

Talking Points-Please contact me at [Darleen.vanriper@firstgroup.com](mailto:Darleen.vanriper@firstgroup.com) with any comments or questions.

**1. 'Tis the Season**

We have experienced our first freezing temperatures, and luckily, they did not affect transportation. When the weather forecast threatens with low temperatures and moisture, First Student's local team will be ready to head out as early as 3:00AM to check out the areas of Lincoln County that are known to be mostly affected by the cold. Snow Routes were updated and published to the districts' website.

**2. FS Safety Update: Safety Stand Down**

Primary purpose was to bring together leadership to reinforce the organization's dedication to safety. Additionally, the stand down created awareness of risk factors to improve organizational results. The Safety Stand Down is a best practice across several industries and have enhanced safety cultures and improved safety performance for companies globally. The FS Safety Stand Down engaged all employees and included the following steps:

- Leadership Commitment: Leadership demonstrated commitment during the Stand Down, not as passive listeners but as vocal advocates for safety. Active engagement sent a clear message that safety is a top organizational priority.
- Address Recent Incidents: The calls acknowledged recent safety incidents. We emphasized the organization's responsibility to learn from these events and ensure they don't happen again.
- Safety Vision: Discussed safety as our foundational value as an organization.
- Personal Commitment: Leaders shared personal action plans that demonstrated their commitment to safety.
- Highlight Safety Initiatives: Highlighted ongoing and upcoming safety initiatives- such as STF prevention, Driver Score and Coaching, and daily safety messages.
- Safety Metrics: Provided insight into safety performance metrics and KPIs. This transparency reinforced the organization's commitment to data-driven decision-making and accountability.

**3. First Student Global Employee Engagement Survey**

First Student will launch the Employee Engagement Survey beginning Monday, November 13 – Friday, December 1. As we continue to live out our First Student values, we want to hear from our employees, as it is essential for us as a company to get feedback from all employees to see where improvements can be made to continue to Set the Highest Standards.

This year's Employee Engagement Survey is vital to successfully collecting valuable feedback from our employees. After hearing from our employees, we can then make more informed decisions about creating the most positive employee experiences leading to higher retention, productivity and overall morale.

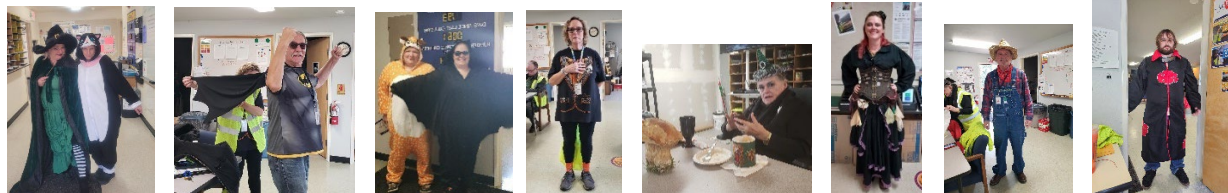
**4. Driver/Candidate Comparison Report (as of 11/07/2023)**

	10/4/2023		11/7/2023	
Lincoln County Bus Routes	73	Driver Shortage	73	Driver Shortage
Drivers on hand (as of 11/07/2023, LOA excluded)	45	28	46	27
Out of Town Drivers	0	28	0	27
Routes not currently serviced (combos)	20	8	20	7
<b>Other Considerations:</b>				
Cover Drivers positions not staffed	4	32	4	31
Route Monitor positions not staffed	5		2	
Drivers on LOA/FMLA/WC (Regular & Casual)	0		4	
Casual Drivers with limited availability	9		9	
LCSD & FS Staff (1 & 9) Available to Drive	10		10	

Please note that this information is subject to frequent changes.

We continue to cover routes with all hands on deck, and Annette as needed. Trips and Activities are covered by staff and other locations. Working with the ADs is a variable in the equation of making it work. We are lucky to have ADs who are willing and able to work with us to make transporting their athletes possible. We recently added one casual driver, two new riders and one CDL candidate who is riding while in training. We currently have 4 candidates in class and 3 in Behind-the-Wheel training.

**5. Halloween 2023**



FS Trick-or-Treaters were fed blood-red tomato soup, kidney-shaped twice baked potatoes and ooey-goey grilled cheese sandwiches.