3rd Avenue	Brentwood	NY	11717			15
Carle Place District	1309	Michael	Margulis	Transportation Supervisor	mmargulis@cps.k12.ny.us	516-622-6489	168 Cherry Lane	Carle Place	NY	11514			15
Commack District	5831	Amanda	Klvana	Transportation Coordinator	aklvana@commack.k12.ny.us	631-754-7205	480 Clay Pitts Road	East Northport	NY	11731	7/1/2020	6/30/2025	20
Deer Park District	3848	Karen	Camodeo	Assistant School Transportation Supervisor	camodeo.k@deerparkschools.org	631-274-4060	1881 Deer Park Avenue	Deer Park	NY	11729	9/1/2021	6/30/2022	15
East Meadow District	7244	Jennifer	Frisenda	Assistant Business Administrator	JFrisenda@emufsd.us	516-478-5771	718 The Plain Road	Westbury	NY	11590	9/1/2021	6/30/2022	25
East Rockaway District	1125	Joanna	Postiglione	Senior Account Clerk	JPostiglione@eastrockawayschools.org	516-887-8300	433 Ocean Avenue	East Rockaway	NY	11518	9/1/2021	6/30/2022	25
East Williston District	1649	Nicholas	Fusco	Director of Facilities	fuscon@ewsdonline.org	516- 333-2826	11 Bacon Road	Old Westbury	NY	11568	9/1/2021	6/30/2022	20
Farmingdale District	5460	Mark	Medina	Transportation Supervisor	transportation@farmingdaleschools.org	516-434-5115	50 Van Cott Avenue	Farmingdale	NY	11735	9/1/2021	6/30/2022	25
Freeport District	6765	Jamie	Reinke		transportation@freeportschools.org	516-867-5220	235 No. Ocean Avenue	Freeport	NY	11520	9/1/2021	6/30/2022	22
Garden City District	3914	Helen	Philmus		Transportation@gcufsd.net	516-478-1903	56 Cathedral Avenue	Garden City	NY	11530	9/1/2021	6/30/2022	20
Great Neck District	6813	James	Popkin	Transportation Supervisor	jpopkin@greatneck.k12.ny.us	516-441-4060	345 Lakeville Road	Great Neck	NY	11020	7/1/2020	6/30/2025	25
Herricks District	4083	Mark	Medina	Director of Transportation	mmedina@herricks.org	516-305-8950	999 Herricks Road	New Hyde Park	NY	11040	9/1/2021	6/30/2022	24
Hicksville District	5175	Vita	Virgilio	Transportation Supervisor		516-733-2185	200 Division Avenue	Hicksville	NY	11801	9/1/2021	6/30/2022	15
Island Park District	703	Kelly	Angelo	Transportation Supervisor	KAngelo@islandparkschools.org	516-434-2600	150 Trafalgar Boulevard	Island Park	NY	11588	9/1/2021	6/30/2022	18
Island Trees District Gallow School	2161	Maureen	Horace		Mhorace@islandtrees.org	516-520-2112	74 Farmedge Road	Levittown	NY	11756	7/1/2021	6/30/2026	30
Jericho District	3138	Lori Ann	Savino	Director of Transportation	lsavino@jerichoschools.org	516-203-3600	99 Cedar Swamp Road	Jericho	NY	11753	9/1/2021	6/30/2022	25
Levittown District	7205	Dajuana	Reeves	Transportation Supervisor	DReeves@levittownschools.com	516-434-7585	3816 Hunt Road	Wantagh	NY	11793			25
Long Beach District	3677	Nancy	Nunziata	Transportation Supervisor	nnunziata@lbeach.org	516-897-2132	659 Lido Boulevard	Long Beach	NY	11561	9/1/2021	6/30/2022	23
Malverne District	1699	Daniel	Balzan	Transportation Supervisor/Assistant									
Manhasset District	3025	Kelly	Fredrickson	Administrator for Business	dbalzan@malverneschools.org	516-887-6408	301 Wicks Lane	Malverne	NY	11565	9/1/2021	6/30/2022	17
Massapequa District	6548	Keyana	Wright	Transportation Coordinator	kelly@ManhassetSchools.org	516-267-7777	200 Memorial Place	Manhasset	NY	11030	9/1/2021	6/30/2022	13
Merrick District	1531	Sydney	Freifelder	Transportation Office Supervisor	kwright@msd.k12.ny.us	516-308-5065	4925 Merrick Road	Massapequa	NY	11758	9/1/2021	6/30/2022	21
				Interim Buiness Official	sfreifelder@merrick.k12.ny.us	516-378-3904	21 Babylon Road	Merrick	NY	11566	9/1/2021	6/30/2022	25
				Director of Special Education and									
New Hyde Park District	1667	Kim	Levy	Transportation	klevy@nhp-gcp.org	516-434-2318	1950 Hillside Avenue	New Hyde Park	NY	11040	9/1/2021	6/30/2022	15
North Bellmore District	2106	Eileen	Giovino	Transportation Coordinator	EGiovino@northbellmoreschools.org	516-992-3000	2616 Martin Avenue	No. Bellmore	NY	11710	9/1/2021	6/30/2022	25
North Merrick District	1179	Ali	Ellensohn	Secretary to the Assistant Superintendent for Business and Operations	aellensohn@nmerrick.org	516-292-3696	1057 Merrick Avenue	No. Merrick	NY	11566	9/1/2021	6/30/2022	25
North Shore District	2509	Michelle	Hall	Transportation Supervisor	hallm@northshoreschools.org	516-277-7930	340 Shore Road	Glen Head Landing	NY	11547	9/1/2021	6/30/2022	22
Northport School District	4809	Trish	McGrane	Transportation Supervisor		631-262-6865	158 Laurel Avenue	Northport	NY	11768			25
NYC Department of Education	N/A	Lisa	Damato			718-707-4343					9/1/2013	6/30/2025	5
Patchogue Medford School District	7290	Carol	Sicignano	Transportation Supervisor	CSicignano@pmschools.org	631-687-6460	241 South Ocean Avenue	Patchogue	NY	11772	7/1/2015	6/30/2017	4
				Assistant Superintendent for Student									
Plainview/Old Bethpage CSD	4972	Chris	Donarumo	Services & Safety	cdonarummo@pobschools.org	516-937-6312	106 Washington Avenue	Plainview	NY	11803	7/1/2019	6/30/2024	51
Port Washington District	5363	Robin	Allen	Transportation Supervisor	rallen@portnet.org	516-767-5030	100 Campus Drive	Pt. Washington	NY	11050	9/1/2021	6/30/2022	15
Rockville Centre District	3501	Maria	Belfiore	Transportation Clerk	mbelfiore@rvcschools.org	516- 255-8931	128 Shepherd Street	Rockville Centre	NY	11570	9/1/2021	6/30/2022	17
Roosevelt District	3322	Leola	Palmer		lpalmer@rufsd.org.	516-345-7072	335 E Clinton Avenue	Roosevelt	NY	11575	9/1/2021	6/30/2022	20
Roslyn District	3192	David	Shoob	Transportation Supervisor	dshoob@roslynschools.org	516-801-5190	Harbor Hill Road	Roslyn	NY	11576	9/1/2021	6/30/2022	18
UCP Suffolk	N/A	Mark	Crean	Director of Adult Services	mcrean@ucp-suffolk.org	631-232-0011	250 Marcus Boulevard	Hauppauge	NY	11788	2013	2019	25
Sachem School District	12227	Joe	Cervone	Transportation Supervisor	JCERVONE@sachem.edu	631-471-1380	51 School Street	Lake Ronkonkoma	NY	11779	7/1/2020	6/30/2025	15
Swissport -Suffolk	N/A	Carol	Genovese	Transportation Supervisor		631-737-0600	2150 Smithtown Avenue	Ronkonkoma	NY	11779	7/1/2021	6/30/2025	20
Swissport-Nassau	N/A	Carol	Genovese	Transportation Supervisor		631-737-0600	2150 Smithtown Avenue	Ronkonkoma	NY	11779	9/1/2021	8/31/2024	20
Sewanhaka District	8003	Michael	Onufrey	Transportation Supervisor	monufrey@sewanhaskaschools.org	516- 488-9821	77 Landau Avenue	Floral Park	NY	11001	2003	6/30/2022	20
Smithtown District	8816	Mary	Augugliaro	Transportation Supervisor	maugugliaro@smithtwn.k12.ny.us	631-382-4100	26 New York Avenue	Smithtown	NY	11787	7/1/2020	6/30/2025	30
Uniondale District	6761	Avril	Ashley	Transportation Supervisor	aashley@uniondaleschools.org	516-560-8806	933 Goodrich Street	Uniondale	NY	11553	9/1/2021	6/30/2022	22
Valley Stream Central District	4645	Chantel	Lefevre	Transportation Assistant	lefevrec@vschsd.org	516-872-5618	One Kent Road	Valley Stream	NY	11582	9/1/2021	6/30/2022	15
Valley Stream #13 District James A.				Assistant Superintendent for Business and									
Denver School	1872	Gerard	Antoine	Human Resources	gantoin@valleystream13.com	516-568-6110	585 N. Corona Avenue	Valley Stream	NY	11582	9/1/2021	6/30/2022	20
Valley Stream #24 District	1044	Lauri	Banilover	Transportation Clerk	lbanilover@vs24.org	516-434-2829	Horton Avenue	Valley Stream	NY	11582	9/1/2021	6/30/2022	19
Valley Stream #30 District	1376	Suzanne	Brady	Director of Facilities and Operations	Sbrady@vs30.org	516-285-9880	150 Washington Avenue	Valley Stream	NY	11580	9/1/2021	6/30/2022	20
Wantagh District	2755	Linda	Scarano	Transportation Supervisor	scaranol@wantaghschools.org	516-781-8000	3301 Beltagh Avenue	Wantagh	NY	11793	9/1/2021	6/30/2022	15
West Hempstead District	1693	Gina	Gandolfo	Transportation Coordinator	GGandolfo@whufsd.com	516-390-3112	252 Chestnut Street	West Hempstead	NY	11552	7/1/2020	6/30/2025	22
Westbury District	4879	OPEN	OPEN			516-876-5011	2 Hitchcock Lane	Westbury	NY	11568	9/1/2021	6/30/2022	25

The above customer information is CONFIDENTIAL and only to be reviewed by your district.



Our People

WE TRANSPORT



*incorporated*

PART OF THE BEACON MOBILITY FAMILY





# Our People

WE Transport is directed by a skilled senior management team that is customer focused in bringing customized solutions that meet the needs of your district and community.

Our organizational structure is straightforward, yet efficient. WE Transport has 21 operating locations. Each location has a Terminal Manager responsible for all aspects of the company's operations in that specific local area. Additionally, our local areas are staffed with functional experts in the areas of safety, recruiting, driver training, maintenance, and finance to ensure support of our locations, therefore, ensuring exceptional customer service.

We pride ourselves on the ability of our local staff to **make the best decisions** where they matter most – at your **school district** and in your **community**.



**A Partner You Can Trust -  
Imagine What We Can Achieve Together**

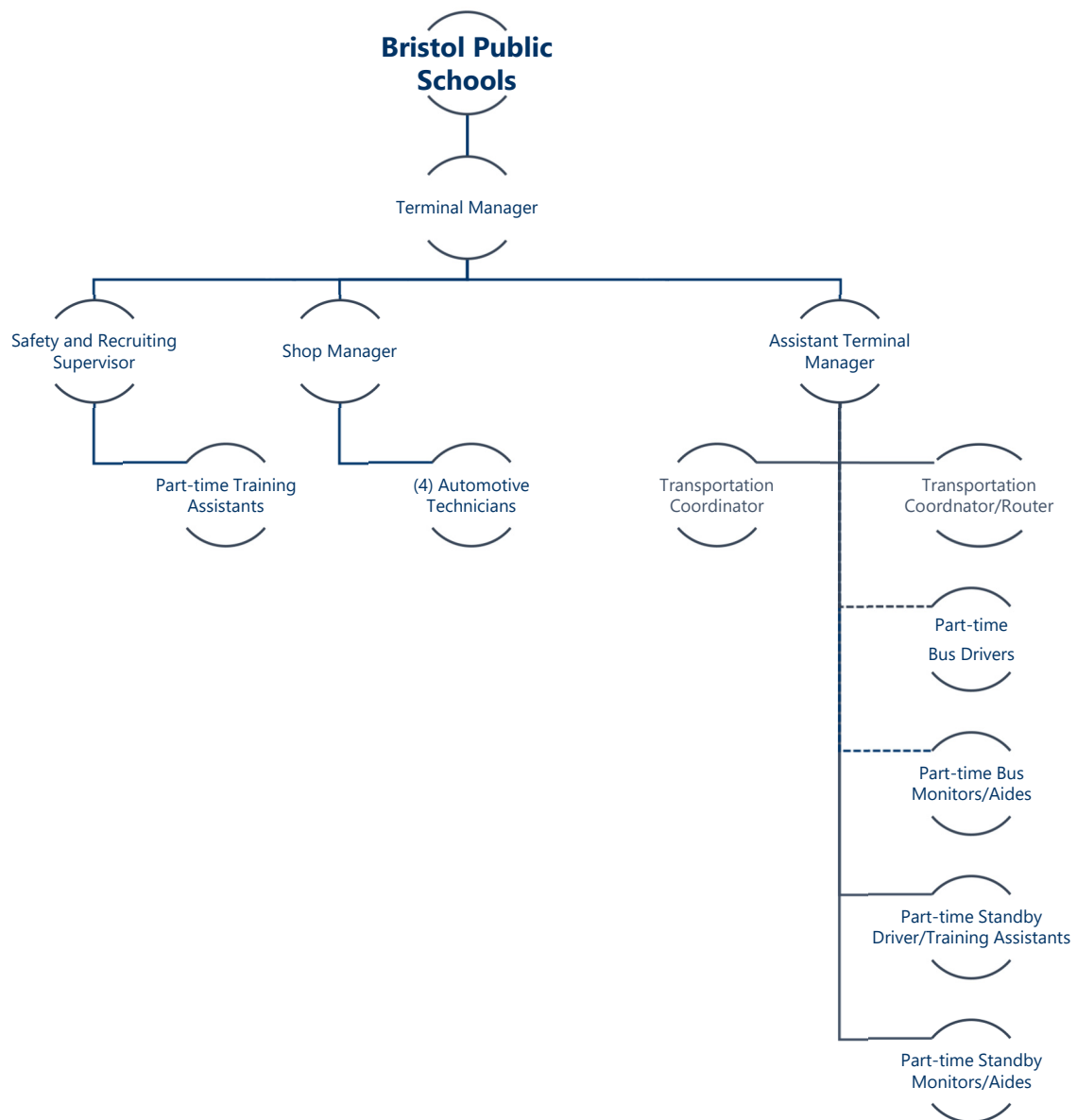


## MOBILITY WITHOUT LIMITS

*Transporting people to live, learn, and achieve*

## Our Team Structure

The following is our projected organizational chart for your school district based on the needs of your proposal request.





## Meet Your Experts

### Local Staff



**We're there when you need us.**



WE Transport will provide management and support personnel who are fully trained and proficient in operating your transportation solution that accommodates the size and needs of your school district. We will implement a local staffing plan, directly supported by our regional employees and executive leadership, to oversee your operations.

We do not assign contract specific staff until an award has been made. Once we have been awarded the contract, we post openings both internally and externally. WE Transport's goal is to hire/retain the many talented and skilled staff currently serving your district should they meet your satisfaction. For this reason, we cannot provide resumes of the local staff with our


proposal. We have provided the names and biographies of the regional and executive leadership staff on the following pages.

Local area management and staff responsibilities include:

## Terminal Manager

Under the supervision of the Director of Operations, the Terminal Manager will lead and manage all facets of the local operations of the business. This includes the interface with employees, staff, customers, and passengers.




Detailed responsibilities include:

-  Provide leadership, development, and guidance to all subordinate staff.
-  Collaborate with other managers and staff members to formulate and implement policies, procedures, goals, and objectives.
-  Monitor operations to ensure that staff members comply with administrative policies and procedures, safety rules, and government regulations.
-  Routinely conduct staff meetings to encourage communication throughout the workplace.
-  Promote safe work activities by conducting safety audits, attending company safety meetings, and meeting with individual staff members.
-  Monitor expenses, seek operational efficiencies, and find solutions to improve transportation services. Investigate trends, identify areas of improvement, identify metrics to measure efficiencies, and implement and monitor action plans.
-  Well versed in district and other customer RFP requirements.
-  Prepare documentation (i.e. incident reports, etc.) for the purpose of providing written support and/or conveying information.
-  Oversee local maintenance team to assure proper vehicle maintenance, repairs, and DOT inspection scheduling.
-  Oversee local safety team for employee recruitment and retention, safety related issues, disciplinary actions, safety meeting topics, and updates to safety training classes.
-  Direct investigations to verify complaints with parent and school district representatives.
-  Create strong customer relationships with various stakeholders amongst customer contracts.

## Assistant Terminal Manager

Under the supervision of the Terminal Manager, the Assistant Terminal Manager will oversee day-to-day terminal operations; supervise dispatch staff; coordinate bus, driver, and attendant operations; manage administrative matters; interface with employees, staff, clients, and passengers. This position directly oversees more than one of the following daily operations at the location: driver workforce, routing and dispatch, overall vehicle activities, and day-to-day customer service matters. Their duties include all topics of those noted for the Terminal Manager with areas of focus delegated by Terminal Manager, and primary focus will be on day-to-day operations and routine customer communications.









Additional duties include:

-  Oversee efficiency of routes and tracking through dispatch and routing tools.
-  Oversee payroll functions.
-  Prepare itemized invoices.

## Shop Manager

Under the supervision of the Terminal Manager and Director of Maintenance, the Shop Manager is responsible to oversee all aspects of fleet, equipment, petroleum storage/dispensing, and shop facility maintenance.














Detailed responsibilities include:

-  Oversees the supervision of all shop personnel and accurate processing of their timekeeping and payroll records.
-  Works closely with Terminal Manager and Dispatchers to coordinate vehicle maintenance schedules.
-  Monitors the availability of vehicles to meet the needs of each district serviced by the terminal.
-  Advise the Director of Maintenance of vehicle and equipment status.
-  Advise the Director of Maintenance of the status of fuel storage and dispensing equipment.
-  Ensure the safe operation of the automotive preventative maintenance programs.
-  Oversee the inspection, repair and maintenance of all vehicles and related equipment.
-  Maintain inventory of all parts, lubricants and equipment required for operation and maintenance of vehicles and facility.

## Safety and Recruiting Supervisor

Under the supervision of the Terminal Manager, the Safety and Recruiting Supervisor is responsible for all facets of safety leadership, monitoring driver performance; investigating accidents and reporting all related activities; providing input for accident prevention, and oversees recruitment and selection of drivers and monitors and provides ongoing training and resources to employees following established company policies along with state, federal, and industry standards.











Detailed responsibilities include:

-  Respond to and investigate all accidents and injuries in the specified location, on the road and at loading/unloading site.
-  Administer and maintain company random drug/alcohol testing and post-accident and reasonable suspicion alcohol/drug testing in conjunction with DOT and company policies and procedures.
-  Investigate all student incidents on the bus.
-  Investigate employee injuries.
-  Liaise with company personnel, clients, and passengers.
-  Oversee Driver Defensives on each driver (including road evaluation) at least once during the school year. Initiate retraining, as needed.
-  Investigate customer service complaints related to safety issues and take appropriate corrective action.
-  Conduct road observations.
-  Prepare documentation, reports, and other related assignments.
-  Conduct monthly safety meetings.
-  Develops and leads recruiting campaigns including advertising, job fairs, hiring events, etc.
-  Tracks and follows up with applicants on credentialing and training needs.
-  Maintains employee files and required credentialing.

## Transportation Coordinator

Under the supervision of the Terminal Manager the Transportation Coordinator will coordinate bus, driver and attendant operations while interfacing with employees, staff, clients, and passengers.





Detailed responsibilities include:

-  Understanding of the routes, distances, and travel times in the districts we and able to make independent decisions and exercise discretion.
-  Coordinate and assign drivers, monitors, and vehicles using knowledge and good judgement regarding employee skills and performance.
-  Maintain routes, assist drivers, and resolve schedule problems for the purpose of ensuring all routes are covered, detailed records maintained for monthly billing.
-  Receive, record, retrieve and deliver messages accurately, clearly and pleasantly; routinely solve operational problems, while maintaining cordial, professional relations with parents, school administration, classroom staff, and all employees.
-  Perform initial contact and subsequent follow up with guardians and school officials to gather and maintain accurate information on students.
-  Review GPS for payroll accuracy and compliance.
-  Communicate with automotive maintenance team for vehicle maintenance, repairs, and DOT scheduling.
-  Communicate with Safety Supervisors for safety related issues, disciplinary actions and follow up training classes.
-  Develop a deep understanding of the issues that our drivers face to promote growth and success. Understand and address the challenges they face.
-  Develop and maintain a professional rapport with all of our customers which includes but not limited to; school districts, parents, special needs students (ages 3-22), and classroom staff.

## Transportation Coordinator/Router

Under the supervision of the Terminal Manager the Transportation Coordinator/Router, their duties include all topics of those noted for the Transportation Coordinator, and in addition they will be the primary coordinator of routing.





Detailed responsibilities include:

-  Creates and maintains a master routing database and mapping of all routes.
-  Coordinates with school district to ensure transportation policies and practices are followed and incorporated into the routing details.
-  Regularly reviews GPS data and other operational trends to ensure timely and efficient routing.
-  Ensures updates and changes are made to routes and follow up communication occurs with customer, families, and related drivers assigned.

## Automotive Technician

Under the supervision of the Shop Manager and also reports to the Terminal Manager, the Automotive Technician performs preventive maintenance tasks and other tasks to keep the fleet in good performance and reliability ready for service availability. Performs repairs and mechanical work as needed in a timely and effective manner following safe practices, state and federal guidelines and industry standards working under minimal supervision.

Detailed responsibilities include:





-  Perform preventative maintenance and conduct repairs on fleet vehicles.
-  Identify problems and test functionality of parts and systems of vehicles using diagnostic equipment and expertise.
-  Provide detailed documentation on work orders and fleet software.
-  Explain automotive repairs and issues and provide great customer service.

Our team of experienced, highly skilled mechanics ensures all vehicles are diligently maintained, carefully inspected and ready to roll for every trip.



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-  Perform warranty repairs and claims processing as necessary.
-  Willingness to learn with hands-on training.
-  Obtain training and OEM certifications, state certifications, ASE certifications, etc. to enhance skills.
-  Help keep repair shop safe, clean, and organized.

## Part-time Training Assistant

Under the supervision of the Safety and Recruiting Supervisor, the Part-time Training Assistant instructs new drivers and/or bus attendants/monitors on state and federal laws and regulations relative to driving a school bus or monitoring a school bus.

Detailed responsibilities include:






-  Plan and implement training program for applicants.
-  Train new employees on company policies and procedures.
-  Teach basic training and annual refreshers.
-  Certify new drivers and bus attendants in proper use of car seats, safety vests and wheelchairs.
-  Conduct pre-service, re-training, CDL training, and mapping classes.
-  Assist with road tests and associated paperwork.
-  Conduct behind the wheel school bus driver evaluations.
-  Participate in monthly safety meetings.
-  Other related duties as assigned.

# Our People

## Part-time Driver

We are dedicated to providing a superior level of transportation services to our schools, students and communities. Critical to our success is the performance of our drivers and monitors.




Detailed responsibilities include:

-  Safely operate a motor vehicle, in accordance with all state and federal traffic laws, while driving school-aged children.
-  Safely operate a variety of vehicles, including sedans, mini-vans, full size passenger vans, and wheelchair vans.
-  Safely assist students as needed. This includes helping them enter and exit the vehicle, using the vehicle's lap and shoulder belts, and safely securing them in car seats and booster seats. Lifting may be required.
-  Monitor student behavior to provide appropriate guidance, feedback, and direction when necessary.
-  Report unsafe and inappropriate student behavior to management; follow directions and implement corrective steps as assigned.



## Part-time Monitor





Detailed responsibilities include:

-  Safely assist students as needed. This includes helping them enter and exit the vehicle, using the vehicle's lap and shoulder belts, and safely securing them in car seats and booster seats. Lifting may be required.
-  Monitor student behavior to provide appropriate guidance, feedback, and direction when necessary.
-  Report unsafe and inappropriate student behavior to management; follow directions and implement corrective steps as assigned.

## Part-time Standby Driver/Training Assistant

A standby driver/training assistant is on hand each school day without a permanent route assignment. They are on hand to operate routes in the event the regular driver is absent or for other circumstances.




Detailed responsibilities include:

-  Able to operate each type of vehicle in the fleet.
-  Familiar with district and school locations and able to read route directions, maps, take direction over the air from dispatchers and perform routes and trips as needed.
-  They will conduct behind the wheel training, assist with driver recruiting, and provide training and mentoring to drivers and monitors.
-  Provide assistance to the office on an as-needed basis.

## Part-time Standby Monitor

A standby monitor is on hand each school day without a permanent route assignment. They are on hand to operate routes in the event the regular monitor is absent or to assist with other circumstances.

Detailed responsibilities include:

-  Familiar with district and school locations and able to read route directions to assist.
-  Assist with monitor training, assist with student discipline and interactions, and provide training and mentoring to monitors.
-  Provide assistance to the office on an as-needed basis.

# Our People

## Regional and Corporate Support Staffs

Our regional and corporate support staffs work directly with each of our locations by monitoring customer satisfaction, operational trends, safety statistics, employee relations and by supporting community involvement. At WE Transport, we pride ourselves on our personable client relationships through our open discussions, involvement with district board meetings, and regular visits for feedback and/or auditing procedures. Our regional and corporate support staffs will be available to your district along with the proposed onsite local team.

## Our Regional Team



Bart Marksohn | EVP, Operations

Bart re-joined WE Transport in his early 20's after a three-year career on Wall Street. Recognizing his skills, the Marksohn family voted him Chairmen of its business enterprises. Bart utilized his skills learned as an investment advisor to work in growing the company from 300 employees to over 2,900 over the course of 40 years. His focus is on keeping the "family feel" amongst the employees and customers.

# RFP #2P22-034: School Transportation Services

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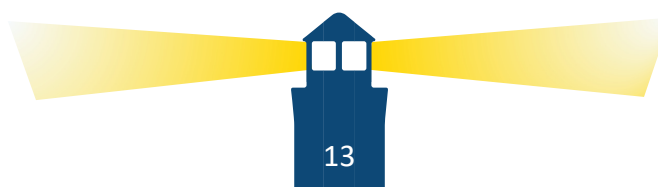
Robert Quinn | VP, Operations

Robert started at WE Transport in 2017 and currently oversees all of our area operations. He is responsible for developing our company policies and procedures, overseeing safety, training, routing, labor agreements and supervision of management staff. He provides liaison with school districts and organized labor unions.

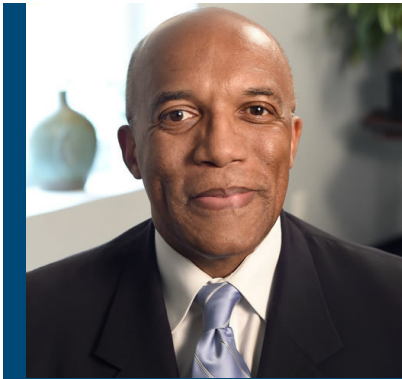
Prior to joining WE Transport, Robert was the VP of Transportation for Family Residences and Essential Enterprises, Inc. (FREE) and Rides Unlimited of New York, Inc. for 16 years. He also was an Operation/Maintenance Manager/Assistant Director for Ogden Aviation JFK International Airport for 13 years.

Robert holds an associate degree of criminal justice from the Nassau Community College Garden City, NY. He also holds certifications and/or is a member in the following:

-  Certified NYSVTL Article 19A Examiner – NYSDMV
-  Certified Defensive Driver Instructor – National Safety Council DDC6
-  Certified Saliva Testing Technician (STT) NYSDOT Drug and Alcohol Testing Regulations
-  CDL – A – Endorsements: Tank, doubles, triples, hazmat, school bus, passenger, tow truck.
-  Member of Eastern Suffolk BOCES Career, Technical and Adult Education Advisory Council.
-  Member – Society of Fleet Supervisors
-  Member – of New York Association of Pupil Transportation (NYAPT)
-  Former Board Member – Greater Long Island Clean Cities Coalition







# Our People



Andrew Ifill | Director, Connecticut Operations

Andrew oversees our Connecticut operations and has nearly 30 years of diverse and comprehensive knowledge of the transportation industry. His responsibilities include building customer relationships and problem resolution, interacts with company vendors on cost estimates and efficiencies, generating and compiling statistical data, and facilitates recruitment and hiring of eligible personnel. Before joining WE Transport, Andrew was the Transportation Manager at ShopLink.com and District Manager at Laidlaw Transit, Inc.

Andrew is the Chairman/Commissioner for the Greater Bridgeport Transit Authority, member of the Regional Business Council, and is on the planning committee for the March of Dimes. He holds a bachelor's degree in management and finance from Rutgers University and has training/certifications in:

-  Crossroads to Performance
-  Labor Negotiations
-  Workers Compensation
-  Media Training



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**Susan Soudant-Dello Ioio** | Director,  
Safety & Training

Susan is our Director of Safety and Training and started with the organization in 2002. She is responsible for our safety and training programs that includes pre-service, basic, refreshers, CDL, and defensive driving. Additional training programs include special needs, first aid, and CPR. Susan is also responsible for developing the new training curriculum, overseeing the company drug and alcohol testing program and 19-A departments that includes 30 staff members. Lastly, she researches and develops new education opportunities for staff to increase their skillset and provide better customer service.

Prior to coming onboard with WE Transport, Susan was a manager at Orange County Department of Social Services. She holds the following certifications:

-  19-A Certified Examiner
-  SBDI
-  Master Instructor
-  Defensive Driving Instructor for the National Safety Council (DDC6)
-  National Association for Pupil Transportation (NYAPT)
-  Saliva Test Technician (STT)

# Our People



Marge Stolz | Safety Manager

Marge has more than 13 years of safety training at WE Transport. Since joining the company in 2008 as a trainer, she has worked as a 19-A/Safety Coordinator and is currently the Safety Manager. Her responsibilities include overseeing the safety department that includes 10 safety supervisors; responding to and investigating all accidents and injuries in the specified location, on the road and at loading/unloading site; conducting road observations; preparing reports and other related assignments, as well as documentation and represent company at union hearings. Marge is also a liaison with employees, clients, passengers, and insurance representatives.

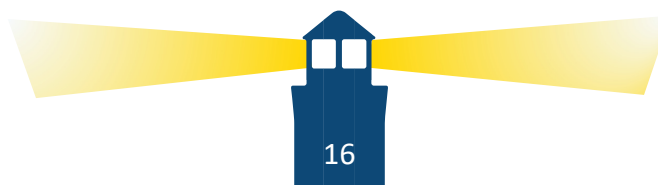
Marge is a 19-A Certified Examiner and SBDI-Saliva Test Technician (STT).



Leonard Huffmire | Director of Maintenance

Leonard joined WE Transport in 2013 and is our Director of Maintenance overseeing the day-to-day operations of our fleet and maintenance personnel. His responsibilities include repairing and maintaining more than 1,700 vehicles; maintenance and security of all our bus terminals and satellite properties; and supervising more than 80 maintenance employees – where he tends to hiring, payroll, disciplinary hearings, and union related matters. Leonard is also our liaison for NYSDOT, OSHA, DEC and EPA.

Prior to WE Transport, Leonard was the director of maintenance for Atlantic Express Transportation Corp. He holds a New York State UST certification and is a member of the Society of Fleet Supervisors.



## Our Executive Leadership Team



Judith Crawford | Chief Executive Officer

Judith joined Beacon Mobility as the CEO in 2021. Formerly, Judith was the Chief Executive Officer of National Express Transit Corporation (a division of National Express LLC), where she was responsible for all transit operations in the United States and Canada, as well as the continued growth of the division through organic wins and acquisitions. At National Express Transit, Judith built and drove the vision of a customer-centric program that used the most innovative technologies to provide superior safety protocols, an exemplary customer experience, and exceptional operational performance.

Prior to National Express Transit, Judith served as Chief Financial Officer for National Express LLC, overseeing the financial direction of both the established student transportation business and the newly created transit operation. Before beginning her career with National Express, Judith worked as a chartered accountant for KPMG in the United Kingdom.

When not working, Judith enjoys outdoor activities including hiking and biking, and will sign up for any sporting challenge if it comes with a t-shirt.

## A COMPANY THAT CARES

**That positive attitude is reflected in our management style and in our employees' attitudes.**

**Safety. Service. Teamwork. Reliability.**





# Our People



Carmen Tomeo | CEO Emeritus

Since joining the company in 1996, Carmen has continued the WE Transport tradition of partnering with customers, delivering high quality services, and building a great team. With more than 40 years' transportation experience, Carmen's responsibilities included all day-to-day management decisions and for implementing the company's long and short-term plans. He provided direct liaison between the Board and management of the company and communicated to the Board on behalf of management.

Carmen has held roles with Laidlaw Transportation, Van Com Transportation, Inc. and Tomfor Transportation. He holds a bachelor's degree in business administration from St. John's University. He also holds certifications and/or is a member in the following:

-  Certified NYSVTL Article 19A Examiner – NYSDMV
-  Member – Society of Fleet Supervisors
-  Member – of New York Association of Pupil Transportation (NYAPT)
-  Board Member of New York State Bus Contractor's Association (NYSBCA)

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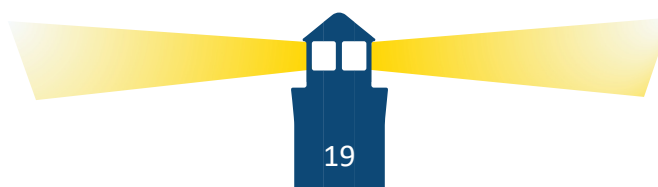


Cor Van Dyk | Chief Financial Officer

With more than 20 years of financial leadership experience, Cor joined Beacon Mobility in 2019. Cor has a track record of partnering directly with operational leadership to deliver improved financial performance and enhanced operating productivity by focusing on sound commercial principles, efficient and accurate reporting, and clear communication.

Prior to joining Beacon, Cor began his career with PricewaterhouseCoopers. He later joined CEVA Logistics and held several financial leadership roles with increasing responsibilities. Cor brings an extensive array of skills in both business leadership and finance.

While Cor is originally Canadian, he has lived in the US for 19 years and recently became a US citizen. Cor lived in Florida and Texas prior to moving to Massachusetts and is a loyal Houston Astros fan.



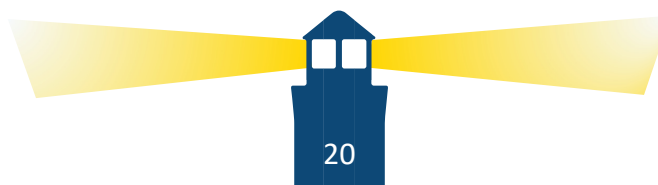
# Our People



Westley Richters | Chief Operating Officer

After almost two decades in the transportation and logistics industry, Wes joined Beacon Mobility in 2019 as Chief Operating Officer. Prior to joining Beacon, Wes was divisional COO at National Express with responsibility for the eastern United States operations, and later a start-up division that served charter schools nationwide. Wes began his career at Hertz, working his way up from a management trainee role to Vice President of Zone Operations, providing leadership to more than 1,000 employees in multiple locations across the southeast.

Wes enjoys collaborating with others across the organization to provide the best service to the people that Beacon transports. When away from work, Wes enjoys time with family and friends and being focused on health and fitness. He and his wife enjoy their fur family and love to travel to new places near and far.





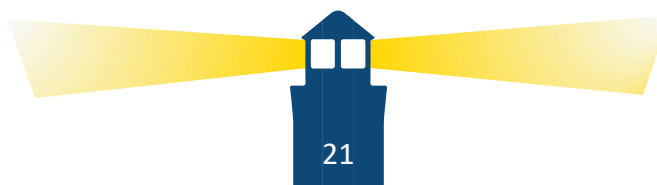
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Courtenay Casaccio | Chief People Officer

Before joining us at Beacon Mobility, Courtenay led the People Experience function for Midtown Athletic Clubs, where she was instrumental in fast-tracking a Workday implementation as a new Human Capital Management system across the company. Prior to Midtown, Courtenay spent almost 20 years at Stericycle, a global compliance company operating in over 20 countries with over 20,000 employees. During her tenure at Stericycle, she was actively involved in over 90 acquisitions. She also held many top leadership positions including the SVP HR, SVP Country Manager Canada, Corporate VP of IT, and VP of Inside Sales. As SVP HR, she was also responsible for the global culture and employee engagement strategy. Courtenay has a strong background in both IT and HR and focuses on driving business results, but she always has a strong people lens to ensure a results-driven and fun environment.



# Our People



Kevin Kilner | Chief Safety Officer

Kevin joined Beacon Mobility as the Chief Safety Officer in December of 2021. Before joining the Beacon leadership team, Kevin served as the Vice President of Safety of National Express North America where he was responsible for the performance of the safety program at all transit and school bus operations in the United States. At National Express, Kevin drove significant improvements by leveraging innovative “on-vehicle” technologies with comprehensive data-management processes, positioning the operations to deliver an excellent customer experience.

Prior to the Vice President of Safety for U.S. Operations role, Kevin served as Vice President of Safety for National Express Transit, Area Director of Safety for the East Coast of National Express School Bus and location manager of school bus and transit operations for National Express and regional transportation companies from Charleston, SC to Buffalo, NY where he began his career as a driver in the para transit market.

In addition to his service to the commercial passenger transportation industry, Kevin is a self-proclaimed recovering musician who also enjoys spending time with his wife, children, and grandchildren.... and squeezing in the occasional motorcycle ride.

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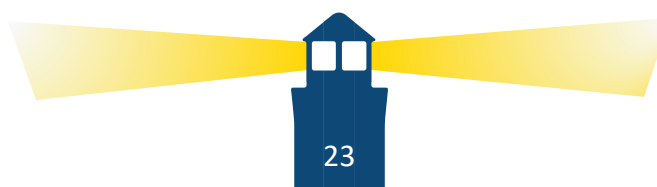


Andy Shooman | Chief Information Officer

Andy joined Beacon Mobility in 2019, providing leadership to all information technology efforts. Andy has more than 30 years of information technology and business management experience, including his role as Chief Operating Officer at Cybersheath International, LLC. Andy focuses on assisting the business team with transformation, strategy, and cost savings efforts across IT platforms and security. In addition, Andy leverages his knowledge and experience, combined with his strong negotiation skills, to assist with enterprise-wide procurement and sourcing strategies.

Previously in his career, Andy held various IT leadership positions in BAE Systems and American International Group. He also has extensive experience in commercial and federal IT outsourcing, and has worked in Europe, the United States, and Australia throughout his career.

Andy has a multi-national family – he is British, his wife is French, and their children are American. Andy enjoys time with his family and travel adventures.



# Our People

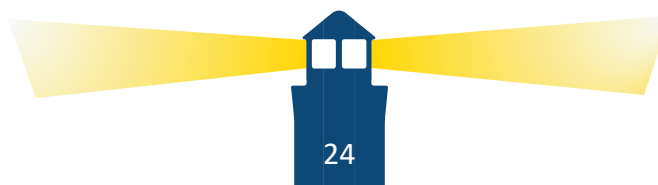


Bill Griffiths | SVP, Fleet & Facilities

Bill joined the Beacon Mobily team as SVP of Fleet and Facilities Management in 2020. He brings over 28 years of experience leading teams in the Federal, State, and local governments, as well as the private sector.

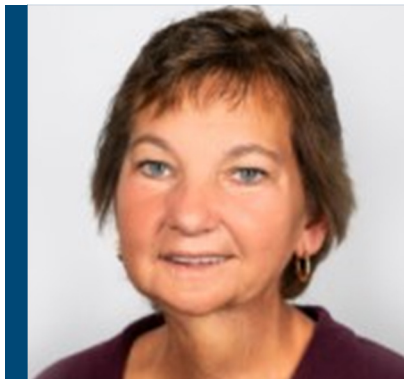
Prior to joining Beacon, Bill held executive fleet roles at the Massachusetts Bay Transportation Authority (MBTA), Smithsonian Institution, Montgomery County, MD, the US Forest Service, and he is also a Veteran of the U.S. Air Force. Bill has been nationally recognized for his work in strategic planning, performance analysis, and maintenance operations, and in 2015 he was selected as National Public Fleet Manager of the Year.

In his free time, Bill loves working in his garage rebuilding classic trucks. He also loves being outdoors and hiking with his chocolate lab Daisy!



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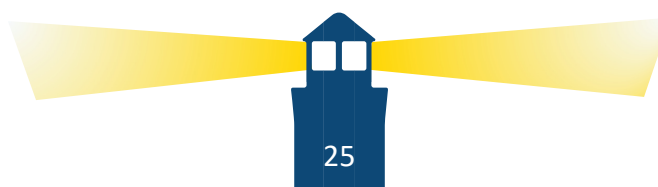
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Kim Presutti | VP, Commercial Development

Kim joined NRT Bus in 2000 as a consultant supporting the charter program during the early days of the business. Less than a year later, she became a full-time employee, joining NRT when it had about 100 vehicles and three locations. Kim ran the charter department and took on various management responsibilities as the company grew to 10 locations and more than 1,700 vehicles. In 2012, Kim was promoted to Vice President and expanded her responsibilities to manage the bid process and support the CEO's growth plan. Upon the NRT merger with Van Pool, Kim took on expanded commercial responsibilities for Beacon Mobility.

Kim enjoys the team atmosphere at work and considers many of her colleagues to be family. Kim also enjoys time with her husband on their boat in Boston Harbor and cruising around the cape.



# Our People



Sam Hayes | VP, Strategy & Project Management

Sam joined Beacon Mobility in 2020 to oversee strategic growth and operational improvement initiatives. Working closely with functional leaders across the business, he helps drive the M&A process and leads the resulting integration efforts. He is also responsible for developing and implementing projects to create better experiences for our students and riders, improve efficiency, and ensure Beacon is leveraging technology across its portfolio. Sam is passionate about Beacon's mission of providing mobility solutions, particularly to children with special needs. Prior to joining Beacon, Sam was a consultant at Bain & Co. and served as an Intelligence Officer in the United States Navy. He is a graduate of Princeton University where he majored in Economics and received his M.B.A. from Harvard Business School.



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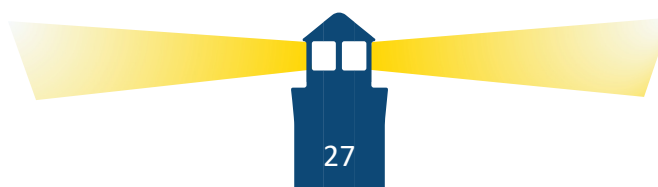
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Justin Grygiel | VP, Business Development

Justin joined Beacon Mobility as a Vice President of Business Development in February 2021. Justin comes to Beacon with over 20 years of progressive experience in transportation, and has held roles in operations leadership, customer service, and sales with other transportation companies including Laidlaw, First Student, and Durham School Services.

Justin has experience overseeing, developing leadership teams, and nurturing relationships with complex special education transportation customers and cooperatives that translates well with the growth initiatives at Beacon. He has spent a considerable amount of time planning the setup of locations to be outfitted to deliver high levels of customer satisfaction. Justin's experience in business development includes fostering new partnerships with school districts, collaborating to establish win-win contracts, transitioning school systems from self-operated to contracted transportation services, and opening new locations for new customers. Justin enjoys helping people and is dedicated to finding ways to add value to our partnerships with customers.





Our Safety and Approach

WE TRANSPORT



*incorporated*

PART OF THE BEACON MOBILITY FAMILY



# Our Safety and Approach

## An Uncompromising Commitment to Safety



WE Transport believes that “putting people first” starts with safety—on the road, in our facilities and in our communities.

We take a comprehensive approach to the prevention, identification, evaluation and control of unsafe practices or conditions.

Our company has demonstrated to be a leader in safe school bus operations for over 60 years throughout Long Island, New York City and beyond. Our safety record continues to be a bright star in our portfolio as we focus on making safety a way of life throughout our company, cultivating a safer working environment for our customers and employees. With over 35 trained safety professionals on staff, our attitude towards safety and the quality of service and equipment we provide helps parents and children begin their day stress-free.

## Our Safety Program

Our safety, maintenance, and operations team members keep abreast of current trends and technology in the school bus industry and actively participate and maintain memberships in trade organizations. Through our culture of safety and compliance and our vision to go above and beyond, we have gained valuable knowledge and insight into the detail of managing daily operations. We are proud to provide safe, efficient, and cost-effective services to our many customers while being compliant with all regulations set forth by the United States Department of Transportation (USDOT), State Department of Transportation (DOT), State Department of Motor Vehicles (DMV), and the State Education Department (SED).











**MOBILITY WITHOUT LIMITS**

*Transporting people to live, learn, and achieve*

# Our Safety and Approach

Below is a snapshot of our company safety program:

-  Pre-employment, random, post-accident and reasonable suspicion drug and alcohol testing.
-  Annual random drug and alcohol testing that meets or exceeds Federal testing requirements. Our annual random drug testing percentage is 50% of the roster and our alcohol testing percentage is 25% of the roster. Prior to 2020, WE Transport was a leader by exceeding the standards that have been recently enacted. Federal law now requires 50% and 10% respectively.
-  Zero tolerance drug and alcohol testing policy. We will not allow a driver who tests positive for drugs or alcohol to drive for us, even if they enter a substance abuse rehabilitation program.
-  Certified safety supervisors that can administer on the spot alcohol swab tests (STT).
-  Rapid response drug and alcohol test results can be available within a few hours of the test.
-  Random on and off-road driver and bus attendant observations that exceed the State requirements.
-  Daily pre- and post-trip bus inspections.
-  Daily safety announcements to drivers via two-way radio.

## DAILY SAFETY MESSAGES



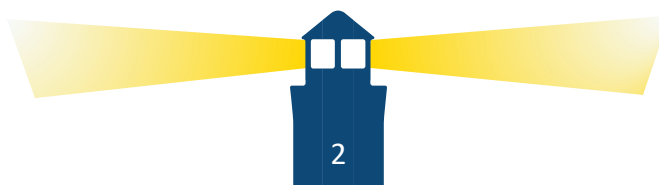
Monday AM [ ] Remember to do a **self-Pre-trip** before work and a **school bus Pre-trip** before each route.  
PM [ ]

Tuesday AM [ ] Report all **collisions** and **injuries** to dispatch/safety no matter how minor they are: **REPORT**,  
PM [ ] **REPORT, REPORT.**

Wednesday AM [ ] You must **STOP** 15 to 50 feet, **LOOK** left, right, left, and **LISTEN** open driver's window and  
PM [ ] service door at all railroad crossing tracks.









Thursday AM [ ] **LOOK FOR PEDESTRIANS**: especially in areas where you know they may be present, such as  
in heavy urban areas and near parks or schools. Be aware that pedestrians may walk outside of crosswalks.  
PM [ ]

Friday AM [ ] Do not just look for **sleeping passengers**, actively search for passengers on your school bus!  
PM [ ] Driver and bus attendant should **always do a Post-trip after each route.**



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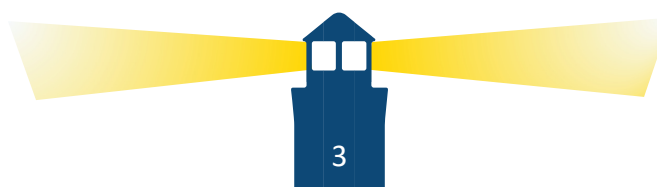
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-  Safety awards for drivers that can remain accident-free for three years and safe driver pins for drivers who reach one-, three-, and 10-year benchmarks.
-  Individual recognition awards for outstanding job performance, i.e., emergency bus evacuation and sleeping passenger checks.
-  Monthly safety awards of breakfast or lunch for entire terminals that can remain accident-free for one month. Supervisors and managers serve the food at these recognition events to show appreciation for outstanding job performance.
-  An employee of the month award for staff members that demonstrate excellent work habits, perfect attendance, and remain accident-free.
-  Our drivers have obtained numerous outstanding driving performance trophies from national bus safety competitions.
-  Progressive disciplinary action and education-based training for drivers that fail to follow the rules of the road and violate a vehicle traffic law.
-  Monthly safety staff meetings to review accident and injury prevention protocols.
-  Our Director of Safety and Training, Susan Soudant-Dello Ioio, is one of only 35 certified Master Instructors in New York State. Members of this exclusive group receive the State's highest transportation safety certification allowing them to train bus driver instructors for the State Education Department (SED). Susan also participates on numerous committees for the State Education Advisory MI/SBDI Committee and is an active member of the New York Association for Pupil Transportation (NYAPT) and the National Association for Pupil Transportation (NAPT).

## Safety Policy

Our responsibility as a company is to provide safe working conditions and equipment for all employees and to reinforce our commitment to safe operations. The employee's responsibility is to comply with all rules and regulations and to perform their job in the safest manner possible. Our Safety Policy is as follows:

1. The safety of our employees, consumers, public and company is our utmost concern.
2. Safety shall always take precedence over expedience and shortcuts.
3. The company is fully committed to compliance with all Federal, State and Local safety regulations.





# Our Safety and Approach

## Accident Prevention

We take several proactive steps to ensure that our drivers can perform their duties virtually accident-free. Each new driver rides with one of our veteran drivers to supervise them as they are learning their assigned bus route. Also, our drivers on the road are continually observed by our safety supervisors.

## Awards and Recognition

WE Transport hands out monthly awards to our employees for safe driving, job performance, and other achievements. Our drivers have also won many trophies for outstanding driving at nationally held bus rodeos. We are extremely proud of our team members for their achievements and display these awards on their behalf.



**"Are We Safe?" –  
An Uncompromising Commitment to Safety**







WE TRANSPORT



*incorporated*

PART OF THE BEACON MOBILITY FAMILY



# Our Talent Process

## Committed to Going the Extra Mile

### We Put People First

Our family of companies are **committed to serving the diverse needs** of our customers. Experienced, compassionate, and inspired, we take pride in our ability to create customized, mobility-based solutions that **empower people** to get where they need to go.

### Our People

Our team understands the unique challenges of serving people of all ages and abilities and brings the specialized knowledge and know-how to meet their needs.



All candidates must pass background and reference checks, drug screening, fingerprinting and an in-person interview.



Our rigorous training programs exceed both state and federal requirements. We hold ourselves to a higher standard.



Polite, courteous and respectful, our team strives for the highest level of professionalism.



We utilize a common language around safety that is understood and practiced by everyone in the company.

## MOBILITY WITHOUT LIMITS

Transporting people to live, learn, and achieve

# Our Talent Process

## Our Approach

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### Special Needs Expertise

Ensuring student safety is our top priority. We understand the unique challenges of transporting special needs and homeless students and have the specialized knowledge and know-how to meet them.

Through our formal training program, we ensure that our drivers not only have technical, equipment, and emergency skills needed; but also know how to be sensitive to and effectively manage the different physical, cognitive, and behavioral needs of students. We want to help make sure that every school day starts and finishes on a positive note.

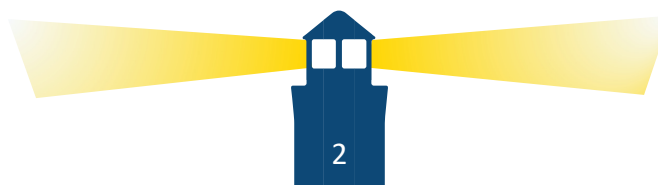
### Our Commitment

We are dedicated to providing those we serve with the opportunities, resources and support to confidently move ahead. We **support safe, compassionate, and inclusive environments** that provide our communities with the mobility solutions they need to flourish and succeed.

## Hiring and Training Summary

---

At WE Transport, we believe that recruiting and retaining highly skilled and qualified staff is essential to our success. We continue to develop new recruitment strategies to appeal to the most professional and safety-conscious individuals to work as drivers, driver assistants, auto technicians, dispatchers, and support staff. Our experienced recruiters utilize proven recruitment strategies that include media advertising, on-line website applications, open houses, referrals, and sign-on bonuses to identify candidates.



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We have also broadened our advertising strategies through more print media options like full-page ads in newspapers, flyers and direct mailings, outdoor signage and social media outlets like Facebook, Twitter, Instagram, and LinkedIn. Our recruiters screen hundreds of applications and interview approximately 30 applicants per week during which an objective assessment is made and details of their job applications are screened for experience and creditability.

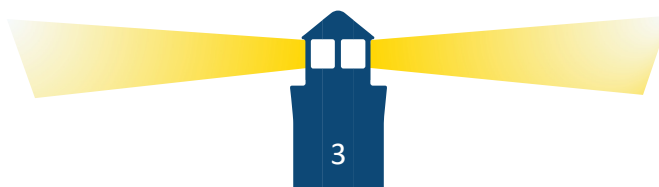
Our onboarding protocol for all applicants requires verifiable 10-year background employment information to screen for gaps in employment and consistent work history. The screening for any gaps in employment is thoroughly investigated to ensure a consistent record of employment. Additionally, our hiring criteria restricts the minimum age of drivers to 22 exceeding the requirements mandated by state and federal laws. Once a candidate is deemed suitable, all driver abstracts are then searched and printed through our online account with the state Department of Motor Vehicles (DMV).

Abstracts are carefully examined for motor vehicle accidents, moving violations, infractions, and accumulated points. Any driver with outstanding points or multiple violations within a two-year period is immediately disqualified. Furthermore, we hold ourselves to a higher standard than what is required by the regulations by not hiring drivers that have a DWI conviction on their record, even if it is beyond the 10-year disqualification period. This ensures that our driver candidates are safety-minded and responsible. For lesser offenses, we may allow a candidate to take a defensive driving course before being admitted into the training program.

Carefully selected candidates then attend a two-hour orientation class to learn about the training process and performance milestones that must be accomplished to be considered for employment. Included in this orientation is a video presentation on special needs. This orientation class exceeds the state hiring criteria requirements.

We then begin preliminary state vehicle and traffic law paperwork and criminal background checks through state sources, Federal Bureau of Investigation (FBI), Department of Justice (DOJ) and schedule required pre-employment drug testing at our medical facility. As the training program continues, driver candidates are instructed on how to write turn-for-turn directions to familiarize themselves with the roadways and traffic patterns within the school districts in which they are assigned.

After successful drug test results are received, the candidate's next step consists of behind-the-wheel training. CDL candidates receive a minimum of 15-hours of direct supervision with one of our trainers. Non-CDL candidates receive a minimum of twenty hours of direct supervisory behind-the-wheel training and subsequent road test. Our comprehensive safety training program ensures that our driver candidates are thoroughly prepared for the responsibilities associated with passenger transportation. These pre-employment qualifications exceed the state hiring criteria requirements.



# Our Talent Process

In addition to driving instruction, our program also includes training in student management, behavioral sensitivity, emergency evacuation, the effects of drug and alcohol abuse and sexual harassment, as per state law. Our training ensures that all candidates are certified in the use of special needs equipment, including hands-on wheelchair loading and securement, car seats and safety vests. These company required training segments also exceed state hiring criteria requirements.



**We Put People First –**  
**We Support a High-Performance, Knowledge-Based Workplace**





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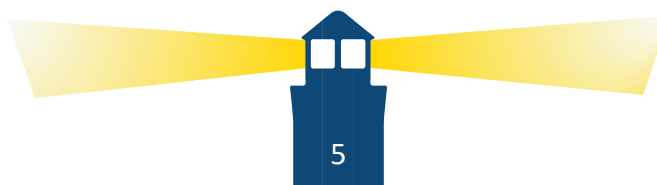
Upon successful completion of our training, the candidate is scheduled for the State Education Department (SED) mandated Pre-Service Class. This is a comprehensive learning experience for all driver candidates. In addition to the required material on bus safety and student management, we also review company policy and procedures to better prepare our trainees for a successful career in student transportation. Also included in our training is a segment on confidentiality of student personal information, HIPAA guidelines and mandatory suspected abuse reporting.

Each driver candidate must participate in classroom discussions and demonstrate a fundamental understanding of the training curriculum. Question and answer segments throughout the class provide the teacher with key insight as to whether the driver candidate is qualified to be offered employment. All candidates must pass the pre-service class before moving forward with their training program.

Our classroom training and behind-the-wheel training programs educate and ensure that we are hiring only the most qualified individuals.

Once a driver meets all pre-employment requirements, they are hired and assigned to one of our bus yards. The new driver is then assigned to a route and will ride on the bus for training purposes while observing a veteran driver perform the route. Next, the veteran driver then rides on the bus to observe the new driver's ability to follow the route correctly and adhere to company standards. When the veteran driver is satisfied, the new driver may begin to drive solo. This careful training and transition stage allows for the parents and children on the route to meet and feel comfortable with their new driver.

Within a driver's first month of employment, safety supervisors are assigned to follow and observe the driver with passengers aboard the bus. The safety supervisors then review the driver's performance and document their findings. Any unsatisfactory grade requires the driver to immediately be re-trained. Road observations are conducted throughout the school year by the safety supervisors in addition to the annual defensive driving performance observation. These company required training segments also exceed state hiring criteria requirements.





# Our Talent Process

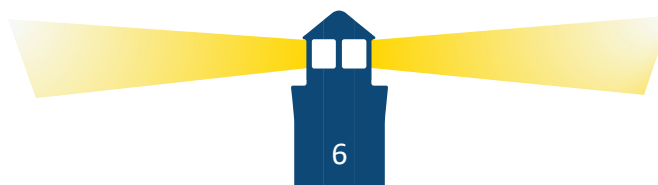
Equally important to our business operation is our driver assistants training program. Our driver assistants also undergo a comprehensive training program to ensure that they are well prepared for the enormous responsibility of supervising the passengers under their care. Some of this training includes student management, special-needs training, emergency evacuation, wheelchair securement, proper use of car seats, and safety vests.

Our automotive technicians and dispatch staff are also required to participate in the company drug and alcohol testing program and receive many of the same training that is required of our drivers and driver assistants. We encourage our technicians to pursue the Automotive Service Excellence (ASE) certifications, to further enhance their professional portfolio and become a more educated technician that's better equipped to service our fleet and ensure a safer vehicle for our riders.

Safety starts with our hiring and training programs, and we take pride in our commitment to go above and beyond the minimum requirements. These high standards allow us to employ some of the best drivers, driver assistants, automotive technicians, dispatchers, and support staff in our industry.




















Another great benefit that supports our recruiting efforts is our CDL permit class. This class provides instruction to qualified candidates who wish to obtain a CDL. Through this program, we have successfully trained 20 bus attendants in the past two (2) years to become full-time drivers in Suffolk County. This company training program also exceeds state hiring criteria requirements.

Additionally, we require that all drivers complete a six-hour defensive driver course (DDC6) every three years and mandate in-house retraining for any drivers that violate company policy and procedure, the vehicle traffic law or are involved in an MVA. Our organization is a certified National Safety Council DDC 6 provider, and we have three certified instructors on staff. These company required training segments also exceed state hiring criteria requirements.



## Hiring Process

### Drivers

Process	Tasks
<b>Step 1: Applicant Interview</b>	<ul style="list-style-type: none"><li> Skills assessment</li><li> Driver motor vehicle record review</li><li> Background checks/fingerprints</li><li> Pre-employment drug testing</li></ul>
<b>Step 2: Employee Orientation</b>	<ul style="list-style-type: none"><li> State School Bus Operator Training and compliance</li><li> Behind-the-wheel training</li><li> Classroom instruction including:<ul style="list-style-type: none"><li> Student management</li><li> Special needs training</li><li> Loading/unloading</li><li> Emergency evacuation</li><li> Wheelchair securement</li><li> Car seats and safety vests</li></ul></li><li> Mapping class</li><li> SED pre-service class</li><li> SED basic course</li></ul>
<b>Step 3: Employee Probationary Period</b>	<ul style="list-style-type: none"><li> Assigned route training with veteran driver</li><li> Road observation by safety supervisors</li><li> Post probation annual refresher training</li></ul>

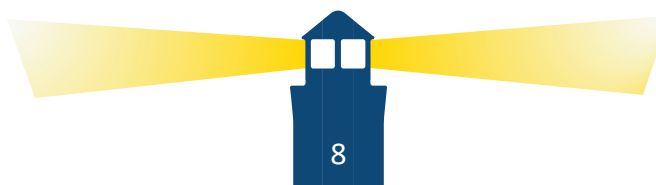
# Our Talent Process

## Driver Assistants

Process	Tasks
Step 1: Applicant Interview	<ul style="list-style-type: none"><li>🚌 Skills assessment</li><li>🚌 Background checks/fingerprints</li><li>🚌 Pre-employment drug testing</li></ul>
Step 2: Employee Orientation	<ul style="list-style-type: none"><li>🚌 Classroom instruction including:<ul style="list-style-type: none"><li>➡ Student management</li><li>➡ Special needs training</li><li>➡ Loading/unloading</li><li>➡ Emergency evacuation</li><li>➡ Wheelchair securement</li><li>➡ Car seats and safety vests</li></ul></li><li>🚌 SED pre-service class</li><li>🚌 SED basic course</li></ul>
Step 3: Employee Probationary Period	<ul style="list-style-type: none"><li>🚌 Assigned route training with veteran driver assistant</li><li>🚌 Road observation by safety supervisors</li><li>🚌 Post probation annual refresher training</li></ul>

## Driver Training





Our driver training program is a first stop for all new employees. Not only does each new employee receive the technical training they need, but they also begin to understand our company's way. Part of our company way is learning that first and foremost, we are a **SERVICE** organization. We work with and for our school districts, educational programs, parents, families, and students. Our company training program is the **first step in setting high expectations for our team** and sets the stage for each employee to represent WE Transport in the field.



# RFP #2P22-034: School Transportation Services

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We offer a **great place to work** and a **great place to grow**. Our employees are:

-  **Considerate:** We care about each team member and provide opportunities for growth and development.
-  **Compassionate:** Empathetic in nature, we encourage work-life balance and value our employees and their families.
-  **Supportive:** We support a high performance, knowledge-based workplace in which our people feel appreciated, empowered, and valued.
-  **Inspired:** We work hard, but we have fun along the way!

Our drivers and monitors are role models for their students and passengers they transport each and every day!

Our classroom training and behind-the-wheel training programs educate and ensure that we are hiring only the most qualified individuals. We give each of our driver applicants a comprehensive in-person interview, a detailed driving skills assessment, and perform a motor vehicle record review (MVR).

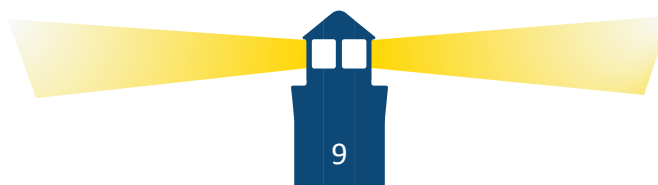
Our driver rewards and incentive programs help us to retain the most experienced drivers in the industry — drivers that are fully vested in WE Transport's unparalleled quality and safety standards.

## State-of-the-Art Classrooms

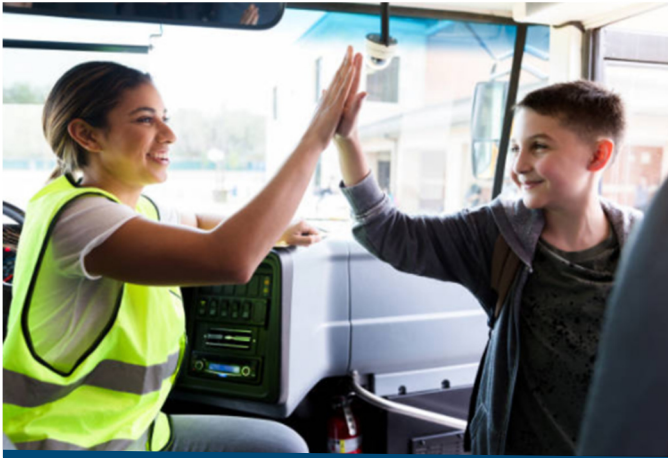
We have onsite state-of-the-art classrooms that are approved by the National Safety Council (NSC) and are utilized by outside agencies such as the Pupil Transportation Safety Institute (PTSI). Courses in defensive driving, Article 19-A or other state regulations, and other driver education programs take place year-round.

## Passenger Safety

Our drivers are trained in comprehensive student management procedures including how to handle the loading and disembarking of special needs students, wheelchair securement, the proper installation and use of car seats and safety vests, as well as emergency evacuation protocols properly and safely.



# Our Talent Process



**We Are Committed to Enriching the Safety of Our Passengers**

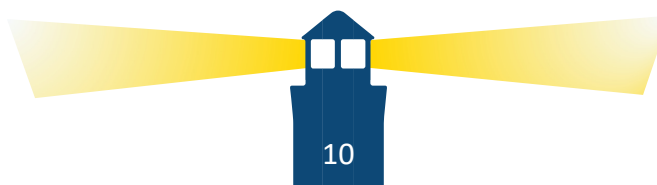


## Ongoing Training

Bi-annual refreshers are scheduled for all drivers, and we work hard to make these classes as interesting and informative as possible. The required course material is carefully planned, and our instructors go to great efforts to make the presentation professional and memorable.

## CDL and State Regulations

Our company is fully committed to compliance with all federal, state, and local safety regulations. Every one of our drivers holds a valid Commercial Driver's License (CDL). Our certified examiners ensure that all our drivers are compliant with all state requirements.



## Background Checks

Every one of our driver applicants undergoes and must pass an extensive and thorough background check to guarantee WE Transport hires only the most responsible and dependable individuals. In addition, all applicants have their fingerprints checked against FBI and DOJ criminal databases.

## Drug and Alcohol Testing

Mandatory pre-employment drug testing and our extensive random drug and alcohol testing program exceeds the requirements of the United States Department of Transportation (USDOT). Our entire workforce is drug and alcohol-free and in compliance with our strict zero-tolerance policy.

## Our Drivers

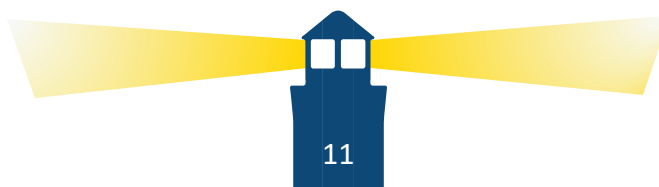
At WE Transport, we aim to have only the best drivers with exceptional driving records on the road. It's for this reason that we cautiously scrutinize each and every driver abstract to ensure compliance, safety, and adherence to the state vehicle traffic law and the rules of the road.

We utilize a robust retraining program and enforce a strict progressive disciplinary policy for repeat offenders. Our onboard vehicle cameras provide a means to randomly check that our drivers are following the rules of the road and also serve as a deterrent to discourage unsafe driving habits.

We believe that our incentive programs and recognition for safe driving have helped us to retain drivers thereby giving us a more experienced driver that's vested in the mission of our organization.

## Awards

Our drivers have won numerous trophies for outstanding driving performances at nationally held bus rodeos, as well as several certificates of excellence for safety and performance. We are extremely proud of our team members for these achievements and honored to display these awards at our offices on their behalf.





# Our Talent Process

## Diversity

At WE Transport, we strive to make diversity and inclusion an integral part of how we do business. We're proud that our drivers are made up of all backgrounds. It is because of this diverse mix of people — with their own unique perspectives — that gives our company a strong competitive advantage.

We believe that our incentive programs and recognition for safe driving have helped us to retain drivers thereby giving us a more experienced driver that is vested in the mission of our organization.



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# Our Technologies

We are committed to investing in state-of-the-art technology tailored to the specific needs of our passengers. From communication and routing to mobile applications, our goal is to provide a safe and efficient experience.

Our company has developed a proprietary and robust data driven technology platform that captures the detail needed to provide the appropriate services to each student. All vehicles have GPS tracking devices with onboard cameras that provide consistent monitoring of the services we provide.

The use of cameras on our buses has statistically proven to be a vital tool in helping our drivers improve their skills.

WE Transport is dedicated to implementing and leveraging the latest technology to help guarantee the safety of our vehicles, drivers, and — most importantly — our passengers.

The use of cameras on our buses has statistically proven to be a vital tool in helping our drivers improve their skills and has enabled us to become overall a safer and more efficient vendor. We also have the ability to download and electronically transfer video and audio to our customers when the need arises to review any incidents that involve their passengers or our drivers.

Many of our vehicles are specially designed and built with integrated child seats for special needs students. This feature ensures the safety of students by eliminating the potential of an external child seat separating from the actual seat providing the highest level of safety and security while allowing the driver, bus attendant and passenger a streamlined on/off solution.

We have installed global positioning systems (GPS) in all of our vehicles to provide a comprehensive view of our fleet, students, schools, and routes so we can improve our operations and ultimately provide better service for our customers. The use of GPS tracking devices increases route optimization, reduces fuel costs, improves safety and driver accountability. Our dispatchers have a bird's eye view on where drivers are located and at what speed they are travelling.

## MOBILITY WITHOUT LIMITS

*Transporting people to live, learn, and achieve*

# Our Technologies

## Vehicle Cameras, GPS and Radios

Our onboard vehicle cameras provide a means to randomly check that our drivers are following the rules of the road and also serve as a deterrent to discourage unsafe driving habits. All video we record conforms to the policies established by our customers and can be released for review at our customer's request.

The buses and vans purchased for this contract will be equipped with video cameras that provide surveillance of both the interior and exterior of the vehicle. This camera system helps to improve driving skills and provide video data for motor vehicle accidents and other important events while providing accountability and oversight for student riders and bus staff. The number of cameras is customized per the district's needs.



With our advanced Global Positioning System (GPS), routing software, and our staff's wealth of knowledge, we develop routes that map out the timeliest and direct itinerary for the highest level of efficiency. These GPS systems also let our dispatchers know where every one of our vehicles are at all times.

Our fleet is also equipped with two-way radios.

## Child Check-Mate System

All our buses are equipped with the Child Check-Mate System to remind our drivers to check for sleeping passengers. A Child Check-Mate System is a patented unique alarm system which acts as an electronic reminder to drivers. This reminder helps ensure that all children have safely disembarked the vehicle upon completion of each run.

## Bus Rooftop Strobes

For added safety, many of our yellow school buses are equipped with flashing rooftop strobe lights that help motorists see the bus in time to stop safely during inclement weather or low

# RFP #2P22-034: School Transportation Services

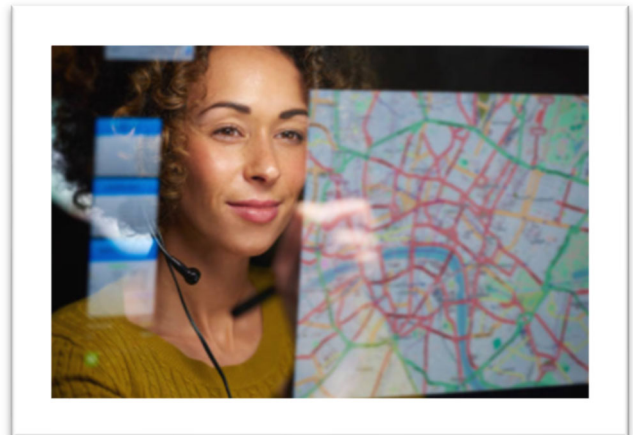
December 8, 2021

light conditions. These strobes are incredibly effective in preventing collisions and illegal pass-bys that could injure our passengers.







## Routing and Logistics

We have developed a very thorough set of routing policies and procedures for both regular education and special needs students. We know that proper routing and logistics will save your school district time and money while minimizing parental concerns and complaints.








Our staff will utilize the Transfinder computerized routing software package and provide routing according to your district's requirements.

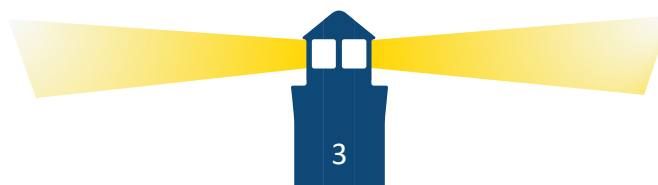


WE Transport makes every effort to provide excellent and safe service by accomplishing these goals:

-  Minimizing ride times
-  Maximizing right side drop-off and pick-up situations
-  Staying away from bad traffic patterns
-  Minimizing exposure to railroad grade crossings
-  Being aware of sharp curves, steep grades, and visibility obstructions
-  Minimizing time in industrial intersections and construction zones

Our guidelines are also aware of:

-  Each location of a student's residence
-  Necessity of alternate before and after school stops
-  The age and maturity level of each student
-  Road type and conditions in residential areas
-  Establishing stops on the residence side of all four-lane highways
-  General safety of loading and unloading areas
-  Walking route to the bus stop

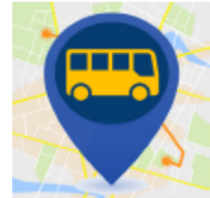


# Our Technologies

We will work with your school district to provide all parents and caregivers with the bus stop times and location information. Routing changes will be handled as quickly as possible. We will always notify your school district of any routing changes that could be beneficial either from an efficiency or financial standpoint.

## Where's My Kid? App





As a value-added service, we utilize our Where's My Kid? mobile application that was designed with students' safety in mind. This app is a family GPS location tracker intended for child safety and parental control. A parent/guardian can install our app on his/her mobile phone to track the bus location. Where's My Kid? uses GPS technology and ByteCurve software to enable a parent/guardian the ability to view their student(s) current bus location and information about the bus route, in near real-time, including the student's bus stop arrival. Our app also provides the parent/guardian the ability to enter and view all children simultaneously. Parents can also set arrival notifications through the app. This app is available in English on Apple iOS and Google Android platforms.



## ByteCurve

We have partnered with ByteCurve to bring our operations to a whole other level. ByteCurve is a school bus operating platform that enables reliable and efficient operations through robust scheduling, dispatch, and payroll functions. The software is fully integrated with common GPS provider solutions for data, driver check-in/out, pre- and post-trip inspections and child checks.

ByteCurve's key features include the ability to:




-  Create and maintain annual schedules
-  Manage daily schedule changes
-  Monitor daily dispatch with real-time status alerts
-  Track on-time performance at stops and schools





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-  One-click guarantee and overtime calculations
-  Produces time and attendance records for export to payroll system
-  Single view into planned vs. actual route data

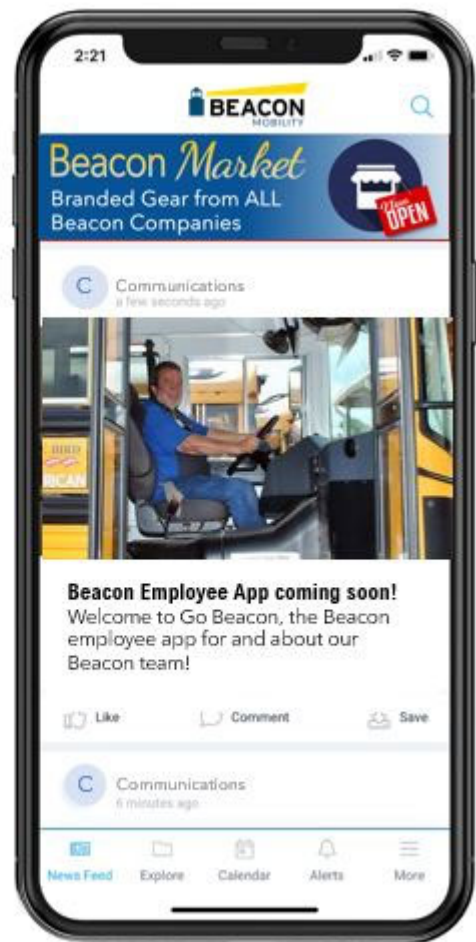


## Company Employee App

At WE Transport, we value our employees as they are the foundation to our organization's success.

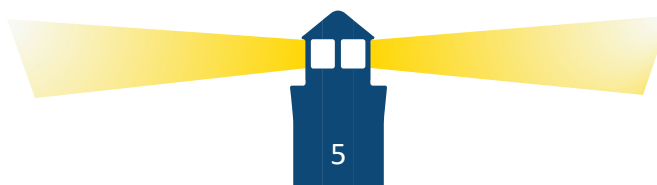
We offer our employees a mobile-accessible communications center through our Go Beacon App. This enterprise-wide employee communications solution allows each employee to access:

-  Important company information
-  Video interviews, podcasts, and location photos
-  Contests, polls, and questions
-  Motivational and informational tidbits
-  Helpful forms and links
-  Virtual suggestion box



## Network and Infrastructure

WE Transport has long embraced technology. We installed our first computers in 1983 and have continually upgraded our network and software as technology advanced. Our company maintains an information technology (IT) center located at our corporate headquarters in Plainview supported by a backup located at a secure offsite data center.



# Our Technologies

We employ full-time engineers who keep all of our computers, servers, and networks updated and running efficiently. Multiple heavy-duty battery backup units and a standby natural gas generator protect our headquarters. Should power fail for an extended period of time, our generator is capable of keeping our network running.

In the aftermath of Hurricane Sandy, we were able to maintain 100% uptime of our network despite wind damage to our building. Our headquarters' systems were ready to reconnect as soon as our yards came back online ensuring our ability to serve our customers when they needed us.

## Network Uptime

Our cloud-based server network has redundant firewalls and ISPs. If our primary Internet connection fails, our secondary ISPs takes over. Should a server fail, our back up system responds within minutes. Our servers and data — which is encrypted and archived nightly — are also replicated in the “Cloud.” In the event of a catastrophic network failure, we can run our servers via secure connections to the “Cloud.”

We employ full-time engineers who keep all our computers, servers, and networks updated and running efficiently.

## Real-Time Data

All of our locations are interconnected using secure connections. This allows our servers to deliver real-time data to our facilities about our riders, drivers, and equipment. In doing so, our dispatchers and other staffers have instant access to the critical information they need to service our customers efficiently and make improvements as needed.





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# Our Fleet and Facility

## Our Vehicles

All vehicles have GPS tracking devices with onboard cameras that provide consistent monitoring of the services we provide. We utilize routing software to ensure the most efficient transport possible, saving time for our riders.

We meticulously maintain our modern fleet in prime operating condition which minimizes downtime. Our comprehensive maintenance program satisfies all manufacturer-recommended service levels, as well as local, state, and federal regulations.

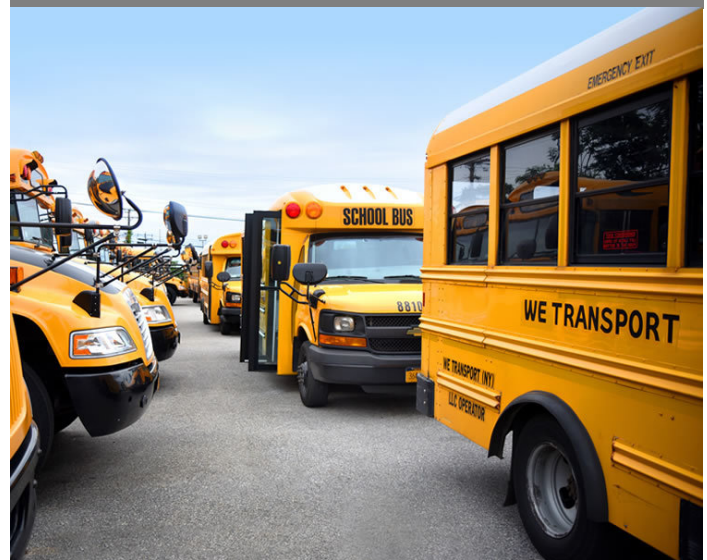
### Fuel-Efficient Buses

Our fleet is powered by fuel-efficient, environmentally friendly engine technology which significantly reduces pollutants.

### Fuel Inventory Systems

Our fuel inventory systems track the fuel usage of all our facilities and vehicles which allows each terminal to maintain a sufficient fuel supply to support operations for extended periods of time. Our bulk fuel storage supplies are electronically monitored to ensure the safest means available for the handling and storage of petroleum products.

Our comprehensive fleet management program is run by qualified and experienced maintenance technicians.



## MOBILITY WITHOUT LIMITS

*Transporting people to live, learn, and achieve*

# Our Fleet and Facility

## Fleet Codes

Fleet codes let us track and manage the vehicles in our fleet. Each bus is given a specific number and then provided with a barcode, which ties into our software system. Utilizing these codes, we can track down to the exact hour when a vehicle needs to be in our facility for maintenance and inspection.

## Fleet Compliance and Specifications

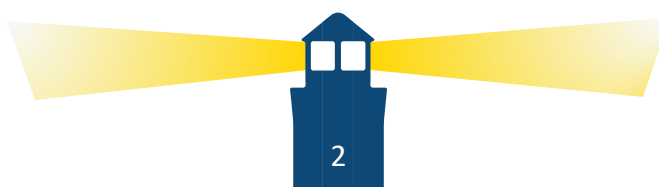
Our entire fleet is inspected annually by the Department of Transportation (DOT) in the states where the vehicles operate. We will make sure all buses are maintained in compliance with applicable state and federal statutes, ordinances and regulations, meeting or exceeding the state minimum safety standards for school buses. Vehicles shall be kept in a clean and sanitary condition.

We will make sure we have sufficient spare vehicles available to accommodate any short-term increase in ridership or activities, as well as to ensure vehicles are rotated in and out of service so they may receive their regularly scheduled preventive maintenance. We will provide a supply of spare buses to comply with the spare school bus ratio required by your district.

## COVID Information

WE Transport places an emphasis on safety that is second to none and it is this dedication to the safety of our customers that sets us apart. Bus cleanliness is a priority and we have evaluated our cleaning procedures to make sure they are the most-effective they can be. Currently, we have drivers and staff disinfecting all the buses at our locations. In addition, we are making additional cleaning materials available for staff to use in the buses when they are on the road to target more frequently touched surfaces, like railings.

Please know that we are monitoring COVID-19 continued developments closely and how they pertain to our transportation industry. We will update this information as necessary.





## Proposed Fleet

WE Transport is proposing a fleet of new buses in our base RFP proposal which will meet the proposal specifications for your district. Our fleet will meet all requirements for your state and district.

## Fleet Replacement Schedule

Per the district's requirements, we will follow the replacement schedule as outlined in the proposal specifications.

## Fleet Makeup

RFP Bus Type	Service Type	Bus Type	Make	Year	Fuel Type	Routes	Spares	Total
Type I	Regular Ed	Type C – 77 Pax	Blue Bird	New (TBD – 2023)	Diesel	57	6	63
Type II	Reg Ed / Sped	Type C – 36 Pax or 48 Pax A/C	Blue Bird	New (TBD – 2023)	Diesel	21	2	23
Type II	Sped	Type A – 8 w/o 2 w/c AC	Blue Bird	New (TBD – 2023)	Gas / Hybrid	4	1	5
Type II	Sped	Type A – 22-29 w/o Pax – A/C	Blue Bird	New (TBD – 2023)	Gas / Hybrid	8	1	9
Total						90	10	100

## Alternate Proposal – Spare Vehicles Exceed 10 Years

In our alternate proposal, spare vehicles will be similarly configured vehicles as noted above and their age will exceed 10 years of age. All route buses will meet the RFP specifications and will be new units as noted above.



# Our Fleet and Facility

## Implementation Plan

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Whether your district is moving from district-operated to contracted or contractor-to-contractor, We Transport puts a lot of work into your operation upfront and adjusts early and often so that your first days with us will be better than the average day with your current provider.

WE Transport operates 21 modern dispatch and maintenance facilities. It is through those facilities that WE Transport is able to service dozens of school districts, municipalities, and not-for-profit organizations in the school districts we partner with and surrounding neighborhoods.

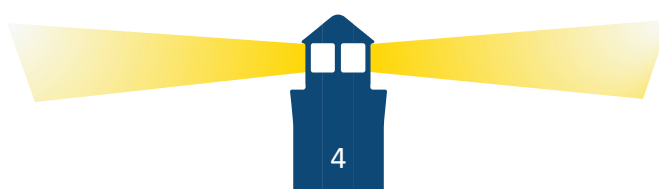
At WE Transport, we are always researching new technology to better serve our customers and protect our environment. Every day, our management team is looking for newer, greener, ways in which we can better serve our clients and the environment.

We understand that by embracing solar technology at our facilities, and by acquiring the most advanced, energy efficient vehicles, we are ensuring that WE Transport is doing all that it can to be the best transportation provider it can be.

## Renewable Energy

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Our Islandia, New York based facility is powered by solar technology through a 48kW system that helps protect the Long Island environment. We are proud to support renewable energy sources by reducing our carbon footprint and our dependence on fossil fuels for our infrastructure energy needs.



## Our Locations

Our team is experienced in providing school districts with a wide variety of efficient, safe, and secure locations. Please refer to **Our Story** for further details on our Connecticut and New York locations here at WE Transport.

## Proposed Facility

Our proposed facilities will be located at 256 Terryville Road and 276 Terryville Road, Bristol, CT 06010. The facilities have adequate office, maintenance, bus parking, and fuel storage. We have a commitment from the landlord that we can lease the facilities should we be awarded the contract with the school district.



## Facility Safety Inspections

Periodic facility safety inspections are a vital part of our overall safety compliance program to ensure the safest work environment possible for employees and other persons visiting our facility by identifying unsafe conditions and physical hazards prior to the occurrence of a loss, and by removing the unsafe condition or physical hazard from the workplace.

Facility safety inspections are conducted monthly by location management and biannually by the safety management team. Findings are documented and corrective actions are developed to address any deficiencies and documented on a safety action plan.



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# Our Maintenance Program

## Operational Excellence

We're committed to providing a safe, high quality, and reliable service at an appropriate cost. We do so by recruiting, hiring, and training the best.

We live and work in the regions we serve, giving us a better understanding of the needs of our districts, families, and students. And with combined resources of over 7,600 vehicles on the road each day, we can be flexible and respond to changing needs quickly and effectively.

Our organization continuously strives to emphasize the importance of the highest quality vehicle maintenance program and is proud of the first-class rating we earn through our NYSDOT BUSNET scores. While the DOT considers any score above 90% to be adequate, at WE Transport our goal is always 100%. Over the past three years, our BUSNET scores have averaged 98% or greater with many of those results exceeding 98% and some achieving a score of 100%.

WE Transport's maintenance department is state-of-the-art. Our department is equipped with the latest technology has to offer for the operation of large fleets. This technology allows us to provide

Our department is equipped with the latest technology has to offer for the operation of large fleets.



## MOBILITY WITHOUT LIMITS

*Transporting people to live, learn, and achieve*

# Our Maintenance Program

ongoing preventive maintenance, which reduces the amount of time our vehicles are out of service for repair.

Fleet codes allow us to track and keep control of all vehicles in our fleet. Each vehicle is given a specific number and then provided with a barcode, which ties into our software system. Utilizing these fleet codes, we can track down to the exact hour that a vehicle needs to be in our facility for maintenance and inspection.

As a result of our maintenance department's dedication to preserving the functionality of our fleet, we continuously seek to reach the 100% plateau on our state BUSNET scores, which currently exceed 98%.



## Advanced Training

Due to continuing advancements in technology, our technicians have access to advanced training that allows them to obtain up-to-date certifications. This ensures our staff remains at the highest levels of competency and keeps WE Transport at the forefront of school bus companies.

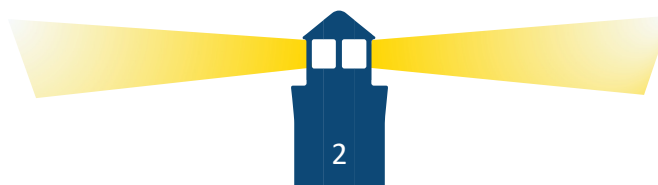
## Highly Skilled Technicians

All our maintenance yard locations are staffed with highly skilled technicians, who each hold a CDL, and are led by our Director of Maintenance – Leonard Huffmire. Mr. Huffmire has over 30 years of experience in the heavy duty automotive and school bus industry.



## ADA Compliant Buses

Our ADA-compliant buses and vans are all equipped with the latest wheelchair and scooter lifts as well as skilled transit operators who are trained in how to use them to load and disembark special needs passengers.





## Communication

All our maintenance yards conduct weekly meetings with their entire staff. Senior management from our corporate office rotates throughout our various locations to observe and give input. Weekly meetings are used to cover current issues such as payroll, routes, equipment, and labor.



**Driven to Make a Difference –  
For Our People, For Our Schools, For Our Communities**





# Our Maintenance Program

## Fleet Maintenance

WE Transport continuously strives to maintain and improve upon its high-quality vehicle maintenance program and is proud of the first-class ratings we have earned in the industry.

Our comprehensive fleet management program is run by qualified and experienced maintenance technicians and includes thorough and regular vehicle inspections and preventive maintenance that helps to minimize breakdowns, downtime, and customer inconvenience.

At the heart of our maintenance initiatives is our Automotive Maintenance Software program. This unique and innovative system allows uses advanced tablet technology to connect each of our technicians to our parts inventory and their suppliers. This technology ensures that your students and passengers are riding in a safe, reliable bus, while also providing cost-efficiency.

Our numerous maintenance locations are equipped with the latest technology and state-of-the-art equipment to support our large fleet of buses and vans. We provide our certified vehicle maintenance technicians with the latest tools, diagnostic equipment, and resources in order to ensure safe, reliable transportation.





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# Required Documents

Please refer to the following pages for the district's required forms and copies of addenda acknowledgement:

-  Bid Bond
-  Non-Collusion Certification
-  Power of Attorney
-  Workplace Analysis Affirmative Action Report
-  Addendum 01 – Issued and received October 27, 2021
-  Addendum 02 – Issued and received November 3, 2021
-  Addendum 03 – Issued and received November 23, 2021

We have also included our last three (3) years completed and audited financial statements at the end of this section.

**BID BOND**

Conforms with The American Institute of  
Architects, A.I.A. Document No. A-310

KNOW ALL BY THESE PRESENTS, That we, WE Transport LLC

80 Logan Street Bridgeport, CT 06607

as Principal, hereinafter called the Principal,

and the Atlantic Specialty Insurance Company,

of 605 Highway 169 North, Suite 800 Plymouth, MN 55441, a corporation duly organized under

the laws of the State of NY, as Surety, hereinafter called the Surety, are held and firmly bound unto

The City of Bristol (c/o The Bristol Board of Education) as Obligee, hereinafter called the Obligee,

in the sum of Ten Percent of Amount Bid

Dollars ( 10% ) , for the payment of which sum well and truly to be made, the said Principal and the said  
Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for RFP #2P22-034: School Transportation Services - Special Education  
Transportation

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee  
in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with  
good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in  
the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the  
Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such  
larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this  
obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 17th day of November, 2021.

Kimberly A. Koven

Witness

Stephanie Harvey

Stephanie Harvey Witness

WE Transport LLC

(Seal)

Principal

Justin Grygiel - VP, Business Development

Title

Atlantic Specialty Insurance Company

By Alexis Apostolidis

Alexis Apostolidis

Attorney-in-Fact



## Power of Attorney

KNOW ALL MEN BY THESE PRESENTS, that ATLANTIC SPECIALTY INSURANCE COMPANY, a New York corporation with its principal office in Plymouth, Minnesota, does hereby constitute and appoint: **Michelle Anne McMahon, Donna M Planeta, Joshua Sanford, Bethany Stevenson, Eric Strba, Rebecca Josephson, Melissa Stanton, Alexis Apostolidis, Brendan Fletcher, Cassandra Baez, Jacqueline Rose Susco, Kathryn Pryor, Nicholas Turecamo, Aimee R Perondine, Gentry Stewart, Jennifer Godere, Amanda D'Angelo**, each individually if there be more than one named, its true and lawful Attorney-in-Fact, to make, execute, seal and deliver, for and on its behalf as surety, any and all bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof; provided that no bond or undertaking executed under this authority shall exceed in amount the sum of: **unlimited** and the execution of such bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof in pursuance of these presents, shall be as binding upon said Company as if they had been fully signed by an authorized officer of the Company and sealed with the Company seal. This Power of Attorney is made and executed by authority of the following resolutions adopted by the Board of Directors of ATLANTIC SPECIALTY INSURANCE COMPANY on the twenty-fifth day of September, 2012:

Resolved: That the President, any Senior Vice President or Vice-President (each an "Authorized Officer") may execute for and in behalf of the Company any and all bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof, and affix the seal of the Company thereto; and that the Authorized Officer may appoint and authorize an Attorney-in-Fact to execute on behalf of the Company any and all such instruments and to affix the Company seal thereto; and that the Authorized Officer may at any time remove any such Attorney-in-Fact and revoke all power and authority given to any such Attorney-in-Fact.

Resolved: That the Attorney-in-Fact may be given full power and authority to execute for and in the name and on behalf of the Company any and all bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof, and any such instrument executed by any such Attorney-in-Fact shall be as binding upon the Company as if signed and sealed by an Authorized Officer and, further, the Attorney-in-Fact is hereby authorized to verify any affidavit required to be attached to bonds, recognizances, contracts of indemnity, and all other writings obligatory in the nature thereof.

This power of attorney is signed and sealed by facsimile under the authority of the following Resolution adopted by the Board of Directors of ATLANTIC SPECIALTY INSURANCE COMPANY on the twenty-fifth day of September, 2012:

Resolved: That the signature of an Authorized Officer, the signature of the Secretary or the Assistant Secretary, and the Company seal may be affixed by facsimile to any power of attorney or to any certificate relating thereto appointing an Attorney-in-Fact for purposes only of executing and sealing any bond, undertaking, recognizance or other written obligation in the nature thereof, and any such signature and seal where so used, being hereby adopted by the Company as the original signature of such officer and the original seal of the Company, to be valid and binding upon the Company with the same force and effect as though manually affixed.

IN WITNESS WHEREOF, ATLANTIC SPECIALTY INSURANCE COMPANY has caused these presents to be signed by an Authorized Officer and the seal of the Company to be affixed this twenty-seventh day of April, 2020.

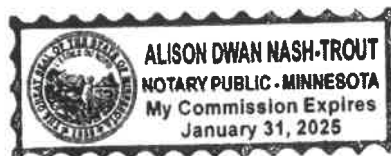
STATE OF MINNESOTA  
HENNEPIN COUNTY



By

  
Paul J. Brehm, Senior Vice President

On this twenty-seventh day of April, 2020, before me personally came Paul J. Brehm, Senior Vice President of ATLANTIC SPECIALTY INSURANCE COMPANY, to me personally known to be the individual and officer described in and who executed the preceding instrument, and he acknowledged the execution of the same, and being by me duly sworn, that he is the said officer of the Company aforesaid, and that the seal affixed to the preceding instrument is the seal of said Company and that the said seal and the signature as such officer was duly affixed and subscribed to the said instrument by the authority and at the direction of the Company.





Notary Public

I, the undersigned, Secretary of ATLANTIC SPECIALTY INSURANCE COMPANY, a New York Corporation, do hereby certify that the foregoing power of attorney is in full force and has not been revoked, and the resolutions set forth above are now in force.

Signed and sealed. Dated 17th day of November, 2021.

This Power of Attorney expires  
January 31, 2025





Kara Barrow, Secretary





**CITY OF BRISTOL, CONNECTICUT  
NON-COLLUSION CERTIFICATION**

The undersigned certifies under penalty of false statement that this proposal or contract has been made, submitted and executed in good faith and without collusion or fraud with any other person, and without any agreement designed to limit independent bidding or competition. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity or group of individuals.

I further certify that I have not provided or directed to be provided gifts, meals, or gratuities, as defined in Sec. 2-129(b) of the Bristol Code of Ordinances to any official or employee of the City of Bristol responsible for awarding or administering this bid or contract.

**Please complete and sign**

Legal Name of Bidder: WE Transport LLC

Business Address: 2 Willow Street, Suite 103

Southborough, MA 01745

Name of Authorized Agent Justin Grygiel Title: VP, Business Development

Phone: (630) 432-9745 Fax: \_\_\_\_\_

Signature:  Date: December 08, 2021



## **POWER OF ATTORNEY**

This POWER OF ATTORNEY (this “***Power of Attorney***”) is made by WE Transport LLC, a Connecticut limited liability company (the “***Company***”) as of July 27, 2021.

### **Recitals**

A. For convenience and other internal purposes as set forth below, the Company desires to appoint Mr. Justin Grygiel as its Authorized Representative.

### **Power of Attorney**

1. **Appointment.** The Company hereby nominates, constitutes and appoints Mr. Justin Grygiel as its true and lawful Authorized Representative (the “***Authorized Representative***”) in its place, name and stead for the purposes set forth on Exhibit A hereto (the “***Purpose***”). The Authorized Representative may also identify himself as the “Company Bidding Agent” or such other name as may be approved in writing by the Company.

2. **Scope of Authority.** The Authorized Representative has full power and authority to do and perform, or cause to be done or performed, all and every act, matter, or thing necessary or incidental to the proper exercise of all the powers set forth in the Purpose and specified in this Power of Attorney, as fully as the Company or its officers and directors could do if personally present.

3. **Ratification of Prior Acts.** All prior acts performed by the Authorized Representative in connection with the Purpose and consistent with the foregoing provisions of this Power of Attorney are ratified and confirmed as acts of the Company.

4. **Revocation.** This Power of Attorney may be revoked at any time by the Company. The Company shall ratify and confirm any acts performed, or caused to be performed, by the Authorized Representative between the time that the Company revokes this Power of Attorney and the time that the Authorized Representative becomes aware of the revocation. Any person dealing with the Authorized Representative may accept a declaration by the Authorized Representative to the effect that this Power of Attorney has not been revoked as conclusive evidence of that fact.

**[Signature page follows]**

The Company has executed this Power of Attorney effective as of the date first written above.

**COMPANY:**

WE TRANSPORT LLC

DocuSigned by:

A blue ink handwritten signature of Judith Crawford is written over a horizontal line.

Name: Judith Crawford

Title: President

**Exhibit A**  
**The Purpose**

On behalf of the Company, and not in his individual capacity, the Authorized Representative is authorized to enter into the following transactions, agreements and actions:

1. Respond to Requests for Proposals and Requests for Bids in connection with current and future customer bids;
2. Attend bid meetings; and
3. Submit questions and provide addenda and all other customary documentation in connection with the bid process for customer contracts, and take all customary actions in connection with current and future customer bids.

For the avoidance of doubt, the Authorized Representative is not authorized, on behalf of the Company, to enter into bid bonds or any new customer contracts, amendments to customer contracts, or any other agreement, or take any actions not set forth or described above.

Employment  
Information Form



**City of Bristol**  
Workplace Analysis Affirmative Action Report  
Employment Information Form

Purchasing Department  
111 North Main Street  
Bristol, CT 06010

Company Name	<b>WE Transport LLC</b>	Contact Person		Phone Number		Date	
Street Address	<b>2 Willow Street, Suite 103</b>	<b>John Bandelt</b>		<b>(516) 349-8200 ext. 1105</b>		<b>December 08, 2021</b>	
City State Zip	<b>Southborough, MA 01745</b>						

Report all permanent full-time or part-time employees, including apprentice and on-the-job trainees. Enter the number on all lines and in all columns.

JOB CATEGORY	A. OVERALL TOTALS (sum of all columns, B-F Male & Female)	B. WHITE (not of Hispanic origin)		C. BLACK (not of Hispanic origin)		D. HISPANIC		E. ASIAN/PACIFIC ISLANDER		F. AMERICAN INDIAN OR ALASKAN NATIVE	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officers/Managers	<b>Please refer to the following page for WE Transport's overall workplace analysis.</b>										
Professionals											
Technicians											
Sales Workers											
Office/Clerical											
Craft Workers (skilled)											
Operatives (semi-skilled)											
Laborers (unskilled)											
Service workers											
<b>TOTALS ABOVE</b>											

Do you use minority businesses as subcontractors or suppliers?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Explain: <b>At this time, we do not use minority businesses as subcontractors or suppliers in the State of Connecticut. Please refer to tab <i>Our Story</i> for further details on our community support.</b>
If CT based, do you post all employment openings with the State Of CT Employment Service?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Explain: <b>We currently do not post employment positions with the State of Connecticut.</b>
Do you use an Affirmative Action Plan?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Explain: <b>We currently do not have an AA Plan in Connecticut. We do file an annual EEO1 report for all our locations including our Bridgeport location.</b>
Describe your recruitment, hiring, training and promotion anti-discrimination practices.		
<b>Please refer to tab <i>Our Talent Process</i> for further details on our hiring, training and retention practices.</b>		



## WE Transport - Overall Workplace Analysis

### Human Resources

YearMonth

2021-11

Entity

WE Transport

State

All

Location

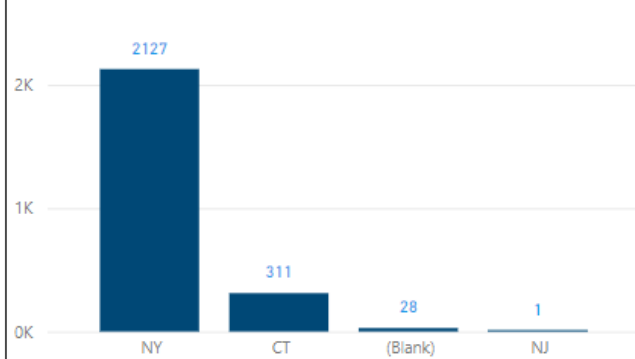
WE Transport

JobGroup

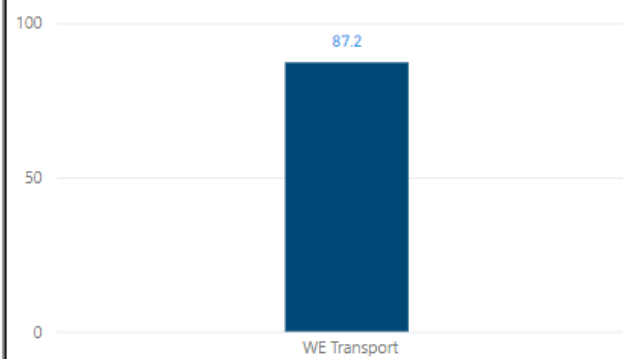
All



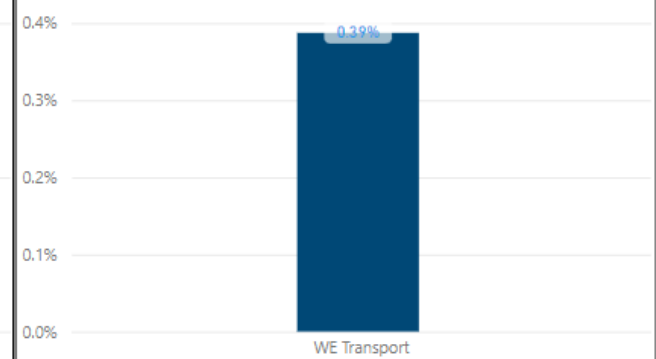
#### Head Count



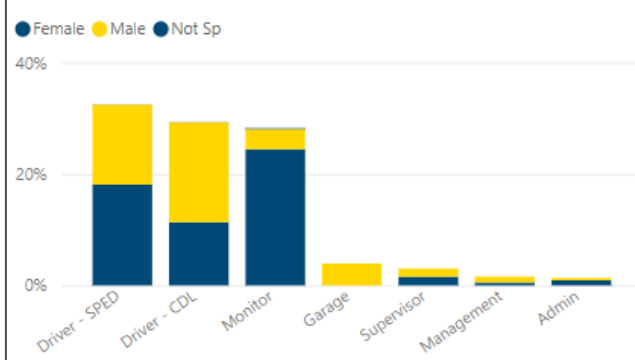
#### Average Tenure (Months)



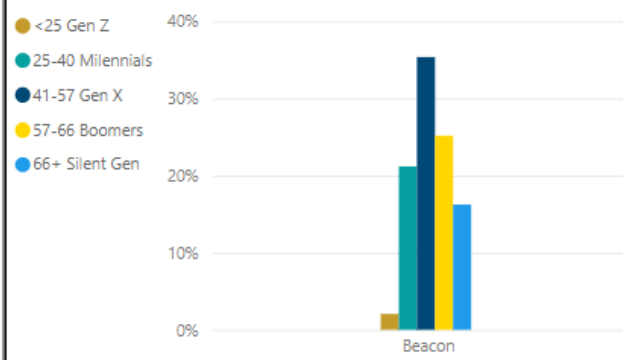
#### Turnover Rate



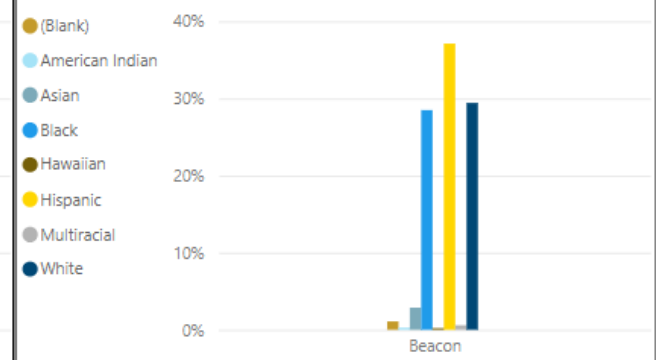
#### Gender Distribution



#### Age Distribution



#### Ethnicity Distribution



**RETURN THIS FORM IMMEDIATELY!**

**City of Bristol, Connecticut  
Acknowledgment: Receipt of RFP Documents**

**RFP: 2P22-034**

**Title: School Transportation Services  
Addendum 01**

Please take a moment to acknowledge receipt of the attached documents. Your compliance with this request will help us to maintain proper follow-up procedures while ensuring that all recipients have the opportunity to submit proposals.

Date Addendum 01 was issued                      October 27, 2021  
Date Addendum 01 was received                      10 / 27 / 2021  
Do you plan to submit a proposal?                      Yes X      No       

**Print or type the following information:**

Company name:                      WE Transport / Beacon Mobility  
Address:                                      2 Willow Street, Suite #103  
City or Town/Zip code:                      Southborough, MA 01745  
Phone:                                      630-432-9745  
Fax:    please email correspondence  
Email:    jpgrygiel@gobeacon.com  
Received by:                                      Justin Grygiel, Vice President of Business Development



**Note: acknowledgments are requested!**

**FAX (860) 584-6171**

**A cover sheet is NOT necessary**



**RETURN THIS FORM IMMEDIATELY!**

**City of Bristol, Connecticut  
Acknowledgment: Receipt of RFP Documents**

**RFP: 2P22-034**

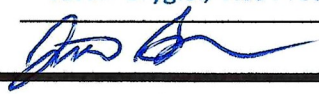
**Title: School Transportation Services  
Addendum 02**

Please take a moment to acknowledge receipt of the attached documents. Your compliance with this request will help us to maintain proper follow-up procedures while ensuring that all recipients have the opportunity to submit proposals.

Date Addendum 02 was issued November 3, 2021  
Date Addendum 02 was received 11 / 3 / 2021  
Do you plan to submit a proposal? Yes X No       

**Print or type the following information:**

Company name: WE Transport / Beacon Mobility  
Address: 2 Willow Street, Suite #103  
City or Town/Zip code: Southborough, MA 01745  
Phone: 630-432-9745  
Fax: please email correspondence  
Email: jpgrygiel@gobeacon.com  
Received by: Justin Grygiel, Vice President of Business Development



**Note: acknowledgments are requested!**

**FAX (860) 584-6171**

**A cover sheet is NOT necessary**

**RETURN THIS FORM IMMEDIATELY!**

**City of Bristol, Connecticut  
Acknowledgment: Receipt of RFP Documents**

**RFP: 2P22-034**

**Title: School Transportation Services  
Addendum 03**

Please take a moment to acknowledge receipt of the attached documents. Your compliance with this request will help us to maintain proper follow-up procedures while ensuring that all recipients have the opportunity to submit proposals.

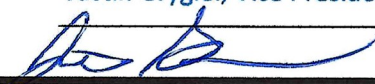
Date Addendum 03 was issued November 23, 2021

Date Addendum 03 was received 11 / 23 / 2021

Do you plan to submit a proposal? Yes X No       

**Print or type the following information:**

Company name: WE Transport / Beacon Mobility  
Address: 2 Willow Street, Suite #103  
City or Town/Zip code: Southborough, MA 0175  
Phone: 630-432-9745  
Fax: please email correspondence  
Email: jpgrygiel@gobeacon.com  
Received by: Justin Grygiel, Vice President of Business Development



**Note: acknowledgments are requested!**

**FAX (860) 584-6171**

**A cover sheet is NOT necessary**

**WE TRANSPORT, INC. AND AFFILIATES**  
**COMBINED FINANCIAL STATEMENTS AND**  
**REPORT OF INDEPENDENT AUDITORS**  
**AS OF AND FOR THE YEARS ENDED**  
**JUNE 30, 2020, 2019 AND 2018**

**WE TRANSPORT, INC. AND AFFILIATES**  
**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

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### **Report of Independent Auditors**

To the Board of Directors  
WE Transport, Inc. and Affiliates  
Plainview, New York

#### **Report on the Financial Statements**

We have audited the accompanying combined financial statements of WE Transport, Inc. and Affiliates (the "Company"), which comprise the combined balance sheets as of June 30, 2020, 2019 and 2018, and the related combined statements of income and equity, and cash flows for the years then ended, and the related notes to the combined financial statements (collectively, the "financial statements").

#### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on these combined financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### **Opinion**

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of the Company as of June 30, 2020, 2019 and 2018, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

**Other Matter**

Our audits were conducted for the purpose of forming an opinion on the combined financial statements as a whole. The accompanying schedules of direct expenses and general and administrative expenses contained on pages 19 and 20 (collectively, the "schedules") are presented for purposes of additional analysis and is not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audits of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

*Nussbaum Berg Klein & Wolpow, CPAs LLP*

Melville, New York  
November 10, 2020



**WE TRANSPORT, INC. AND AFFILIATES**

**COMBINED BALANCE SHEETS**

**AS OF JUNE 30, 2020, 2019 AND 2018**

**ASSETS**

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Current assets:			
Cash and cash equivalents	\$ 6,637,426	\$ 6,658,237	\$ 6,857,736
Accounts receivable - net	26,063,507	20,858,979	21,007,853
Fuel tax refunds receivable	413,168	584,711	544,413
Advances to related parties, current portion	4,650,000	9,500,000	11,500,000
Prepaid expenses and other current assets	<u>4,264,631</u>	<u>1,108,721</u>	<u>1,063,309</u>
Total current assets	<u>42,028,732</u>	<u>38,710,648</u>	<u>40,973,311</u>
Property and equipment - net	<u>36,961,742</u>	<u>36,670,871</u>	<u>35,675,218</u>
Other assets:			
Advances to related parties, net of current portion	13,018,262	3,636,779	3,777,072
Security and other deposits	3,046,377	3,879,829	3,340,915
Intangible asset, net	-	-	62,500
Goodwill, net	938,418	-	-
Cash surrender value of life insurance policies	<u>1,501,361</u>	<u>1,448,381</u>	<u>1,388,533</u>
Total other assets	<u>18,504,418</u>	<u>8,964,989</u>	<u>8,569,020</u>
Total assets	<u>\$ 97,494,892</u>	<u>\$ 84,346,508</u>	<u>\$ 85,217,549</u>

**LIABILITIES AND SHAREHOLDERS' AND MEMBERS' EQUITY**

Current liabilities:			
Accounts payable and accrued expenses	\$ 7,862,012	\$ 6,626,331	\$ 5,864,094
Insurance accruals, current portion	6,576,643	5,245,489	5,554,009
Long-term debt, current portion	6,930,007	7,184,007	8,566,909
Deferred revenue	-	380,768	304,306
Contingent consideration, current portion	<u>473,137</u>	<u>-</u>	<u>-</u>
Total current liabilities	<u>21,841,799</u>	<u>19,436,595</u>	<u>20,289,318</u>
Long-term liabilities:			
Long-term debt, net of current portion	17,472,092	13,491,699	15,185,547
Insurance accruals, net of current portion	8,051,794	9,980,337	10,527,028
Deferred compensation	2,930,000	2,570,000	2,430,000
Contingent consideration, less current portion	<u>369,757</u>	<u>-</u>	<u>-</u>
Total long-term liabilities	<u>28,823,643</u>	<u>26,042,036</u>	<u>28,142,575</u>
Total liabilities	<u>50,665,442</u>	<u>45,478,631</u>	<u>48,431,893</u>
Shareholders' and members' equity	<u>46,829,450</u>	<u>38,867,877</u>	<u>36,785,656</u>
Total liabilities and shareholders' and members' equity	<u>\$ 97,494,892</u>	<u>\$ 84,346,508</u>	<u>\$ 85,217,549</u>

See notes to combined financial statements

**WE TRANSPORT, INC. AND AFFILIATES**  
**COMBINED STATEMENTS OF INCOME AND EQUITY**  
**FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Revenue	<u>\$ 150,309,354</u>	<u>\$ 149,393,587</u>	<u>\$ 149,097,744</u>
Operating expenses:			
Direct	<u>108,213,711</u>	116,965,754	112,850,660
General and administrative	<u>14,737,790</u>	12,211,610	12,445,629
Depreciation and amortization	<u>9,223,504</u>	<u>8,858,759</u>	<u>8,769,782</u>
Total operating expenses	<u>132,175,005</u>	<u>138,036,123</u>	<u>134,066,071</u>
Income from operations	<u>18,134,349</u>	<u>11,357,464</u>	<u>15,031,673</u>
Other income (expense):			
Interest income	<u>73,304</u>	62,885	149,264
Interest expense	<u>(1,051,420)</u>	(795,122)	(735,470)
Gain (loss) on sale of assets	<u>(9,752)</u>	47,925	(126,859)
Gain (loss) on heating oil commodities	<u>(188,345)</u>	173,335	70,004
Other income	<u>193,956</u>	<u>153,817</u>	<u>84,771</u>
Total other expense, net	<u>(982,257)</u>	<u>(357,160)</u>	<u>(558,290)</u>
Net income	<u>17,152,092</u>	11,000,304	14,473,383
Shareholders' and members' equity, beginning of year	<u>38,867,877</u>	36,785,656	35,396,339
Capital distributions	<u>(9,190,519)</u>	<u>(8,918,083)</u>	<u>(13,084,066)</u>
Shareholders' and members' equity, end of year	<u>\$ 46,829,450</u>	<u>\$ 38,867,877</u>	<u>\$ 36,785,656</u>

See notes to combined financial statements.

**WE TRANSPORT, INC. AND AFFILIATES**  
**COMBINED STATEMENTS OF CASH FLOWS**  
**FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Operating activities:			
Net income	\$ 17,152,092	\$ 11,000,304	\$ 14,473,383
Adjustments to reconcile net income to net cash flows provided by operating activities:			
Depreciation and amortization	9,119,235	8,858,759	8,769,782
Amortization of acquired intangibles	104,269	-	-
(Gain) loss on heating oil commodities	188,345	(173,335)	(70,004)
Bad debt provision	63,085	-	990
Cash surrender value of life insurance policies	(52,980)	(59,848)	(58,379)
(Gain) loss on sale of assets	9,752	(47,925)	126,859
Changes in operating assets and liabilities:			
Accounts receivable	(5,267,613)	148,874	3,759,051
Fuel tax refunds receivable	171,543	(40,298)	(66,383)
Prepaid expenses and other current assets	(3,155,910)	(45,412)	21,748
Security and other deposits	833,452	(538,914)	9,970
Accounts payable and accrued expenses	1,235,681	762,237	(872,495)
Insurance accruals	(597,389)	(855,211)	1,262,128
Deferred revenue	(380,768)	76,462	(488,491)
Deferred compensation	<u>360,000</u>	<u>140,000</u>	<u>230,000</u>
Net cash flows provided by operating activities	<u>19,782,794</u>	<u>19,225,693</u>	<u>27,098,159</u>
Investing activities:			
Purchase of property and equipment	(4,374,700)	(9,859,944)	(9,395,218)
Business acquisition, net of cash acquired	(2,274,793)	-	-
Advances (to) from related parties, net	(4,531,483)	2,140,293	(4,746,178)
Proceeds from sale of heating oil commodities	28,876	189,484	83,982
Purchase of heating oil commodities	(217,221)	(16,149)	(13,978)
Proceeds from sale of assets	<u>140,542</u>	<u>115,957</u>	<u>395,184</u>
Net cash flows used in investing activities	<u>(11,228,779)</u>	<u>(7,430,359)</u>	<u>(13,676,208)</u>

See notes to combined financial statements.

**WE TRANSPORT, INC. AND AFFILIATES**  
**COMBINED STATEMENTS OF CASH FLOWS (CONTINUED)**  
**FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Financing activities:			
Principal payments on long-term debt	<b>\$ (8,762,932)</b>	\$ (6,938,499)	\$ (8,595,855)
Proceeds from long-term debt	<b>9,378,625</b>	3,861,749	9,294,801
Capital distributions	<u><b>(9,190,519)</b></u>	<u>(8,918,083)</u>	<u>(13,084,066)</u>
Net cash flows used in financing activities	<u><b>(8,574,826)</b></u>	<u>(11,994,833)</u>	<u>(12,385,120)</u>
Net change in cash and cash equivalents	<b>(20,811)</b>	(199,499)	1,036,831
Cash and cash equivalents-beginning of year	<u><b>6,658,237</b></u>	<u>6,857,736</u>	<u>5,820,905</u>
Cash and cash equivalents-end of year	<u><b>\$ 6,637,426</b></u>	<u>\$ 6,658,237</u>	<u>\$ 6,857,736</u>
Supplemental disclosure of cash flow information:			
Cash paid during the year for:			
Interest	<u><b>\$ 1,046,202</b></u>	<u>\$ 792,040</u>	<u>\$ 732,367</u>
Supplemental disclosure of noncash investing and financing activities:			
Property and equipment acquired under long-term debt agreements	<u><b>\$ 3,110,700</b></u>	<u>\$ -</u>	<u>\$ -</u>

See Note 2 for noncash contingent consideration related to the acquisition purchase price.

See notes to combined financial statements.

# **WE TRANSPORT, INC. AND AFFILIATES**

## **NOTES TO COMBINED FINANCIAL STATEMENTS**

**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

### **1. Summary of Significant Accounting Policies**

#### ***Description of Business***

We Transport, Inc. and Subsidiaries (collectively, "We Transport") is a school bus contractor operating primarily in New York and Connecticut. The Company provides school bus and matron services to school districts, government agencies, private schools and corporate organizations.

Effective August 13, 2019, We Transport, via its wholly owned subsidiary VTC Bus Corp, entered into an asset purchase agreement to acquire substantially all of the assets and assume certain liabilities of Veterans Transportation Co., Inc. In accordance with the agreement, We Transport paid \$2,274,793 in cash, which is net of certain liabilities assumed (see Note 2).

The combined financial statements include the accounts of We Transport and its affiliates, WE Suffolk Co. LLC and Subsidiaries, Van Trans LLC and Subsidiary, and Bus Equity LLC (all collectively referred to as the "Company") all of which are under common control. All significant intercompany balances and transactions have been eliminated from the combined financial statements.

#### ***COVID-19 Pandemic***

On January 30, 2020, the World Health Organization declared the coronavirus outbreak a "Public Health Emergency of International Concern" and on March 11, 2020, declared it to be a pandemic. Actions taken around the world to help mitigate the spread of the coronavirus include restrictions on travel, and quarantines in certain areas, and forced closures for certain types of public places and businesses. The coronavirus and actions taken to mitigate it have had and are expected to continue to have an adverse impact on the economies and financial markets of many countries, including the geographical area in which the Company operates. The ultimate impact of COVID-19 on the Company's business, results of operations, financial condition and cash flows is dependent on future developments, including the duration or worsening of the pandemic and the related length of its impact, which are uncertain and cannot be predicted at this time. However, the Company was able to reach agreements with many of its customers to reduce its exposure to COVID related losses. Some of these agreements include provisions in which the Company will indemnify the applicable customer for a portion of its loss in state aid related to the shutdown period.

#### ***Revenue Recognition***

On July 1, 2019 the Company adopted Accounting Standards Codification ("ASC") Topic 606 "Revenue from Contracts with Customers, as amended" ("ASC Topic 606"), using the modified retrospective method applied to those contracts which were not completed as of the adoption date. The adoption of the standard did not have any material impact on how the Company recognizes its revenues. Revenue is recognized when, or as, performance obligations are satisfied by transferring control of a promised service to a customer.

# **WE TRANSPORT, INC. AND AFFILIATES**

## **NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)**

**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

### **1. Summary of Significant Accounting Policies (Continued)**

#### ***Revenue Recognition (Continued)***

The Company determines revenue recognition through the following steps:

- Identification of the contract, or contracts, with a customer
- Identification of the performance obligations in the contract
- Determination of the transaction price
- Allocation of the transaction price to the performance obligations in the contract
- Recognition of revenue when, or as, a performance obligation is satisfied

The Company has made the following accounting policy elections and elected to use certain practical expedients, as permitted by the Financial Accounting Standards Board ("FASB"), in applying ASC Topic 606: 1) All revenues are recorded net of returns, allowances, customer discounts; 2) The Company is always considered the principal and never an agent, because it has full control and responsibility until title is transferred to the customer.

#### ***Accounting Estimates***

The preparation of the combined financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the combined financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

#### ***Cash and Cash Equivalents***

The Company considers all cash balances and highly liquid investments purchased with a maturity of three months or less to be cash equivalents for the purpose of these combined financial statements. At June 30, 2020, 2019 and 2018, the Company had cash equivalents of \$4,085,039, \$3,032,600 and \$3,929,246, respectively. At times, cash balances may be in excess of the Federal Deposit Insurance Corporation ("FDIC") limits.

#### ***Investment Securities***

All investment securities, including heating oil commodities, are classified as equity securities and are carried at fair value with realized and unrealized gains and losses included in other income (expense) reported on the combined statements of income and equity. Gains and losses on the sale of equity securities are determined using the specific identification method. At June 30, 2020, 2019 and 2018, these investments were not material and were included on the combined balance sheets under the caption "prepaid expenses and other current assets".



## **WE TRANSPORT, INC. AND AFFILIATES**

### **NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)**

**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

#### **1. Summary of Significant Accounting Policies (Continued)**

##### ***Investment Securities (Continued)***

In January 2016, the FASB issued Accounting Standards Update ("ASU") No. 2016-01, Financial Instruments - Overall (Subtopic 825-10): Recognition and Measurement of Financial Assets and Financial Liabilities. The update addresses certain aspects of recognition, measurement, presentation and disclosure of financial instruments. The amendments in this update are effective for fiscal years beginning after December 15, 2018, including interim periods within those fiscal years beginning after December 15, 2019. The Company adopted this pronouncement during the year ended June 30, 2020, which did not have any material impact to the Company's combined financial statements.

##### ***Derivative Instruments and Heating Oil Commodities***

The Company regularly trades heating oil commodities for the purpose of hedging fluctuations in the price of diesel fuel used in the Company's operations. The Company does not apply hedge accounting to these investments, and as of June 30, 2020, 2019 and 2018, the Company's heating oil commodity positions were not material. For the year ended June 30, 2020 the Company incurred losses from heating oil commodity trading in the amount of \$188,346. For the years ended June 30, 2019 and 2018, the Company's gains from heating oil commodity trading were \$173,335 and \$70,004, respectively.

##### ***Accounts Receivable***

Accounts receivable are stated at the amount management expects to collect from outstanding balances. Management makes judgments and provides for probable uncollectible amounts based on its assessment of the current status of individual accounts. The Company provides services to well established school districts and credit losses have not been significant. Balances that are still outstanding after management has used reasonable collection efforts are written off. The Company does not obtain collateral from its customers. As of June 30, 2020, 2019 and 2018, accounts receivable are reported net of an allowance for doubtful accounts of \$63,085, \$-0- and \$990, respectively.

##### ***Property and Equipment***

Property and equipment is stated at cost. Additions, renewals and improvement of property and equipment individually in excess of a de minimis amount are capitalized. Expenditures for maintenance and repairs are expensed as incurred. The cost of property and equipment retired or sold, together with the related accumulated depreciation or amortization, are removed from the appropriate accounts, and the resulting gain or loss is included in the combined statements of income and equity. Depreciation of property and equipment for financial statement purposes is computed using the straight-line method over the estimated useful lives of the related assets and for leasehold improvements, the shorter of the lease term or useful life.

## WE TRANSPORT, INC. AND AFFILIATES

### NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)

AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018

#### 1. Summary of Significant Accounting Policies (Continued)

##### ***Goodwill***

Goodwill represents the excess of the purchase price of acquisitions over the fair value of the net assets acquired. The Company follows the guidance in ASU 2014-02: *Intangibles - Goodwill and Other*, which allows the Company to amortize goodwill on a straight-line basis over a period of up to 10 years. As such, the Company is amortizing its goodwill over 10 years. Amortization expense charged to operations was \$104,269 for the year ended June 30, 2020.

Goodwill and long-lived intangible assets are tested for impairment at least annually in accordance with the provisions of ASC No. 350, "Intangibles-Goodwill and Other" ("ASC No. 350"). ASC No. 350 requires that goodwill be tested for impairment on an annual basis and between annual tests if an event occurs or circumstances change that would more likely than not reduce the fair value of a reporting unit below its carrying value. No triggering events were identified during the year ended June 30, 2020. As such, no impairment charge was recognized during the year ended June 30, 2020.

##### ***Intangible Assets***

During 2015, the Company purchased a transportation contract for \$250,000 which is being amortized using the straight-line method over its estimated period of benefit of four years. The Company evaluates the recoverability of intangible assets annually and between annual tests if indicators of potential impairment exist and takes into account events or circumstances that warrant revised estimates of useful lives. All of the Company's intangible assets are subject to amortization. The transportation contract was fully amortized as of June 30, 2019 and the Company recorded amortization expense of \$62,500 for the years ended June 30, 2019 and 2018. There was no amortization expense for the year ended June 30, 2020.

##### ***Fair Value of Financial Instruments***

The Company uses the following methods and assumptions to estimate the fair value of each class of financial instruments for which it is practicable to estimate such value:

*Cash and cash equivalents* - The carrying amount approximates fair value because of the short maturity of those instruments.

*Accounts receivable* - The carrying value of accounts receivable approximates fair value due to their short-term nature and historical collectability.

*Accounts payable and accrued expenses* - The carrying value of accounts payable approximates fair value due to the short-term nature of the obligations.

*Short-term debt, long-term debt and contingent consideration* - The carrying amount approximates fair value because of the maturity of those instruments and interest rates prevalent in the agreements.

# **WE TRANSPORT, INC. AND AFFILIATES**

## **NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)**

**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

### **1. Summary of Significant Accounting Policies (Continued)**

#### ***Accrued Expenses***

The Company participates in captive insurance programs for both auto and general liability and workers' compensation insurance. The auto and general liability captive program is subject to deductibles related to their various insurance policies up to specific dollar limits for each policy period as defined by the insurer. The aggregate deductible liability is accrued at 100% of the policy maximum each year and is expensed evenly throughout the policy period. Accruals are reduced as payments are made on claims against the policies.

The workers' compensation program provides for estimated premiums based on expected payroll, loss history and expected captive expenses. Each policy premium is subject to a maximum dollar limit, as established by the insurer. The liability for premiums is accrued throughout the year and is reduced as premiums are paid. The aggregate deductible liability is accrued at 100% of the annual policy maximum and is expensed monthly based upon payroll levels. Effective January 1, 2016, the Company purchased high deductible workers' compensation insurance policies. For these policies the Company estimates expected losses for the policy year and accrues 100% of the calculated amount.

When it has been determined that all claims have been satisfied, the remaining accrual, if any, is reversed into income. Management evaluates the nature of these accruals and classifies the portion of the aforementioned liability that it expects to pay within one year from the balance sheet date as a current liability, and the remainder as a non-current liability.

#### ***Reclassifications***

Certain balances from 2019 and 2018 have been reclassified to conform to the current year presentation.

#### ***Recent Accounting Pronouncement***

In February 2016, the FASB issued ASU 2016-02, "Leases" which, for operating leases, requires a lessee to recognize a right-of-use asset and a lease liability, initially measured at the present value of the lease payments, in its balance sheet. The standard also requires a lessee to recognize a single lease cost, calculated so that the cost of the lease is allocated over the lease term, on a generally straight-line basis. The ASU is effective for companies for fiscal years beginning after December 15, 2021 and interim periods within fiscal years beginning after December 15, 2022. Early adoption is permitted. The Company is currently evaluating the effects that the adoption of ASU 2016-02 will have on the Company's combined financial statements.

#### ***Subsequent Events***

The Company has evaluated subsequent events for recognition or disclosure through the date these combined financial statements were available for issuance, November 10, 2020. The Company has concluded that no subsequent events have occurred that require disclosure or accrual.

# WE TRANSPORT, INC. AND AFFILIATES

## NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)

AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018

### 2. Acquisition

On August 13, 2019, the Company entered into an asset purchase agreement with Veterans Transportation Co., Inc, where the Company paid \$2,274,793 in cash. The Company also agreed to pay consideration to the seller estimated to be \$842,894 for a total consideration of \$3,117,687. The additional consideration is based upon a percentage of revenue if the Company retains certain school district contracts for a period defined up to 5 years, inclusive of the 2020-2021 school year. The excess of the cash paid over the fair value of assets acquired and the liabilities assumed was allocated to goodwill in the amount of \$1,042,687. Refer to Note 6 – Goodwill for further details.

The fair value of the consideration transferred was as follows:

Cash paid	\$ 2,274,793
Contingent liabilities assumed	<u>842,894</u>
Total consideration	<u>\$ 3,117,687</u>

The allocation of the total consideration was as follows:

Vehicles – transportation equipment	\$ 2,050,000
Office, shop and communication equipment	<u>25,000</u>
Total assets acquired	2,075,000
Goodwill	<u>1,042,687</u>
Total consideration allocation	<u>\$ 3,117,687</u>

### 3. Property and Equipment

As of June 30, 2020, 2019 and 2018 property and equipment consist of the following:

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Transportation equipment	\$ <b>105,529,159</b>	\$ 101,016,618	\$ 95,391,290
Leasehold improvements	<b>2,878,837</b>	2,762,886	2,503,707
Office, shop and communication equipment	<b>5,719,289</b>	4,698,692	4,612,279
Land	<u><b>20,000</b></u>	<u>20,000</u>	<u>20,000</u>
	<b>114,147,285</b>	108,498,196	102,527,276
Less: accumulated depreciation	<u><b>77,185,543</b></u>	<u>71,827,325</u>	<u>66,852,058</u>
Property and equipment, net	<u><b>\$ 36,961,742</b></u>	<u>\$ 36,670,871</u>	<u>\$ 35,675,218</u>

# WE TRANSPORT, INC. AND AFFILIATES

## NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)

AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018

### 4. Bank Revolving Line of Credit Agreement

The Company has a \$12,000,000 revolving line of credit with a bank, with advances under the line bearing interest at the 30 day London Interbank Offered Rate ("LIBOR") plus 2.5% or the Bank's Prime Rate (as defined). The line matures September 28, 2021. The line is guaranteed by the Company's shareholders and is collateralized by substantially all assets of the Company, excluding all vehicles, unless specifically liened by the bank. There were no borrowings on the line as of June 30, 2020, 2019 and 2018. The line includes a 30 day cleanup provision and contains financial covenants requiring the Company to maintain a defined minimum debt service coverage ratio and a minimum net worth figure. The availability of the line is reduced by standby letters of credit which were approximately \$3,854,000 as of June 30, 2020.

#### ***Letters of Credit***

The standby letters of credit satisfy collateral obligations related to certain of the Company's insurance policies. These letters of credit expire on various dates and automatically renew each year. They are subject to the same guarantees and collateral obligations as the revolving line of credit above.

### 5. Long-Term Debt

The Company has financing arrangements with banks and other lenders to finance the purchase of transportation equipment. As of June 30, 2020, 2019 and 2018, the Company owed \$24,402,099, \$20,675,706 and \$23,752,456, respectively, under these arrangements. Certain financings by the Company's bank (See Note 4) are collateralized by the assets of the Company and the agreements contain certain financial and reporting covenants in addition to guarantees by the Company's shareholders. Transportation equipment financings are collateralized by the related transportation equipment.

As of June 30, 2020, 2019 and 2018, borrowings under the arrangements are at various interest rates, including floating rates based on a defined LIBOR base plus 1.25% to 2.50%, and fixed rates ranging from 2.75% to 4.45%. Payments of principal and interest are generally due monthly over periods of up to 84 months and are generally paid in ten annual installments.

As of June 30, 2020, 2019 and 2018, long-term debt is as follows:

	<u>2020</u>	<u>2019</u>	<u>2018</u>
Total	<u>\$ 24,402,099</u>	\$ 20,675,706	\$ 23,752,456
Current	<u>6,930,007</u>	<u>7,184,007</u>	<u>8,566,909</u>
Long-term portion	<u>\$ 17,472,092</u>	<u>\$ 13,491,699</u>	<u>\$ 15,185,547</u>

**WE TRANSPORT, INC. AND AFFILIATES**

**NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)**

**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

**5. Long-Term Debt (Continued)**

Maturities of long-term debt are as follows:

<u>Year ending June 30,</u>	<u>Amount</u>
2021	\$ 6,930,007
2022	6,708,591
2023	4,042,197
2024	3,348,913
2025	1,867,796
Thereafter	<u>1,504,595</u>
Total	<u>\$ 24,402,099</u>

**6. Goodwill**

Goodwill consists of the following as of June 30, 2020:

Goodwill	\$ 1,042,687
Less: accumulated amortization	<u>104,269</u>
Net goodwill	<u>\$ 938,418</u>

Amortization expense charged to operations was \$104,269 for the year ended June 30, 2020. Future amortization expense on goodwill is as follows for the year ending June 30:

2021	\$ 104,269
2022	104,269
2023	104,269
2024	104,269
2025	104,269
Thereafter	<u>417,073</u>
Total	<u>\$ 938,418</u>

**7. Taxes**

***Income Taxes***

For income tax purposes, all of the entities in the combined financial statements are pass-through entities, either S Corporations, Limited Liability Companies, or Partnerships and as such, are not required to pay income taxes. The owners are taxed at the individual level on their proportionate share of the taxable income.



## **WE TRANSPORT, INC. AND AFFILIATES**

### **NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)**

**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

#### **7. Taxes (Continued)**

##### ***Accounting for Uncertainty in Income Taxes***

FASB ASC Topic 740, Subtopic 10 prescribes a comprehensive model for how a company should measure, recognize, present, and disclose in its financial statements uncertain tax positions that the company has taken or expects to take on a tax return. The Company recognizes the tax benefits from uncertain tax positions only if it is more likely than not that the tax position will be sustained on examination by taxing authorities, based on the technical merits of the position.

The tax benefits recognized in the combined financial statements, if any, from such positions are measured based on the largest benefit that has a greater than 50% likelihood of being realized upon ultimate settlement. The Company does not believe that it has any uncertain tax positions.

##### ***Fuel Tax***

The Company is eligible to receive refunds or credits for certain taxes paid on exempt fuel purchases. The estimated refundable amounts as of and for the years ended June 30, 2020, 2019 and 2018 were \$413,168, \$584,711 and \$544,413, respectively.

#### **8. Retirement Plans**

The Company maintains a 401(k) plan for all salaried employees who have at least three months of employment service. Participants may elect to contribute up to the lesser of 50% of their salary or the Federal annual limits. The plan provides for a discretionary Company match up to a maximum rate of 7% based on employee contributions.

The Company also maintains a separate 401(k) plan for all non-salaried employees not covered by the above mentioned plan. Participants may elect to contribute up to the lesser of 100% of their salary or the Federal annual limits. The plan requires a Company match of 50% of contributions made by eligible employees up to a maximum employer contribution of 5%. Eligibility for the match is based on length of service. Also, participants must have been compensated for 800 hours of service in the previous year to receive the match. Certain union employees are not eligible for an employer match.

Plan expense for the years ended June 30, 2020, 2019 and 2018 was \$1,265,949, \$1,322,045 and \$1,173,937, respectively.

#### **9. Commitments and Contingencies**

##### ***Office, Dispatch, Maintenance and Parking Facilities***

The Company leases various facilities under a cancellable master lease with related parties for an aggregate monthly rental of \$212,500. The master lease expires in June of 2026. Rent expense and related real estate taxes for these leases were approximately \$2,131,500, \$2,089,500 and \$1,937,000 for the years ended June 30, 2020, 2019 and 2018, respectively.

# WE TRANSPORT, INC. AND AFFILIATES

## NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)

AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018

### 9. Commitments and Contingencies (Continued)

#### *Office, Dispatch, Maintenance and Parking Facilities (Continued)*

The Company also leases facilities under a separate lease with related parties for an aggregate monthly rental of \$66,564. This lease commenced in September 2018 and expires in August of 2023. Rent expense for this lease for the year ended June 30, 2020 amounted to \$766,500.

The Company leases various facilities under non-cancellable leases with third parties that expire at various dates through July 2025 for a monthly aggregate rental of \$165,065. Certain of these leases contain renewal options. Rent expense and related real estate taxes for these leases for the years ended June 30, 2020, 2019 and 2018 amounted to \$2,387,000, \$1,239,792 and \$2,166,451, respectively.

The Company leased several parking, maintenance and operating facilities with third parties on a month-to-month basis. Total rent paid on these leases for the years ended June 30, 2020, 2019 and 2018 amounted to \$204,535, \$246,775 and \$167,886, respectively.

Minimum future annual rentals for all non-cancellable operating leases with terms in excess of one year (all with third parties) are as follows:

<u>Years ended June 30,</u>	
2021	\$ 1,872,694
2022	1,936,418
2023	1,921,111
2024	1,276,092
2025	<u>818,439</u>
Total	<u>\$ 7,824,754</u>

#### *Union Contracts*

The Company has collective bargaining agreements with various unions which provides for benefits and various hourly rate increases. These contracts cover substantially all drivers, matrons and mechanics employed by the Company. The contracts expire at various dates through August 2021. Approximately 89% of the Company's workforce are members of a union.

#### *Variable Interest Entities and Related Party Transactions*

The Company has made cash advances to and received cash advances from its owners and from certain affiliated companies. The majority owners of the Company are owners of the affiliates. As of June 30, 2020, 2019 and 2018, the Company was owed \$17,668,262, \$13,136,779 and \$15,277,072, respectively, from these related parties. Certain advances are subject to promissory notes that mature in December 2023 and bear interest at fixed rates ranging from 1.20% to 3.49%. Net interest earned on advances for the years ended June 30, 2020, 2019 and 2018 amounted to \$52,230, \$51,418 and \$55,827, respectively.

## **WE TRANSPORT, INC. AND AFFILIATES**

### **NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)**

**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

#### **9. Commitments and Contingencies (Continued)**

##### ***Variable Interest Entities and Related Party Transactions (Continued)***

The Company has determined that various related party real estate lessors described above are variable interest entities with the Company as the primary beneficiary. However, the Company is not required to combine these entities into the Company's combined financial statements as they meet certain conditions under FASB ASU No. 2014-07 *Applying Variable Interest Entities Guidance to Common Control Leasing Arrangements*.

The Company has also determined that Transportation Collaborative, Inc. ("TCI"), a manufacturer of school buses, is a variable interest entity, however, the Company is not the primary beneficiary. The Company and an unrelated party are guarantors on the line of credit held by TCI which had \$4,800,000 outstanding at June 30, 2020. During the years ended June 30, 2020, 2019 and 2018, the Company had school bus purchases from TCI at a cost of \$2,303,938, \$2,440,571 and \$3,550,755, respectively. At June 30, 2020, 2019 and 2018, the Company owed TCI \$0, \$2,008 and \$1,199, respectively.

As of June 30, 2020, the Company was advised that TCI was not in default of its debt agreements and no related liability has been accrued in connections with guarantee agreements.

##### ***Contingencies***

The Company is occasionally involved in litigation arising in the ordinary course of business. It is management's opinion that the Company maintains adequate insurance coverage to limit the effects on the Company's financial position, results of operations or cash flows and any excess liabilities resulting from these litigations would not have a material impact on the combined financial statements.

##### ***Deferred Compensation***

Pursuant to a deferred compensation agreement with a key employee, the Company is required to accrue (but not currently fund) deferred compensation. As of June 30, 2020, 2019 and 2018, the Company had an accrual of \$2,930,000, \$2,570,000 and \$2,430,000, respectively, related to this agreement. The accumulated deferred compensation balance is to be paid upon the key employee's retirement which is not expected to occur within one year from the balance sheet date.

#### **10. Major Customers**

During the year ended June 30, 2020, there were three school districts who individually accounted for 10% or more of the Company's combined revenues. Revenue from these three school districts accounted for approximately \$52,800,000, representing about 35% of the Company's total combined revenue. Outstanding accounts receivable from these school districts was approximately \$10,900,000 at June 30, 2020.

**WE TRANSPORT, INC. AND AFFILIATES**

**NOTES TO COMBINED FINANCIAL STATEMENTS (CONTINUED)**

**AS OF AND FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

**10. Major Customers (Continued)**

During the year ended June 30, 2019, there were three school districts who individually accounted for 10% or more of the Company's combined revenues. Revenue from these three school districts accounted for approximately \$58,700,000, representing about 39% of the Company's total combined revenue.

During the year ended June 30, 2018, there were three school districts who individually accounted for 10% or more of the Company's revenues. Revenue from these three school districts accounted for approximately \$59,600,000, representing about 39% of the Company's total combined revenue.

**11. Shareholders' and Members' Equity**

As of June 30, 2020, 2019 and 2018, the common stock of WE Transport, Inc. was \$2,000. The remainder of the equity reported in the Company's combined financial statements represents retained earnings of the corporations, and capital of the limited liability companies and partnerships.

### **Supplementary Schedules**

# WE TRANSPORT, INC AND AFFILIATES

## DIRECT EXPENSES

FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018

	<u>2020</u>	<u>Percent of Revenue</u>	<u>2019</u>	<u>Percent of Revenue</u>	<u>2018</u>	<u>Percent of Revenue</u>
Payroll and related costs:						
Salaries - drivers and matrons	\$ 60,181,593	40.0%	\$ 65,989,712	44.1%	\$ 62,343,592	41.7%
Garage, safety and dispatch	10,606,412	7.1	9,974,126	6.7	9,572,594	6.4
Payroll taxes	4,629,794	3.1	7,627,853	5.1	7,603,024	5.1
Retirement plan	461,085	0.3	503,889	0.3	428,383	0.3
Workers' compensation	3,852,778	2.6	4,923,582	3.3	5,521,245	3.7
Employee welfare	622,284	0.4	633,997	0.4	675,145	0.5
Health insurance	<u>4,016,763</u>	<u>2.7</u>	<u>3,566,128</u>	<u>2.4</u>	<u>3,342,921</u>	<u>2.2</u>
Total payroll and related costs	<b>84,370,709</b>	<b>56.2</b>	93,219,287	62.3	89,486,904	59.9
Insurance	5,531,073	3.7	5,315,150	3.6	5,486,741	3.7
Purchased transportation	38,948	0.0	36,147	0.0	123,882	0.1
Vehicle leasing	707,579	0.5	61,450	0.0	61,450	0.0
Repairs and maintenance	4,736,066	3.4	5,610,673	3.8	5,198,886	3.5
Gas and oil	4,458,039	0.3	5,847,803	3.9	5,408,632	3.6
Communication equipment	726,467	0.5	560,615	0.4	567,070	0.4
Rent and real estate taxes	5,148,395	3.4	3,833,067	2.6	3,840,934	2.6
Utilities	475,956	0.3	452,882	0.3	435,981	0.3
Safety	359,403	0.2	458,762	0.3	488,184	0.3
Employee recruitment	101,446	0.1	146,137	0.1	135,633	0.1
Tolls and towing	331,822	0.2	458,475	0.3	589,025	0.4
Shop	232,915	0.2	166,184	0.1	94,172	0.1
License plates	335,329	0.2	260,606	0.2	276,431	0.2
Fees and permits	23,695	0.0	14,581	0.0	113,345	0.1
Security	363,313	0.2	220,874	0.1	227,835	0.2
Advertising	8,646	0.0	8,270	0.0	6,141	0.0
Cleaning and maintenance	<u>263,910</u>	<u>0.2</u>	<u>294,791</u>	<u>0.2</u>	<u>309,414</u>	<u>0.2</u>
Total direct expenses	<b><u>\$ 108,213,711</u></b>	<b><u>69.6%</u></b>	<b><u>\$ 116,965,754</u></b>	<b><u>78.2%</u></b>	<b><u>\$ 112,850,660</u></b>	<b><u>75.7%</u></b>



**WE TRANSPORT, INC AND AFFILIATES**

**GENERAL AND ADMINISTRATIVE EXPENSES**

**FOR THE YEARS ENDED JUNE 30, 2020, 2019 AND 2018**

	<u>2020</u>	<u>Percent of Revenue</u>	<u>2019</u>	<u>Percent of Revenue</u>	<u>2018</u>	<u>Percent of Revenue</u>
Payroll and related costs:						
Salaries - Office	\$ 3,620,316	2.4%	\$ 3,262,430	2.2%	\$ 3,391,241	2.3%
Salaries - Officers	3,216,160	2.2	1,929,457	1.3	1,936,792	1.3
Deferred compensation and bonus	2,416,855	1.6	1,276,550	0.9	1,710,000	1.1
Payroll taxes	457,892	0.3	754,403	0.5	751,947	0.5
Retirement plan	804,864	0.5	818,156	0.6	745,554	0.5
Employee welfare	61,516	0.0	80,791	0.1	76,956	0.1
Health insurance	547,740	0.4	486,290	0.3	455,853	0.3
Total payroll and related costs	11,125,343	7.4	8,608,077	5.9	9,068,343	6.1
Rent and real estate taxes	432,000	0.3	376,109	0.3	432,000	0.3
Office expense	675,197	0.4	711,805	0.5	803,897	0.5
Telephone	64,197	0.0	60,307	0.0	56,241	0.0
Payroll processing	253,681	0.2	245,021	0.2	255,376	0.2
Office equipment leasing	117,694	0.1	102,256	0.1	92,184	0.1
Professional fees	694,174	0.5	642,643	0.4	561,236	0.4
Consulting fees	129,895	0.1	407,619	0.3	212,885	0.1
Bank fees	88,184	0.1	96,367	0.1	98,308	0.1
Dues and subscription	133,488	0.1	114,138	0.1	72,440	0.0
Travel and entertainment	39,125	0.0	38,181	0.0	80,639	0.1
Donations	21,562	0.0	8,650	0.0	47,272	0.0
Licenses and taxes	905,856	0.6	816,005	0.5	642,549	0.4
Employment practices liability insurance	47,289	0.0	44,280	0.0	56,721	0.0
Officers' disability and life insurance	(52,980)	0.0	(59,848)	0.0	(58,382)	0.0
Bad debt provision (recovery)	63,085	0.0	-	0.0	(2,500)	0.0
Real estate broker fees	-	0.0	-	0.0	11,420	0.0
Insurance settlement	-	0.0	-	0.0	15,000	0.0
Total general and administrative expense	<u>\$ 14,737,790</u>	<u>9.8%</u>	<u>\$ 12,211,610</u>	<u>8.3%</u>	<u>\$ 12,445,629</u>	<u>8.3%</u>



WE TRANSPORT



*incorporated*

PART OF THE BEACON MOBILITY FAMILY



# Our Proposal Clarifications

Our proposal is derived on the District and WE Transport LLC signing a mutually agreeable contract. WE Transport LLC assumes that if the District awards a contract to WE Transport LLC that the District has read and understands our proposal and is willing to negotiate a mutually acceptable contract that includes terms based on the recommendations presented below. Additions are noted in underscore and deletions are noted in ~~strikethrough~~.

1. Our proposal is based on being awarded all services contemplated in the RFP. The Contractor will provide such additional and supplemental transportation services as may be required by the District including, but not limited to: co-curricular; activity; athletic; field trips; late or extended day; vocational; and special programs. The Contractor shall, as requested by the District provide other transportation that may conflict with regular transportation service if that transportation does not require the Contractor to utilize more vehicles or personnel than the District has requested be dedicated to its transportation service.
2. Section I, page 1, item 3. Regarding renewals as stated in the RFP, we request language included to note the contract shall be renewable at the option and mutual written agreement of both parties.
3. Section II, page 1, item 1.6. We request that any performance bond be established to begin with the initial contract term start date and be renewed annually.
4. Section III, page 2, item 1.14. Regarding deductions from payments, we request the following addition to this section:

District must notify the Contractor's Terminal Manager in writing via email within three (3) days of an occurrence giving rise to a liquidated damage claim and must assess such liquidated damage claim within 30 days of its occurrence. No liquidated damages shall be assessed during the first 30 days of any contract term school year or first 5 days of any summer school transportation service period. Failure to timely notify or assess shall relieve Contractor of its obligation to pay liquidated damages for such occurrence. Notice must provide specifics regarding the occurrence, including a reference to the contract provision at issue as well as all information necessary for Contractor to review the claim. This Contract does not provide for a District unilateral right to set-off and District cannot deduct the liquidated damages from payment due Contractor until Contractor has confirmed in writing via email to the District that the claim and amounts are appropriate.

# Our Proposal Clarifications

5. Section III, page 4, item 2.1. We request the following addition:

Any request to remove an employee from service under this contract shall be in writing, with the reasons stated forth therein, and shall not be in violation of any federal, state, or local law.

6. Section III, page 6, item 3.1. We request the following addition to clarify expectations regarding routing and student data sharing.

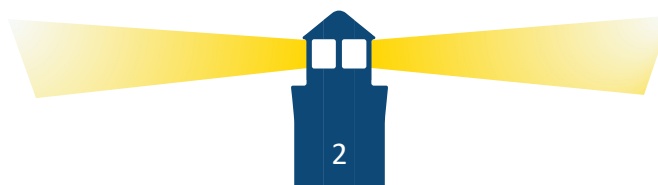
## New School Year Routing

District must submit a tentative list of students to be transported by the Contractor by the end of the last week of May of each contract year so that the Contractor can develop routes by August 1 of each contract year for this group of students. A final list must be submitted to the Contractor by the end of the first full week of July of each contract year.

The Contractor shall make every effort to provide transportation services to students not included in the final list prior to the start of school or through the first two weeks of school following five full working days from the date the student's information is sent to the Contractor. If the Contractor is unable to provide transportation services to such students within five days, the Contractor shall provide the District with an explanation as to the reasons why the Contractor is unable to provide such transportation services and provide a timeline as to when services can reasonably commence. Contractor shall prepare a routing plan two weeks prior to the start of the school year of each contract year to be reviewed by the District and allowing for adequate time to complete dry runs and corrections. After approval of the recommended routing plan by the District, the Contractor shall prepare back-to-school transportation information containing applicable pick-up and drop off times, route numbers, etc. for all students at each school, including parochial schools and special needs departments by the end of the third week of August of each contract year. The District shall distribute this information to all students at least one week prior to the first day of classes each school year. The Contractor and the District shall mutually agree in writing on a method of notification to parents and students of scheduled pick-up times prior to the start of each school year and the costs for notification shall be borne by the District. All necessary continuing communications shall be consistent with the common practices of the District.

## On-going changes to routes

The District shall use its best efforts to provide the Contractor within a reasonable period of time notice of transportation change requests including but not limited to added students, deleted students, time changes, changes to students' transportation needs and equipment, etc. The District shall provide written notice via email of the requests. Contractor shall provide email confirmation of receipt of changes and subsequent follow



# RFP #2P22-034: School Transportation Services

December 8, 2021

up to requestor prior to service implementation. Approved changes to established routes, schedules or stops shall be implemented by Contractor as soon as possible after request by District, or within three full working days following the written request, unless mutually agreed upon by all affected parties. In the event that changes cannot be made within the prescribed period, the Contractor will provide a detailed description as to why and the proposed action to remedy the issue as quickly as possible. The written explanation shall also include the expected timeline for completion.

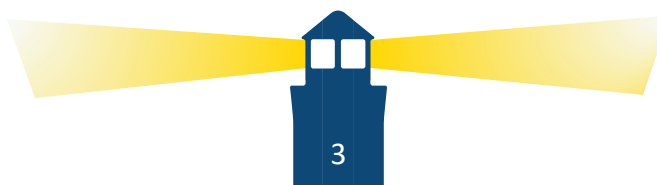
The Contractor will work closely with the Director of Transportation or other District administrators as appropriate to address concerns regarding bus routes or other operational matters. In all cases any complaints, concerns, or stop change requests that cannot be resolved by Contractor will be escalated to the Director of Transportation or their designee for consideration and resolution.

7. Section III, page 6, item 3.4 and Addendum 2, Q51. As it relates to the addition of routes. We request the following addition:

Should additional routes be added, the parties agree to utilize existing rates as established in the Price Quotation sheet or negotiate in good faith unit rates to address service additions that do not align with established rates. If the parties cannot reach an agreement, Contractor may, at its option, continue to operate the Contract at the original rates or terminate the Contract upon sixty (60) days' written notice.

If the average daily number of routes is reduced by five percent (5%) or more, then both parties agree to renegotiate in good faith the rates provided in Price Quotation sheet if such renegotiation is requested by Contractor. If the parties cannot reach an agreement, Contractor may, at its option, continue to operate the Contract at the original rates or terminate the Contract upon sixty (60) days' written notice.

8. Section III, page 7, item 3.5. Please note WE Transport intends to utilize the Transfinder Route Finder Pro routing software to manage the routing for the district. WE Transport through Beacon Mobility and our partner companies including NRT Bus from Massachusetts have extensive experience using the software and has a team of corporate support staff who will assist with the transition and provide training and support as necessary to ensure effective routing is established for the district.



# Our Proposal Clarifications

9. Section III, page 7, item 3.6 and Section III, page 9, item 3.18. Regarding number of days, we request the following addition:

This Contract contemplates a minimum of 181 operating days per school year as described in section 3.18 with contractor being paid in 10 monthly installments. If the actual number of operating days falls below 181 during any school year (or specific school/program days of service noted in the Price Quotation Sheets), then the parties agree to renegotiate in good faith the rates provided in the attached Schedule A (Price Quotation Sheets) if such renegotiation is requested by Contractor. If the parties cannot reach an agreement, Contractor may, at its option, continue to operate the Contract at the original rates or terminate the Contract upon sixty (60) days' written notice. If the actual number of operating days falls below the contemplated minimum days and the District does not provide notice in advance of the end of the applicable school year making a renegotiation of rates impracticable, Contractor will invoice District and District agrees to pay a sum equal to fifty percent (50%) of the daily charges for each day work is cancelled.

10. Section III, page 7, item 3.7. Regarding school closures due to inclement weather or other emergencies we request the following addition to this section:

If District cancels any work due to inclement weather, such as, but not limited to, snow, ice, flood, extreme cold/extreme heat or for other safety reasons or other emergency situations, Contractor will invoice District and District agrees to pay a sum equal to fifty percent (50%) of the daily charges for each day work is cancelled and not rescheduled to meet the minimum number of days.

11. Section III, page 7, item 3.7. Regarding school closures due to epidemic, COVID related pandemic closures, etc. We request the addition that any cancellations related to these closures be paid at a minimum of 70% of the daily rates and volumes as operated and detailed in the Proposal Quotation Form and previously in practice with existing contractor.

12. Section III, page 8, item 3.13. Time for drivers and buses to perform evacuation drills will be invoiced following the athletics/field trip hourly rate.

13. Section III, page 11, item 5.1. We request the following addition to this section:

In the event sums due and payable are not received within thirty (30) calendar days from invoice or service completion date, a late charge of 2.5% per month or the maximum percentage allowed by law, whichever is greater, of the outstanding balance will be assessed for late payments.

In the event sums due and payable are not received within sixty (60) days, service may be discontinued until such time as Contractor has received all sums due.

# RFP #2P22-034: School Transportation Services

December 8, 2021

14. Section III, page 12, item 5.8. We request the following changes to this section:

***b. Termination for Cause***

In the event that the contract is terminated by ~~the City~~ either party for cause, default or negligence on the part of the contractor, the contract may be terminated upon fifteen (15) days' notice unless within fifteen (15) days after service of such written notice of violation, the party in breach shall cease and make satisfactory arrangements for the correction of the violation.

15. We request the following addition to the contract to address acts of God, etc

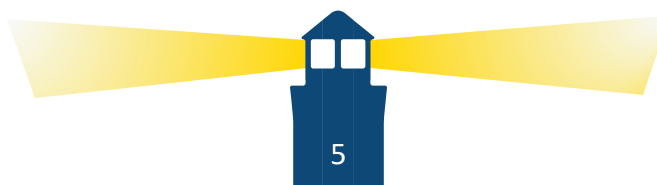
Contractor shall be excused from performance hereunder, and District shall not be allowed to levy any damages or penalties, liquidated or otherwise during the time and to the extent that Contractor is prevented from performing in the customary manner by an act of God, fire, flood, war, riot, civil disturbance, state of emergency, terrorism, epidemic, quarantine, strike, lockout, labor dispute, oil or fuel shortage, freight embargo, rationing or unavailability of materials or products, loss of transportation facilities, commandeering of equipment, materials, products, plants, or facilities by the Government, or any other occurrence which is beyond the control of Contractor.

16. We request the following addition to the contract to address assignment of contract.

Contractor may assign or transfer any of its rights, burdens, duties, or obligations under this Contract to its parent company, affiliates, subsidiaries, or related legal entities. Contractor will advise District of such assignment or transfer.

17. We request the following addition to address changes in law.

Notwithstanding any contrary statements in this Contract or in any documents incorporated herein by reference, in the event any federal, state, local or other government body's statutes, laws, rules, or regulations impact Contractor's methods and/or costs in connection with the provision of services hereunder (e.g., changes in healthcare or other benefits requirements, changes in services requirements, changes in unemployment insurance benefit requirements, etc.), or in the event there are other material changes in the requirements of the District (such as major enrollment changes or additions of special needs or physically handicapped children, which require added transportation equipment), and the impact of such changes materially impacts the methods and/or costs of the Contractor in connection with providing the Transportation Service hereunder during the term of the Contract, Contractor, upon written notice to District, may request a renegotiation of the Contract which shall be conducted in good faith. Such renegotiations may include, without limitation, changes in rates, term, payment schedules, levels of service, and the types or number of vehicles to be used. Any modification to the Contract resulting from such renegotiations shall become effective on a mutually agreed upon date. If the parties cannot come to an agreement, either party may terminate the Contract upon sixty (60) days' notice.





# Our Proposal Clarifications

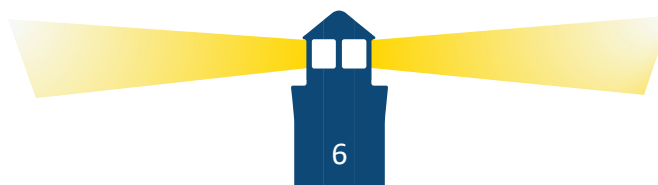
18. We request the following addition to the contract to address outside services.

Contractor shall be permitted use Contractor owned buses provided for outside services provided these do not interfere with school district operations. The Contractor shall ensure that no fuel purchased or paid for by the District is used by the Contractor for the provision of the outside services. If a Contractor-owned bus is used for outside services, it shall leave the Facility with a full tank of fuel and return to the Facility with a full tank of comparable quality fuel purchased from an outside vendor. The Contractor shall be responsible for any taxes relative to fuel used for outside services. The Contractor shall maintain documentation of all fuel purchased for outside services and provide details upon request of the district.

Allowing the contractor the opportunity to operate these services for the community, the Contractor could afford additional work opportunities to the drivers and over time could allow sharing of overhead cost to the district allowing a lower contract escalator in subsequent contract renewals.

19. We request the following addition to address wage changes due to market conditions:

In the event market conditions dictate that employee wage increases are necessary, the District agrees to enter into negotiations with the Contractor to mitigate the financial impact of any increased wages on the Contractor. In the event the District and the Contractor cannot reach a mutual agreement, the Contractor has the right to terminate the Contract. The Contractor will provide the District with ninety (90) days written notice prior to termination.





WE TRANSPORT



*incorporated*

PART OF THE BEACON MOBILITY FAMILY



# Our Solution Cost

Please refer to the following pages for our pricing sheets for:

- 🚌 Base RFP
  - ➡ Transportation for Pre-K through 12 Regular Students
  - ➡ Transportation for Special Education Students
- 🚌 Base Alternate RFP #1 – Excludes city vehicle tax
  - ➡ Transportation for Pre-K through 12 Regular Students
  - ➡ Transportation for Special Education Students
- 🚌 Alternate RFP #2 – Spare vehicles exceed 10 years
  - ➡ Transportation for Pre-K through 12 Regular Students
  - ➡ Transportation for Special Education Students
- 🚌 Alternate RFP #3 – Spare vehicles exceed 10 years, exclude city vehicle tax
  - ➡ Transportation for Pre-K through 12 Regular Students
  - ➡ Transportation for Special Education Students

The required bid bond documents can be found under tab *Required Documents*.

## MOBILITY WITHOUT LIMITS

*Transporting people to live, learn, and achieve*

BRISTOL BOARD OF EDUCATION  
REGULAR EDUCATION TRANSPORTATION  
PRICE QUOTATION SHEET

WJ Transport, LLC  
Base RFP  
Bid Date: 12/9/2021

Base RFP																																							
We Transport, LLC																																							
Bid Date: 12/9/2021																																							
TYPE I										TYPE II										VANS					OTHER														
Num buses	2022-23		2023-24		2024-25		2025-26		Total	Num buses	2022-23		2023-24		2024-25		2025-26		Total	Num vans	2022-23		2023-24		2024-25		2025-26		Total	Num veh's	2022-23		2023-24		2024-25		2025-26		Total
<b>REGULAR</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
<b>(3 WEDNESDAY ROUTES)*</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
*Parrish/Ho-Tech 36 days										*Parrish/Ho-Tech 36 days										n/a					n/a														
<b>REGULAR (WEST BRISTOL - OUT OF AREA)</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
<b>ATHLETICS*</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
*Athletics and Field Trips billed per hour										*Athletics and Field Trips billed per hour										n/a					n/a														
<b>VO-AG (SOUTHINGTON VO-AG - 180 DAYS)*</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
<b>OUT OF TOWN TECH (GOODWIN TECH - 182 DAYS)*</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
<b>VO-TECH IN TOWN (WEDNESDAY'S ONLY - 38 DAYS)*</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
<b>PAROCHIAL (181 SCHOOL DAYS)</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
<b>LATE RUNS / HOMEWORK ROUTES*</b>																																							
Cost per vehicle per day										Cost per vehicle per day										n/a					n/a														
Number of buses										Number of buses										n/a					n/a														
Total annual cost (# of buses x daily cost rate x 181 days)										Total annual cost (# of buses x daily cost rate x 181 days)										n/a					n/a														
Hourly cost per veh.										Hourly cost per veh.										n/a					n/a														
Approx. # of hours										Approx. # of hours										n/a					n/a														
Annual mileage estimated										Annual mileage estimated										n/a					n/a														
<b>*Billed hourly - Late Runs billed hourly with 1 hour minimum</b>																																							

BRISTOL BOARD OF EDUCATION  
SPECIAL EDUCATION TRANSPORTATION  
PRICE QUOTATION SHEET

WE Transport, LLC.  
Base RFP  
Bid Date: 12/8/2021

Base RFP We Transport, LLC. Bid Date: 12/8/2021	Type I				Type II				Vans				Other			
	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26
<b>SPECIAL EDUCATION-IN TOWN*</b>																
Cost per vehicle per day	\$ 408.99	\$ 429.43	\$ 450.90	\$ 473.44	\$ 357.44	\$ 375.31	\$ 394.07	\$ 413.77	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	28	28	28	28	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	\$ 1,811,505.92	\$ 1,902,071.08	\$ 1,997,146.76	\$ 2,096,986.36	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	5.44	5.44	5.44	5.44	5.44	5.44	5.44	5.44	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	336,911.59	336,911.59	336,911.59	336,911.59	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Includes 15 Middays that are noncontiguous to A.M./P.M. routes. In the event additional Middays are needed, they will be billed at the Late Run hourly rate with a 1 hour minimum.</i>																
<b>SPECIAL EDUCATION-IN TOWN (MONITORS)*</b>																
Cost per monitor per day	n/a	n/a	n/a	n/a	\$ 155.96	\$ 163.74	\$ 171.90	\$ 180.45	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of monitors ( 4 hrs per day - 2 for am & 2 for pm)	n/a	n/a	n/a	n/a	22	22	22	22	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total daily cost for 2 hour monitors (am & pm)	n/a	n/a	n/a	n/a	\$ 155.96	\$ 163.74	\$ 171.90	\$ 180.45	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of monitors x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	\$ 621,048.34	\$ 651,993.72	\$ 684,496.09	\$ 718,555.46	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per monitor	\$ 31.91	\$ 33.50	\$ 35.17	\$ 36.92	\$ 31.91	\$ 33.50	\$ 35.17	\$ 36.92	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	4.89	4.89	4.89	4.89	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Monitor time billed hourly gate to gate with 4 hour minimum. Calculated with 2 hour A.M. and P.M. minimum and 1 hour minimum for noncontiguous middays</i>																
<b>FIELD TRIPS-SPED.*</b>																
Cost per vehicle per day	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	\$ 75.00	\$ 78.75	\$ 82.68	\$ 86.81	\$ 75.00	\$ 78.75	\$ 82.68	\$ 86.81	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Athletics and Field Trips billed per hour</i>																
<i>* Volume assumed in Regular Ed total</i>																
<b>SPECIAL EDUCATION-IN TOWN SUMMER SCHOOL</b>																
Cost per vehicle per day	\$ 408.99	\$ 429.43	\$ 450.90	\$ 473.44	\$ 357.44	\$ 375.31	\$ 394.07	\$ 413.77	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	18	18	18	18	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 16 days)	n/a	n/a	n/a	n/a	\$ 102,942.72	\$ 108,089.28	\$ 113,492.16	\$ 119,165.76	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	5.00	5.00	5.00	5.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	17,613.13	17,613.13	17,613.13	17,613.13	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>SPECIAL EDUCATION-IN TOWN SUMMER SCHOOL (MONITORS)*</b>																
Cost per monitor per day	n/a	n/a	n/a	n/a	\$ 127.64	\$ 134.00	\$ 140.68	\$ 147.68	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of monitors ( 4 hrs per day - 2 for am & 2 for pm)	n/a	n/a	n/a	n/a	15	15	15	15	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total daily cost for 2 hour monitors (am & pm)	n/a	n/a	n/a	n/a	\$ 127.64	\$ 134.00	\$ 140.68	\$ 147.68	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of monitors x daily cost rate x 16 days)	n/a	n/a	n/a	n/a	\$ 30,633.60	\$ 32,160.00	\$ 33,763.20	\$ 35,443.20	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per monitor	\$ 31.91	\$ 33.50	\$ 35.17	\$ 36.92	\$ 31.91	\$ 33.50	\$ 35.17	\$ 36.92	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	4.00	4.00	4.00	4.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Monitor time billed hourly gate to gate with 4 hour minimum. Calculated with 2 hour A.M. and P.M. minimum and 1 hour minimum for noncontiguous middays</i>																

BRISTOL BOARD OF EDUCATION  
REGULAR EDUCATION TRANSPORTATION  
PRICE QUOTATION SHEET

We Transport, LLC  
Bids: Alternate RFP #1  
Bid Date: 12/8/2021

Base Alternate RFP #1 -- excludes city vehicle tax

We Transport, LLC.

Bid Date: 12/8/2021

		Cost per vehicle per day		Number of buses																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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BRISTOL BOARD OF EDUCATION  
SPECIAL EDUCATION TRANSPORTATION  
PRICE QUOTATION SHEET

WE Transport, LLC.  
Base Alternative RFP #1  
Bid Date: 12/8/2021

Base Alternate RFP #1 – excludes city vehicle tax	Type I				Type II				Vans				Other			
We Transport, LLC. Bid Date: 12/8/2021	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26
<b>SPECIAL EDUCATION-IN TOWN*</b>																
Cost per vehicle per day	\$ 394.83	\$ 414.57	\$ 435.29	\$ 457.05	\$ 345.06	\$ 362.31	\$ 380.42	\$ 399.44	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	28	28	28	28	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	\$ 1,748,764.08	\$ 1,836,187.08	\$ 1,927,968.56	\$ 2,024,361.92	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	5.44	5.44	5.44	5.44	5.44	5.44	5.44	5.44	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	336,911.59	336,911.59	336,911.59	336,911.59	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Includes 15 Middays that are noncontiguous to A.M./P.M. routes. In the event additional Middays are needed, they will be billed at the Late Run hourly rate with a 1 hour minimum.</i>																
<b>SPECIAL EDUCATION-IN TOWN (MONITORS)*</b>																
Cost per monitor per day	n/a	n/a	n/a	n/a	\$ 150.59	\$ 158.11	\$ 165.98	\$ 174.24	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of monitors ( 4 hrs per day - 2 for am & 2 for pm)	n/a	n/a	n/a	n/a	22	22	22	22	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total daily cost for 2 hour monitors (am & pm)	n/a	n/a	n/a	n/a	\$ 150.59	\$ 158.11	\$ 165.98	\$ 174.24	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of monitors x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	\$ 599,639.60	\$ 629,611.84	\$ 660,946.47	\$ 693,838.09	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per monitor	\$ 30.81	\$ 32.35	\$ 33.96	\$ 35.65	\$ 30.81	\$ 32.35	\$ 33.96	\$ 35.65	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	4.89	4.89	4.89	4.89	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Monitor time billed hourly gate to gate with 4 hour minimum. Calculated with 2 hour A.M. and P.M. minimum and 1 hour minimum for noncontiguous middays</i>																
<b>FIELD TRIPS-SPED.*</b>																
Cost per vehicle per day	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	\$ 75.00	\$ 78.75	\$ 82.68	\$ 86.81	\$ 75.00	\$ 78.75	\$ 82.68	\$ 86.81	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Athletics and Field Trips billed per hour</i>																
<i>* Volume assumed in Regular Ed total</i>																
<b>SPECIAL EDUCATION-IN TOWN SUMMER SCHOOL</b>																
Cost per vehicle per day	\$ 394.83	\$ 414.57	\$ 435.29	\$ 457.05	\$ 345.06	\$ 362.31	\$ 380.42	\$ 399.44	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	18	18	18	18	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 16 days)	n/a	n/a	n/a	n/a	\$ 99,377.28	\$ 104,345.28	\$ 109,560.96	\$ 115,038.72	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	5.00	5.00	5.00	5.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	19,814.78	19,814.78	19,814.78	19,814.78	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>SPECIAL EDUCATION-IN TOWN SUMMER SCHOOL (MONITORS)*</b>																
Cost per monitor per day	n/a	n/a	n/a	n/a	\$ 123.24	\$ 129.40	\$ 135.84	\$ 142.60	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of monitors ( 4 hrs per day - 2 for am & 2 for pm)	n/a	n/a	n/a	n/a	15	15	15	15	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total daily cost for 2 hour monitors (am & pm)	n/a	n/a	n/a	n/a	\$ 123.24	\$ 129.40	\$ 135.84	\$ 142.60	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of monitors x daily cost rate x 16 days)	n/a	n/a	n/a	n/a	\$ 29,577.60	\$ 31,056.00	\$ 32,601.60	\$ 34,224.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per monitor	\$ 30.81	\$ 32.35	\$ 33.96	\$ 35.65	\$ 30.81	\$ 32.35	\$ 33.96	\$ 35.65	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	4.00	4.00	4.00	4.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Monitor time billed hourly gate to gate with 4 hour minimum. Calculated with 2 hour A.M. and P.M. minimum and 1 hour minimum for noncontiguous middays</i>																



WE Transport, LLC  
Alternate RFP #2  
Bid Date: 12/8/2021

*\*Billed hourly - Late Runs billed hourly with 1 hour minimum*

BRISTOL BOARD OF EDUCATION  
SPECIAL EDUCATION TRANSPORTATION  
PRICE QUOTATION SHEET

WE Transport, LLC.  
Alternate RFP #2  
Bid Date: 12/8/2021

Alternate RFP #2– spare vehicles exceed ten years We Transport, LLC. Bid Date: 12/8/2021	Type I				Type II				Vans				Other			
	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26
SPECIAL EDUCATION-IN TOWN* Cost per vehicle per day Number of buses Total annual cost ( # of buses x daily cost rate x 181 days) Hourly cost per vehicle Approx. # of hours Annual mileage estimated <i>*Includes 15 Middays that are noncontiguous to A.M./P.M. routes. In the event additional Middays are needed, they will be billed at the Late Run hourly rate with a 1 hour minimum.</i>	\$ 401.38	\$ 417.43	\$ 438.30	\$ 460.21	\$ 350.79	\$ 364.82	\$ 383.06	\$ 402.21	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	28	28	28	28	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	\$ 1,777,803.72	\$ 1,848,907.76	\$ 1,941,348.08	\$ 2,038,400.28	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a					n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	5.44	5.44	5.44	5.44	5.44	5.44	5.44	5.44	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	336,911.59	336,911.59	336,911.59	336,911.59	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
SPECIAL EDUCATION-IN TOWN (MONITORS)* Cost per monitor per day Number of monitors ( 4 hrs per day - 2 for am & 2 for pm) Total daily cost for 2 hour monitors (am & pm) Total annual cost ( # of monitors x daily cost rate x 181 days) Hourly cost per monitor Approx. # of hours <i>*Monitor time billed hourly gate to gate with 4 hour minimum. Calculated with 2 hour A.M. and P.M. minimum and 1 hour minimum for noncontiguous middays</i>	n/a	n/a	n/a	n/a	\$ 153.08	\$ 159.19	\$ 167.11	\$ 175.42	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	22.00	22.00	22.00	22.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	\$ 153.08	\$ 159.19	\$ 167.11	\$ 175.42	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	\$ 609,565.47	\$ 633,893.59	\$ 665,422.84	\$ 698,509.09	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	\$ 31.32	\$ 32.57	\$ 34.19	\$ 35.89	\$ 31.32	\$ 32.57	\$ 34.19	\$ 35.89	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	4.89	4.89	4.89	4.89								
FIELD TRIPS-SPED.* Cost per vehicle per day Number of buses Total annual cost ( # of buses x daily cost rate x 181 days) Hourly cost per vehicle Approx. # of hours Annual mileage estimated <i>*Athletics and Field Trips billed per hour * Volume assumed in Regular Ed total</i>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	\$ 75.00	\$ 78.00	\$ 81.90	\$ 85.99	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
SPECIAL EDUCATION-IN TOWN SUMMER SCHOOL Cost per vehicle per day Number of buses Total annual cost ( # of buses x daily cost rate x 16 days) Hourly cost per vehicle Approx. # of hours Annual mileage estimated	\$ 401.38	\$ 417.43	\$ 438.30	\$ 460.21	\$ 350.79	\$ 364.82	\$ 383.06	\$ 402.21	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	18	18	18	18	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	\$ 101,027.52	\$ 105,068.16	\$ 110,321.28	\$ 115,836.48	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	5.00	5.00	5.00	5.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	19,814.78	19,814.78	19,814.78	19,814.78								
SPECIAL EDUCATION-IN TOWN SUMMER SCHOOL (MONITORS)* Cost per monitor per day Number of monitors ( 4 hrs per day - 2 for am & 2 for pm) Total daily cost for 2 hour monitors (am & pm) Total annual cost ( # of monitors x daily cost rate x 16 days) Hourly cost per monitor Approx. # of hours <i>*Monitor time billed hourly gate to gate with 4 hour minimum. Calculated with 2 hour A.M. and P.M. minimum and 1 hour minimum for noncontiguous middays</i>	n/a	n/a	n/a	n/a	\$ 125.28	\$ 130.28	\$ 136.76	\$ 143.56	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	15.00	15.00	15.00	15.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	\$ 125.28	\$ 130.28	\$ 136.76	\$ 143.56	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	\$ 30,067.20	\$ 31,267.20	\$ 32,822.40	\$ 34,454.40	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	\$ 31.32	\$ 32.57	\$ 34.19	\$ 35.89	\$ 31.32	\$ 32.57	\$ 34.19	\$ 35.89	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	n/a	n/a	n/a	n/a	4.00	4.00	4.00	4.00								

WE Transport, LLC.  
Alternate RFP #3  
Bid Date: 12/8/2021

\*Billed hourly - Late Runs billed hourly with 1 hour minimum

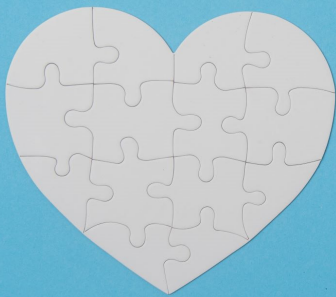
BRISTOL BOARD OF EDUCATION  
SPECIAL EDUCATION TRANSPORTATION  
PRICE QUOTATION SHEET

WE Transport, LLC.  
Alternate Bid #3  
Bid Date: 12/8/2021

Alternate RFP #3 – spare vehicles exceed ten years, exclude city vehicle tax	Type I				Type II				Vans				Other			
We Transport, LLC.	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26	2022-23	2023-24	2024-25	2025-26
Bid Date: 12/8/2021																
<b>SPECIAL EDUCATION-IN TOWN</b>																
Cost per vehicle per day	\$ 387.31	\$ 402.80	\$ 422.94	\$ 444.08	\$ 338.49	\$ 352.02	\$ 369.62	\$ 388.10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	28	28	28	28	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	\$ 1,715,467.32	\$ 1,784,037.36	\$ 1,873,234.16	\$ 1,966,890.80	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	5.44	5.44	5.44	5.44	5.44	5.44	5.44	5.44	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	336,911.59	336,911.59	336,911.59	336,911.59	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Includes 15 Middays that are noncontiguous to A.M./P.M. routes. In the event additional Middays are needed, they will be billed at the Late Run hourly rate with a 1 hour minimum.</i>																
<b>SPECIAL EDUCATION-IN TOWN (MONITORS)*</b>																
Cost per monitor per day	n/a	n/a	n/a	n/a	\$ 147.70	\$ 153.57	\$ 161.24	\$ 169.26	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of monitors ( 4 hrs per day - 2 for am & 2 for pm)	n/a	n/a	n/a	n/a	22.00	22.00	22.00	22.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total daily cost for 2 hour monitors (am & pm)	n/a	n/a	n/a	n/a	\$ 147.70	\$ 153.57	\$ 161.24	\$ 169.26	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of monitors x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	\$ 588,156.72	\$ 611,511.72	\$ 642,067.84	\$ 673,986.34	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per monitor	\$ 30.22	\$ 31.42	\$ 32.99	\$ 34.63	\$ 30.22	\$ 31.42	\$ 32.99	\$ 34.63	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	4.89	4.89	4.89	4.89	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Monitor time billed hourly gate to gate with 4 hour minimum. Calculated with 2 hour A.M. and P.M. minimum and 1 hour minimum for noncontiguous middays</i>																
<b>FIELD TRIPS-SPED.</b>																
Cost per vehicle per day	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 181 days)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	\$ 75.00	\$ 78.00	\$ 81.90	\$ 85.99	\$ 75.00	\$ 78.00	\$ 81.90	\$ 85.99	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Athletics and Field Trips billed per hour</i>																
<i>* Volume assumed in Regular Ed total</i>																
<b>SPECIAL EDUCATION-IN TOWN SUMMER SCHOOL</b>																
Cost per vehicle per day	\$ 387.31	\$ 402.80	\$ 422.94	\$ 444.08	\$ 338.49	\$ 352.02	\$ 369.62	\$ 388.10	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of buses	n/a	n/a	n/a	n/a	18	18	18	18	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of buses x daily cost rate x 16 days)	n/a	n/a	n/a	n/a	\$ 97,485.12	\$ 101,381.76	\$ 106,450.56	\$ 111,772.80	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per vehicle	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	5.00	5.00	5.00	5.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Annual mileage estimated	n/a	n/a	n/a	n/a	19,814.78	19,814.78	19,814.78	19,814.78	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>SPECIAL EDUCATION-IN TOWN SUMMER SCHOOL (MONITORS)*</b>																
Cost per monitor per day	n/a	n/a	n/a	n/a	\$ 120.88	\$ 125.68	\$ 131.96	\$ 138.52	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Number of monitors ( 4 hrs per day - 2 for am & 2 for pm)	n/a	n/a	n/a	n/a	15	15	15	15	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total daily cost for 2 hour monitors (am & pm)	n/a	n/a	n/a	n/a	\$ 120.88	\$ 125.68	\$ 131.96	\$ 138.52	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total annual cost ( # of monitors x daily cost rate x 16 days)	n/a	n/a	n/a	n/a	\$ 29,011.20	\$ 30,163.20	\$ 31,670.40	\$ 33,244.80	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hourly cost per monitor	\$ 30.22	\$ 31.42	\$ 32.99	\$ 34.63	\$ 30.22	\$ 31.42	\$ 32.99	\$ 34.63	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Approx. # of hours	n/a	n/a	n/a	n/a	4.00	4.00	4.00	4.00	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<i>*Monitor time billed hourly gate to gate with 4 hour minimum. Calculated with 2 hour A.M. and P.M. minimum and 1 hour minimum for noncontiguous middays</i>																



# MOBILITY WITHOUT LIMITS



A COMPANY THAT  
**CARES...**  
A PARTNER YOU CAN  
**TRUST**

WE TRANSPORT



*incorporated*

PART OF THE BEACON MOBILITY FAMILY



Justin Grygiel | VP, Business Development

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