

TRANSPORTATION PROPOSAL FOR
SCHOOL DISTRICT OF TURTLE LAKE
AND CLAYTON SCHOOL DISTRICT
DECEMBER 5, 2025





December 5, 2025

Kent Kindschy, District Administrator
School District of Turtle Lake
205 Oak St N
Turtle Lake, WI 54889

Pat Sturzl, District Administrator
Clayton School District
236 Polk Ave W
Clayton, WI 54004

Dear Mr. Kindschy and Mr. Sturzl:

GO Riteway Transportation Group is pleased to present this transportation proposal to the School District of Turtle Lake and Clayton School District. We are a Wisconsin, family-owned and operated company with our corporate headquarters in Oak Creek, WI. Our core values of safety, integrity, and teamwork have been passed down through our family. They, in combination with the knowledge and expertise of our professional management team, guide us every day towards improving our ability to provide safe and reliable transportation.

With this proposal submission, GO Riteway pledges to offer transportation services for the students of School District of Turtle Lake and Clayton School District that is safe, reliable, and responsive. We will build a strong partnership with your districts to provide a personalized experience and service that meets your needs. We recognize that you have high expectations for your community partners, including your transportation provider, and want the opportunity to provide quality transportation services for your districts.

We have been selected through a competitive bid process by many Wisconsin school districts and are excited for the opportunity to work with you. We also feel confident that once the district reviews the proposal, you will agree that we are the contractor of choice for your transportation needs. **We are flexible to many things in our proposal to fit the needs of your school district and welcome any discussions you would like to have before a final contract is put in place.** Our long history of personal, hands-on management, problem-solving skills, knowledge, and experience will assure that your district will receive the service you deserve.

Thank you for your time and consideration. If there is more information you would like, please let us know.

Sincerely,

A handwritten signature in black ink that reads "Ronald R. Bast".

Ronald R. Bast
Chairman and Co-Owner

A handwritten signature in black ink that reads "Wendy Bast".

Wendy Bast
Vice Chair and Co-Owner

A handwritten signature in black ink that reads "Bob Zanotti".

Bob Zanotti
President and CEO

A handwritten signature in black ink that reads "Rochelle H. Bast".

Rochelle H. Bast
Vice Chair and Co-Owner

A handwritten signature in black ink that reads "Robert J. Bast".

Robert J. Bast
Vice Chair and Co-Owner

TABLE OF CONTENTS

TABLE OF CONTENTS	1
CONTRACTOR OVERVIEW INFORMATION - OUR STORY	1
State of Incorporation – Declaration of Defaulted Contracts	4
Principal Owners and Officers of the Company	4
All Regional Contracts List	4
List of All Regional Transportation Contracts	5
List of K-12 References in Wisconsin	6
Key Personnel Resumes Organization Chart	7
GO Riteway's Audited Financial Statements and auditor's reports	13
Insurance Information	13
Terminal Location	13
FLEET INFORMATION	14
Quality of Fleet Green Initiatives	14
Awards and Recognition	15
Maintenance Staff Experience and Training	16
Mechanics Resource Guide and Vehicle Defect Form	17
Vehicle Maintenance and Inspection Compliance	19
EQUIPMENT AND TECHNOLOGY	20
Computer Routing and Scheduling Proficiency	20
Operational Communication and Technology Equipment	21
GENERAL INFORMATION	23
GO Riteway's Safety Program	23
Safety History and Audit Results	28
Driver Recruitment, Training, Supervision and Retention	30
Bus Discipline, Policy, Procedures	34
Route Information/Communication To Families	34
Cold Weather Start Plan	34
Drug/Alcohol Program and Policy	35
Non-Discrimination Statement	40
Contractor Flexibility, Cooperation and Partnership	41
PRICING	43
Our Value-Added Benefits	43



CONTRACTOROVERVIEWINFORMATION-OURSTORY

How did we get to where we are today?

It all started around the dining room table of Roland (Rollie) and Pearl Bast back in 1957. Riteway Bus Service, Inc. was born out of the newly formed Germantown School District with a fleet of four school buses, a couple with a vision, trustworthy friends as drivers, and a great deal of anticipation. Over the course of six decades, GO Riteway has grown alongside the Germantown School District, while adding new districts to our client base and developing into one of the largest privately-owned bus companies in Wisconsin. Today, we employ over 1,400 employees and operate 1,000 school buses in over 50 different Wisconsin school districts.

A Rich Family History

GO Riteway is backed by a rich family history. Graduates of Menomonee Falls High School, Rollie and Pearl married in 1942. In 1952, Rollie started Bast Auction Service in Germantown, before founding Riteway Bus Service, Inc. with Pearl in 1957.

Rollie Bast was an amazing man who had an incredibly positive attitude and belief in the goodness of people, which inspired everyone around him to be the best they could be. He was involved in numerous Germantown area organizations and boards, and contributed much of his time and effort to his community. In 2006, Menomonee Falls High School inducted Rollie to their Wall of Recognition in honor of his professional achievements and for his loyalty and dedication to his community and neighbors.

Pearl had a ‘firecracker’ personality; she kept on top of every detail with both the schools and the employees. Her generous spirit and heart encouraged many employees and she was always there to provide that little something extra that made it truly a family business. Pearl was also known for making sure everyone in the shop was fed on cold winter days.

The company eventually passed down to Rollie and Pearl’s children, Ron and Rochelle. Rollie had set it on a successful path with his contagious, positive attitude. Rollie and Pearl had taught the family deep-seated values of a strong work ethic, perseverance, and respect for others. They established founding principles of care and concern for the safety of local school children and passion to be good community citizens. Today, GO Riteway is still 100% family owned: Ron Bast, Chairman and Owner; Rochelle Bast, Co-Owner and Vice Chair; Wendy Bast, Co-Owner and Vice Chair; and RJ Bast, Co-Owner and Vice Chair. They each are actively involved in various roles in the company and their main focus is to honor the family legacy and values by hiring people who are trustworthy and who also care deeply about the company and the community. In 2017, this led to the decision to bring in the first non-family member as president of the company to provide the framework and guidance to expand and grow towards a next level of service to its customers. Bob Zanotti was “adopted” by the GO Riteway family and now serves as President and Chief Executive Officer.

Moving forward, the GO Riteway leadership team focuses on a family, employee, and community “people first” culture that adheres to the core values of Safety, Integrity, and Teamwork. The GO Riteway management team is empowered to enhance the legacy of knowledge and expertise with the formal development of industry Best Practices. This has allowed the company to continue to



grow while always producing outstanding safe and reliable results for GO Riteway customers resulting in many strong, long term business relationships.

Expansion of Services

Currently, GO Riteway employs over 1,400 employees at 27 different locations. The GO Riteway fleet provides our customers with transportation solutions to meet any need. We operate a fleet of over 1,200 vehicles that include school buses, motor coaches, shuttle coaches, limo coaches, executive sedans, and vans. We provide a wide range of ground transportation services and solutions for businesses, personal travel, and organizations.

While the school bus division is the majority of the company, our other travel segments expand our transportation offerings for our customers. Our commercial services division has a varied fleet of over 200 motor coaches, mini coaches, vans, sedans, and SUV's that provide local and nationwide travel for business meetings, conventions, sporting events, student transportation, and group tours of any size. Our sedans specialize in special occasion events, airport drop off and pick up in Wisconsin and Northern Illinois, and corporate customer travel. The commercial services division also provides excellent service to over 10 university, hospital, and corporate campus shuttle programs including UW-Milwaukee, UW-Madison, and Notre Dame University.

Shortly after purchasing GO Airport Connection in 2011, we changed our name from Riteway Bus Service, Inc. to Riteway Bus Service, Inc. d/b/a GO Riteway Transportation Group. The purchase of GO Airport Connection was an ideal opportunity that allowed us to expand our services and better meet the needs of our customers.

Over the last 10 years, GO Riteway has looked to expand by purchasing small family owned companies that had been built and run with like-minded values. Recent growth includes:

2019 - GO Riteway acquired Cardinal Buses of Indiana and Michigan, a 100-year old motorcoach and shuttle company.

2019 - GO Riteway acquired Lazers Bus Service of Marshall, WI. They provided school bus transportation and motorcoach services to the greater Madison region in south central Wisconsin.

2021 - GO Riteway was awarded the multi-year contract for the City of West Bend Shared-Ride Taxi Service. The City of West Bend Shared-Ride Taxi Service is a curb-to-curb, demand-responsive, advanced reservation, shared-ride taxi service that is made available to the general public. Serving the citizens of West Bend, seven days a week, our drivers accommodate riders using mini-vans and wheelchair accessible mini-buses.

2021 – GO Riteway acquired Wittenberger Buses of Hartford, WI. They provided school bus service to Hartford and surrounding communities, as well as airport transportation from locations north of Milwaukee.

2022 – GO Riteway acquired Oconomowoc Transport of Oconomowoc, WI. They provided school bus service for many years to their local school district.

2023 – GO Riteway was awarded a multi-year contract from Ozaukee County to run their Shared Ride Taxi service providing much needed transportation service across the entire county, as well as



Express Commuter Bus shuttles that operated to transport individuals to and from downtown Milwaukee daily.

2024 – GO Riteway acquired Westlund Bus Lines of Marinette, WI. They provided school bus service for many years to their local school district as well as tour and travel services to northeast Wisconsin and upper Michigan.

2024 – GO Riteway expands services into northwest Wisconsin through the acquisition of Chippewa Yellow Bus Company in Chippewa Falls, WI. GO Riteway looks forward to continuing school bus service, tours, and private coach bus service for two local school districts and the greater Eau Claire and northwest Wisconsin area.

“

Be More Than A Ride, Be A Solution

VISION & VALUES



SAFETY

We never compromise safety. We lead the industry in best practices. We make every decision with safety in mind.



INTEGRITY

We keep our promises. We do the right thing when no one is looking. We take accountability for our actions, service and work.



TEAMWORK

Everyone does their part. We work together to develop solutions. We support relationships through effective communication.



STATE OF INCORPORATION – DECLARATION OF DEFAULTED CONTRACTS

Our Solid History

Our company and its legal name, Riteway Bus Service, Inc. d/b/a GO Riteway Transportation Group, is incorporated in the State of Wisconsin.

Riteway Bus Service, Inc. d/b/a GO Riteway Transportation Group has a solid history of strong customer service. We are a privately held company incorporated in the State of Wisconsin in August of 1957. Never in our 67-year history have we defaulted, been involved in litigation or a regulatory proceeding on any of our school bus transportation contracts.

The School District of Turtle Lake and Clayton School District can stand assured that by choosing GO Riteway, it will receive quality, reliable service.

PRINCIPAL OWNERS AND OFFICERS OF THE COMPANY

Ronald Bast – Chairman and Co-Owner

Rochelle Bast – Vice Chair and Co-Owner

Wendy Bast – Vice Chair and Co-Owner

Robert J Bast – Vice Chair and Co-Owner

Robert Zanotti – President and CEO

Address – 6970 S 6th Street, Oak Creek, WI 53154

ALL REGIONAL CONTRACTS LIST

What Kind Of Experience Do We Have?

We believe our particular expertise in the ground transportation industry makes GO Riteway a great fit for the School District of Turtle Lake and Clayton School District. We know we can offer the district peace-of-mind with our safe, timely, and quality student transportation services. As an experienced ground transportation company, we understand how to best move people in various situations, organize transportation needs smoothly and efficiently, and address challenges that will inherently arise. We work together at all levels of the organization to develop systems that assure we provide superior services that meet the needs and expectations of the district, parents, and students.

Our Wisconsin-based, family-owned and operated company has been providing safe, dependable transportation services for local residents and school districts since 1957. We believe and continue to prove that our long-standing history, solid foundation of experienced staff and management, and ability to respond to each customer's needs and expectations thoroughly equip GO Riteway with the know-how to continue to meet all challenges with confidence.



LIST OF ALL REGIONAL TRANSPORTATION CONTRACTS

GO Riteway provides the following Wisconsin school districts with contracted service through the year 2024 and beyond. The year shown indicates the year that GO Riteway began transporting students in these districts or charter schools.

Year	District
1957	Germantown School District
1988	Cedarburg School District
1988	Grafton School District
1992	Friess Lake School District (Now Holy Hill Area School District)
1993	Milton School District
1997	Portage Community Schools
1997	Northern Ozaukee School District
1999	Nicolet Area Transportation Cooperative (Nicolet Union High School, Glendale-River Hills, Maple Dale-Indian Hill, & Fox Point-Bayside School Districts)
2000	Erin School District
2001	Oak Creek - Franklin Joint School District
2001	Slinger School District
2002	Richfield Joint School District (Now Holy Hill Area School District)
2005	Poynette School District
2010	Brown Deer School District
2011	Edgerton School District
2014	Pewaukee School District
2015	Mequon-Thiensville School District
2016	School District of La Crosse
2016	La Crosse and Monroe County Head Start
2016	Luther High School
2016	Milwaukee Scholars Academy
2017	Elmbrook School District
2018	School District of Cambridge
2018	Deerfield Community School District
2018	Watertown Unified School District
2018	School District of Waupaca
2018	Jefferson County Head Start
2019	Clinton Community School District
2019	Wisconsin Heights School District
2019	Johnson Creek School District
2019	Marshall Public Schools
2020	Onalaska School District
2020	Milwaukee Academy of Science
2021	West Bend School District
2021	Hartford Union High School District
2021	Hartford Joint #1 School District
2021	Herman-Neosho-Rubicon School District
2022	Evansville Community School District
2022	Oconomowoc Area School District
2023	Franklin Public Schools
2024	Columbus School District
2024	Marinette School District
2024	Chippewa Falls Area Unified School District
2024	Lake Holcombe School District
2025	Waterloo School District
2025	Indian Community School
2025	School District of Gilman

While we encourage you to contact any of the school districts we serve, contact information for specific references as requested in your RFP are listed on the next page.



LIST OF K-12 REFERENCES IN WISCONSIN

<u>District</u>	<u>Mailing Address</u>	<u>Contact Name</u>	<u>Contact Title</u>	<u>Phone Number</u>	<u>Email Address</u>	<u>Years Served</u>
Lake Holcombe School District	27331 262 nd Ave Holcombe, WI 54745	Kurt Lindau	District Administrator	715-595-4241	lindkur@lakeholcombe.k12.wi.us	2024-present
Milton School District	448 E High St, Milton, WI 53563	Ross MacPherson	Director of Business Services	608-868-9200 ext 1811	macphersonr@milton.k12.wi.us	1993-present
Portage Community School District	305 E Silfer St, Portage, WI 53901	Peter Hibner	Assistant District Administrator	608-742-4879	hibnerp@portage.k12.wi.us	1997-present
Chippewa Falls Area Unified School District	1130 Miles St Chippewa Falls, WI 54729	Chad Trowbridge	Director of Business Services & Finance	715-726-2417	trowbrcm@chipfalls.org	2024-present
Edgerton School District	200 Elm High Dr, Edgerton, WI 53534	Tad Wehner	Superintendent	608-561-6104	tad.wehner@edgerton.k12.wi.us	2011-present
Johnson Creek School District	455 Aztalan St, Johnson Creek, WI 53038	Mark Gruen	District Administrator	920-541-4800	gruenm@johnsoncreekschools.org	2019-present



KEYPERSONNELRESUMES|ORGANIZATIONCHART



Key Management Team members and Operations Staff responsible for overseeing our School District of Turtle Lake and Clayton School District Operations

Staff entrusted to manage the operation of the School District of Turtle Lake and Clayton School District are screened for personality traits, leadership skills and problem-solving skills that will demonstrate the likelihood of success in their respective roles. Corporate Directors will work closely with Managers to ensure that reliable systems are implemented and followed, and that our Core Values are upheld, especially during the onset of operations. Directors will be available to Managers daily for consultation and support.

- Vice President of School Bus Operations: This position is located at our Cambridge office, but supports all terminals located within a geographic region. Along with hands on support of the Executive and Management teams, the Vice President of School Bus Operations provides guidance, leadership, and training to our operations staff.
- Operations Manager: This position is the contact for service to the school district. This individual will possess solid experience along with strong organizational and leadership skills. Our Operations Manager ensures that an adequate number of employees have been hired and trained to fulfill contractual needs through the course of the year.
- Mechanic: GO Riteway employs an ASE Certified mechanic as the lead mechanic. The individual possesses the technical competence and has responsibility for using fleet repair tracking software and diagnostic tools. The Mechanic possesses a complete set of traditional tools and will be provided a facility to perform preventative maintenance.
- Director of Human Resources: Based at our Oak Creek facility, the Director of Human Resources has many responsibilities as they relate to the overseeing of employee benefits and workplace law compliance. She is also responsible for directing the Human Resource and Operations Managers at all terminals to ensure that cohesive policy enforcement exists for all GO Riteway employees.



- Director of Safety: Based at our Oak Creek facility, the Director of Safety has many responsibilities as they relate to safety, training and compliance with local, state and federal regulations. He is also a daily resource to our managers, safety staff and trainers at all terminals to ensure that cohesive policy enforcement exists for all GO Riteway employees.
- Director of Fleet Maintenance: Based at our La Crosse facility, the Director of Fleet Maintenance is responsible for ensuring adequate building, parking, and utility infrastructure as well as vehicles to reliably operate each day. He and his staff are available daily as resources to our local operation manager.



Short resumes of Executive and Management/Leadership team members who are involved overseeing the operation for the School District of Turtle Lake and Clayton School District

Mick Howen: Senior VP of Operations, School Bus Division

Mick Howen joined the GO Riteway team in 2022 as a Vice President of Operations. Previously, Mick had a combination of 20 years of related experience, which included being quickly promoted through the managerial ranks to Director of Operations for a school bus/motorcoach company. Most recently, he was the Director of Auxiliary Services with Wisconsin's second-largest school district. For 13 years, he oversaw several departments within Auxiliary Services, which included district student Transportation Services as well as Purchasing, Printing, Central Receiving, and Delivery Services. Mick is a United States Army veteran and he has a Bachelor of Science in Business Administration from the University of Wisconsin – Stevens Point. He prioritizes leading with a focus on team effort, pride, and accomplishment. His greatest professional pleasure is contributing to the success of others individually and as a team. Personally, he enjoys time spent with Trish, his wife of more than 30 years, and his family. Also, he has been accused of being obsessed with the Northwoods, fishing, and hunting. He also enjoys playing guitar, singing, and the Packers.

Amanda Lemerand: Director of Operations, School Bus Division

Amanda started her transportation career in 2015 with GO Riteway Transportation as an Operations Supervisor at our Portage location. From there, she became our company's first Regional Supervisor where she assisted other locations onboarding new staff, training in critical operations functions to ensure consistency across our company, and other project management roles. In 2021, she transferred to our La Crosse location to become the Sr. Operations Manager overseeing one of our largest school bus operations. Recognizing her talents for leadership and strong knowledge of our industry, she was recently promoted to Director of Operations for northwest Wisconsin. In this role, she supports our managers to become successful leaders within our organization. When not at work, she enjoys spending time with her fiancé and their dog, Avalanche as well as traveling and binge-watching TV series on Netflix.

Daphne James: Director of Human Resources

Daphne James joined GO Riteway in 2019 as a Senior Account Manager. Since then, she has held other positions across our divisions, including Safety Specialist and Safety Director for our School Bus Division. In her current role as Director of Human Resources, she enjoys working with our employees in our School Bus and Ride Services divisions. Before joining GO Riteway, Daphne spent 18 years in transportation working at FedEx in multiple roles in both Tennessee and Wisconsin, including customer service and management. Her roles included working with teams to manage shipments in Memphis, as well as managing the PM crew at a FedEx station in Wisconsin. During her time at FedEx, Daphne credits learning her leadership skills, such as treating employees with the utmost respect and fairness, and the importance of quality customer service. She has continued to develop her career because of these philosophies. After leaving FedEx, she spent 13 years working with Process Retail Group in New Berlin, WI, as the Director of Logistics, Account Manager, and Project Manager adding to her leadership skills



with project management and organization. When not at work, Daphne enjoys reading, watching the Brewers, and during the short Wisconsin summers riding motorcycles or kayaking with her husband and son.

Joshua Smith: Chief Financial Officer

Josh joined GO Riteway in April 2011 as Operations Controller with a hands-on finance and accounting leadership role in both our Commercial Services and School Bus divisions. In 2018, Josh was promoted to CFO. He brings over 18 years of finance, accounting, and general business experience and oversees day-to-day finance and accounting functions, while also providing guidance and leadership to the overall growth and direction of the Company. Josh grew up in Iowa and graduated from the University of Iowa with a Bachelor's Degree in Accounting. Upon graduation, he joined PricewaterhouseCoopers in Milwaukee as a staff auditor, where he acquired his CPA designation. He continued to hone his accounting and business acumen at several large, well-known companies in the Milwaukee area including Kohl's and Milwaukee Electric Tool Company. Josh has served his community in the Rotary Club of Milwaukee North Shore, helping to raise money through the coordination of several fundraising events and currently serves on the Board of the Glendale Little League.

Adam Ludovic: Vice President of Fleet, Technology, and Systems

Adam joined GO Riteway in 2022 as the Director of Best Practices. Prior to joining GO Riteway, Adam spent the previous decade as an operations leader in the warehousing industry at Medline Industries and Amazon. It is important to Adam to be a servant leader and focus on continual improvement not only for the organization but also individually. Adam is a proud Badger earning both his bachelor's and master's in Industrial Engineering at the University of Wisconsin – Madison. Giving back to the community is a priority and Adam is involved with local sports organizations and the Village of Richfield's Parks Commission. Adam and his wife, Jamie, have 4 children and live in Richfield, Wisconsin. When not at work, Adam enjoys coaching his children in youth athletic programs, cheering on all Wisconsin sports teams, being outside and active, and trying new recipes on his smoker.

Lance Jothen: Director of Fleet Maintenance, School Bus Division

Lance joined GO Riteway in 2021 as a Regional Fleet Manager. Prior to this role, Lance was a Master Technician for over 23 years, specializing in Diesel, Alternative Fuels, Hybrid and Electric vehicle maintenance and repair. Being a graduate of his high school's youth apprenticeship program, Lance worked with Western Technical College to mentor technician apprentices during his tenure at the dealership. This proved to be extremely beneficial after his promotion to Director of Fleet Maintenance in 2024 for GO Riteway, leading a team of 42 Technicians. In addition, he achieved GM World Class Technician status and also holds ASE Automotive and Diesel Master Technician certifications. Aside from his career, Lance enjoys spending time with his active family coaching youth sports, hunting, fishing, family time on the water, and everything motorsports.



In addition to the key Management team members that work on an ongoing basis with the Operations Team for the School District of Turtle Lake and Clayton School District, we would like to provide the background of the family owners and President and CEO

Ronald R. Bast: Chairman and Co-Owner Son of Rollie and Pearl Bast, Ronald (Ron) is recognized as a leader in the transportation industry. He is the Chairman and Co-Owner of the family business, GO Riteway Transportation Group, originally known as Riteway Bus Service, Inc. At an early age Ron stepped into the family business that his parents started in 1957 and never looked back. Ron offers a unique blend of executive acumen, vision and leadership and continues to foster the sense of community, friends and family that began with his parents. From humble beginnings and hard work GO Riteway now maintains a fleet of nearly 1,200 vehicles operating out of 30 locations, with

approximately 1,400 employees in southeastern Wisconsin and serves over 50 school districts. In 2009, knowing that sustainability was a big issue with ground transportation, Ron implemented a company-wide environmental sustainability program. This resulted in cleaner vehicles operating on propane gas and hybrid technologies. As a result, GO Riteway has received several awards for their safety and “green” initiatives. To name a few, Wisconsin Partners for Clean Air Recognition Award; National School Transportation (NSTA) Go Yellow, Go Green Award; Wisconsin Asthma Coalition Taking Action for Asthma Award; Wisconsin Clean Cities SE Clean Energy Champion UMA Green Highway Award and the Motorcoach Industry Achievement Award for implementing a sleep apnea program for the employees.



Rochelle H. Bast: Vice Chair and Co-Owner

Daughter of Rollie and Pearl Bast, Rochelle’s path was quite different from her brother Ron. In 1974, Rochelle graduated from Carroll University with a BA in English Literature & Recreation before moving across country to attend the University of Oregon in Eugene, OR. There, she received her Master of Science Degree in Recreation & Park Management, which landed her the role of Assistant Director for the Department of Recreational Sports at the University of Michigan in Ann Arbor. In 1977, Rochelle moved back to the Milwaukee area to work as the Associate Coordinator for the UW-Milwaukee Klotsche Center, where she remained until she started working for her parents at GO Riteway in 1985. Rochelle worked her way up through the company over the years. As the current Vice Chair and Co-Owner she provides historical perspective and focus for all of GO Riteway’s locations. Rochelle is also very involved with the community. She is a board member and past president for both the North Shore Rotary International Club and Rite-Hite YMCA.



Wendy A. Bast: Vice Chair and Co-Owner

Ron's daughter Wendy has found herself in the Bast family business although she didn't begin her career path in this direction. Graduating from Carroll University with a Bachelor degree in Social Work and Sociology Minor, Wendy worked for the Oconomowoc Developmental Training Center (ODTC) as a Residential Counselor, Paragon Industries as an Assistant Vocational Skills Supervisor, Next Door Foundation as a Social Worker and Service Coordinator for the Birth to Three Program, and for Lutheran Social Services as a Manager and Service Coordinator of their Birth to Three Program before starting her career with GO Riteway in 1997. After spending a year learning the ropes of the business as the Assistant to the Owner, Wendy became the HR Manager. From there, she worked as the Operations Manager for the Milwaukee division, Director of Human Resources, Development Director, and Vice President of Compliance. Now as Vice Chair and Co-Owner, Wendy provides insight and is a knowledge base for our HR and Safety departments. In 2010, Wendy received her Executive MBA from the UW-Milwaukee Sheldon Lubar School of Business. Wendy is also a member of the Friends of Horizon Committee and actively serves on fundraising committees for Horizon Home Care & Hospice and March of Dimes.

Robert J. Bast: Vice Chair and Co-Owner

Ron's son, Robert J. (RJ) Bast graduated from UW-Stevens Point with a Business Administration degree. He began his career at Marshall & Ilsley Bank of Milwaukee as a Financial Analyst before joining the GO Riteway team in 1998. He worked at various locations in school bus operations and went on to receive his Executive MBA in Management from the UW- Milwaukee Sheldon Lubar School of Business while working as Vice President, which included the Commercial Services Division of GO Riteway. RJ also played an essential role in getting GO Riteway's green initiatives off the ground through many of his marketing efforts and ideas. He was also responsible for overseeing the move of the GO Riteway airport shuttle service location to transition our Executive Sedan and Airport Shuttle work into one space. Presently, RJ provides oversight to location acquisition and development as Vice Chair and Co-Owner.

Bob Zanotti: President and CEO

Bob Zanotti joined Go Riteway Transportation Group in 2017 as the first non-family president in the history of the Bast family business. Bob credits his early management career experiences at Federal Express Corporation with his leadership approach believing that treating employees with consideration and respect is not only the right thing to do, but the best way to deliver outstanding customer service. A seasoned general manager and leader, Bob has a passion for employee engagement and a strong background in strategic planning, operations planning and sales management. Since leaving FedEx and prior to joining GO Riteway, Bob was the president of Process Retail Group in New Berlin and Everbrite in Greenfield. Bob holds a BA from Illinois Wesleyan University and an MBA from the University of Wisconsin – Madison School of Business. He is a native of Kenosha, Wisconsin and a United States Army veteran. Bob and his wife Laurie have four sons and reside in Hartland, Wisconsin. Next to spending time with his family, Bob loves the Badgers, Packers, and being active whether he is working in his yard, trail running, lifting weights, or playing tennis.



GORITEWAY'S AUDITED FINANCIAL STATEMENTS AND AUDITOR'S REPORTS

GO Riteway Transportation Group is a privately held company and our financial information is very confidential. We fully understand the School District of Turtle Lake and Clayton School District's need to review our financial strength and capabilities.

If you would like to review our Financial Information or learn more about our credit availability, we encourage you to contact our Chief Financial Officer, Joshua Smith, at 414-570-5206 or joshua.smith@goriteway.com. We are available to meet with your designated staff to address any questions you may have.

INSURANCE INFORMATION

GO Riteway far exceeds the insurance requirements in Wisconsin Statute 121.53. We affirm that we hold a combination of liability insurance and umbrella coverage for bodily injury and property damage combined and totaling no less than \$5,000,000. When awarded the contract, GO Riteway will provide a certificate of insurance listing the district as additional insured highlighting these coverages.

TERMINALLOCATION

GO Riteway would plan to lease the school district owned buildings of your current transportation operation to ensure a smooth transition.



FLEET INFORMATION

QUALITY OF FLEET | GREEN INITIATIVES

GO Riteway is proud of its modern, well-maintained fleet. We work daily to ensure that all of our vehicles are clean, comfortable, and well equipped with the latest safety and communication devices. At this time, our entire school bus division —1,000 school buses — has an average fleet age of about 6 years, which are currently maintained and operated for our 2025-2026 school district contracts.

We believe in offering our school bus passengers the best ride we can. One way we achieve this is with some of the extra features we have put into our new buses from the factory — which are not considered standard within the industry. One of these such features includes the large bus mid-ship heater. This heater helps maintain a consistent level of heat within the bus for the riders during the cold winter months. As another beneficial feature, extra insulation is placed in the body to increase the consistency of the heat throughout the bus and reduce road noise for the riders inside. Lastly, we tint our passenger windows to help aid in keeping the vehicle cool during the hot spring, summer, and fall months.

GO Riteway has an established practice of fleet rotation which includes re-evaluating each terminal's fleet annually in order to maintain an equal fleet age across the company. Most district's fleets we operate have an average fleet age of 6 years, with no bus older than 12 years.

Being a leader in the implementation of green technology, we are the ideal sounding board and partner to discuss and implement green/alternative (propane) fuel solutions in the future. In fact, we have been well recognized for our safety and green initiatives and have received numerous local, state and national awards. The following page highlights awards GO Riteway has received recognizing our safety and green efforts.



AWARDS AND RECOGNITION

2023 Wisconsin Clean Cities Forward Fleet Award

2019 Wisconsin Clean Cities Sustainable Transportation Champion

2017 Wisconsin Clean Cities Southeast Area, Inc.: 2017 Clean Fuel Champion

2014 Wisconsin Clean Cities Forward Fleet Award

2013 University of Vermont – Certification for Sustainable Transportation

2012 American Bus Association – Green Operator Award 2012 Green Fleet Magazine – 2012 Sustainability All-Star Transportation Safety Exchange (TSX) – Recipient of highest level of motor carrier safety United Motorcoach Association (UMA) – Safety Leader of the Year
Wisconsin Clean Cities – 2012 Forward Fleet Award

2011 National School Transportation Association (NSTA) – Go Yellow, Go Green Award National School Transportation Association (NSTA) – Gold Level Green Fleet Certification University of Vermont – Green Coach Certification
Wisconsin Clean Cities Southeast Area, Inc. – 2011 Clean Energy Champion

2010 National School Transportation Association (NSTA) – Gold Level Green Fleet Certification United Motorcoach Association (UMA) – Green Highway Award
University of Vermont – Green Coach Certification
Wisconsin Asthma Coalition (WAC) – 2010 Taking Action for Asthma Award
Wisconsin Clean Cities Southeast Area, Inc. – 2010 Clean Energy Champion
Wisconsin Partners for Clean Air – Recognition Award

2009 Travel Green Wisconsin Certification – 1st ground transportation company in WI to be certified



MAINTENANCE STAFF EXPERIENCE AND TRAINING

GO Riteway Transportation Group is proud of its modern, well maintained fleet. Throughout the years, GO Riteway has prided itself in providing safe, dependable transportation with a high level of personal service to its customers. We are able to provide this quality service largely due to our professional maintenance personnel.

Our Daily Routines Encourage Prompt Maintenance

Our vehicles are thoroughly pre-tripped each day. If a vehicle defect is detected, the driver completes a Vehicle Defect Report and presents it to designated personnel. Regular drivers are assigned a specific vehicle. Because of this consistency, drivers are often able to note and report mechanical problems before major repairs are required.

Our maintenance personnel complete weekly vehicle checks. These inspections cover such areas as checks of oil levels, fluid levels, engine leaks, belts, tires and equipment body damage. Scheduled maintenance is completed on all units based on manufacturer guidelines. This regular maintenance includes lube, oil filter, fluids and a check of brake linings, leaf springs and exhaust system. The frame is checked for structural cracks and the body is inspected for any damage. Interior conditions are checked as well.

Experience and Training

Our mechanics are highly experienced; with up to 44 years of yellow bus maintenance experience and some have been loyal GO Riteway team members for more than 30 years. They keep informed of the laws, regulations, and best practices of the industry and hold themselves and their quality of work to highest safety standards. Many of our mechanics are ASE certified and hold many other accreditations as well. They maintain their certifications through continuous education and retesting.

GO Riteway takes a number of steps to assure that our maintenance staff is well trained. We have many different levels of training within the ranks. Seasoned GO Riteway mechanics provide training and invaluable personal knowledge to individuals that are just beginning their school bus mechanic careers with us. We also hold our own full-day mechanic training course to go over changes in the industry and also within the maintenance area of our organization. To go along with our commitment to green technology and initiatives, some of our maintenance staff has been trained to work on alternative fuel-powered vehicles, such as propane autogas and hybrid-electric.

Our abilities within our shops allow us to maintain a good working relationship with the different vendors that we use for our vehicles. These relationships are evident by the fact that we are authorized to complete our own warranty claims to the manufacturers for International, Thomas Freightliner, MCI, Collins, and Roush CleanTech. Whenever GO Riteway acquires new buses a training session is scheduled for the mechanics. This allows them the ability to keep abreast of the new models, learn about any new features or changes, and the opportunity to work directly with a manufacturer's representative. Our level of skill and training continues to grow through our mechanics' attendance at vendor-sponsored training seminars and online training courses offered by our vendors annually.



MECHANICS RESOURCE GUIDE AND VEHICLE DEFECT FORM

GO Riteway has developed two resources to be used by the mechanics and the drivers as tools to keep the fleet in top operating condition. The Mechanic's Resource Guide is designed to answer questions on a variety of concerns on the maintenance of the fleet. We have included the portion that outlines service check requirements. The Resource Guide portion that is not included details additional information for our mechanics.

A Vehicle Defect Form is used by the drivers when they suspect something may be wrong with their bus. The driver submits the form to the dispatch office and in turn the dispatch office takes the bus in question off the active roster and informs the mechanics. The mechanics checks the item(s) then completes the repairs or adjustments as needed.

Outline for Preventative Maintenance Manual

Introduction

This manual has been created to assist both managers and mechanics in the maintenance of Riteway's vehicles. It is designed to help answer questions on a variety of issues including services, vendors, warranty, and state inspections. Riteway is proud of its' modern fleet and wants to ensure that each vehicle can be used to its' fullest life expectancy. Many of the Germantown-based mechanics have had experience with many types of vehicles and repairs and are a valuable resource for any questions you may have.

Services:

When to do them

Since each terminal has a variety of different makes and models of buses and vehicles, the following is a guideline for assisting mechanics in knowing when to service their fleet.

Make	Engine	Miles
Freightliner	5.9L & 6.7L Cummins	12,000 (oil change) / 120 days
IHC	466 / DT	12,000 / 180 days
IHC	44E / Maxxforce	7,000 / 180 days
Vans & Small Buses		5,000
All Vehicles		90 day inspection & grease

What to check

Completing services on the vehicles when they are due is the best way to prevent breakdowns of equipment. The following list is what should be completed at each and every scheduled service:

Interior	What to Look For
Seats	Check for holes & make sure seat cushions are latched down
Emergency Windows & Door	Check for easy operation and decals stating that they are an emergency exit; check that buzzers activate when opened
Fire Extinguisher	Check that it is in the green (OK) area
First Aid Kit	Check that supplies are full
High & Low Heaters	Check for proper operation
Windshield Wipers & Washers	Check for proper operation
Lights & Dash	Check that all lights in dash and interior lights are operable including step light
Interlock System (Handicapped Bus)	Check for proper operation so that bus cannot be driven away with the lift out
Safety Restraints (Handicapped Bus)	Check that belts are clean, untangled, and that clasps are easy to maneuver

Exterior	What to Look For
Lights	Check all lights for proper operation
Stop Arm	Check that stop arm works smoothly
Crossing Arm Gate	Check for proper operation (including latching properly to the bumper)
Body Damage	Check for new damage and any parts that may have been torn off
Tires	Front tread: No less than 4/32" Rear tread: No less than 2/32" Check for proper inflation Recaps can only be run on the rear of the bus
Mirrors	Check for any broken, loose or missing mirrors
Wheels	Check that lugnuts are tight and not excessively rusty
Leaf Springs	Check for any cracks
Door Hinges	Lubricate for smooth operation
Exhaust System	Check for leaks
Body Mount Clips	Check that they are in place and not damaged
Brake Pads & Lines	Check that brakes are in good condition and that lines do not leak or have bubbles
Steering Components	Check that there are not broken components
Tie rod	Check for any damage
Starter	Check that positive post is free of corrosion
Battery Box & Connections	Check that battery shelf is not rusted through and that battery connections are free of corrosion
Water Pump & Belt Tensioner	Check that there is not excessive "play"
Belts & Hoses	Check for cracks and damage
Oil & Grease	Drain oil and grease entire bus; add proper amount of oil back into bus
Windshield Washer Fluid	Check for proper fill level
Power Steering Fluid	Check for proper fill level
Brake Fluid	Check for proper fill level
Windshield Wipers	Check for damaged blades
General Leaks	Check for any unusual leaks (including around the wheels)
Air Filters	Change every 50,000 miles
Transmission Filters	Change once a year
Allison 2000 Series Transmission	The fluid and filter should be changed every 25,000 miles; there is not internal filter
AT545 Transmission Filter	Change internal filter & fluid every 30,000 miles
Coolant	Check for proper fill level



Driver Vehicle Inspection Report

Date: _____

Vehicle Number: _____

Odometer: _____

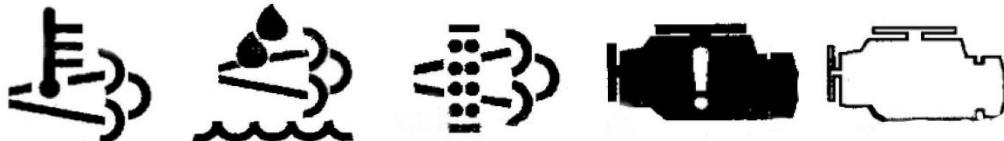
Time: _____



Inspect Items Listed—If Defected, Mark & Describe in “Remarks”

<input type="checkbox"/> Fluid Leaks	<input type="checkbox"/> Wipers & Washers	<input type="checkbox"/> DEF Level
<input type="checkbox"/> Loose Wires/Hose Compartment	<input type="checkbox"/> Mirrors	<input type="checkbox"/> Seats
<input type="checkbox"/> Belts in Engine Compartment	<input type="checkbox"/> Service Brakes	<input type="checkbox"/> Emergency Door/ Window/ Hatch
<input type="checkbox"/> Oil Level	<input type="checkbox"/> Emergency Equipment	<input type="checkbox"/> Interior Body/ Floor
<input type="checkbox"/> Radiator Coolant Level	<input type="checkbox"/> First Aid Kit	<input type="checkbox"/> Interior Lights
<input type="checkbox"/> Battery	<input type="checkbox"/> Headlamps/ Flashers/ 4-Way Flashers	<input type="checkbox"/> Gauges
<input type="checkbox"/> Transmission	<input type="checkbox"/> Marker Lights/ Reflectors	<input type="checkbox"/> Windshield
<input type="checkbox"/> Unusual Engine Noises	<input type="checkbox"/> Tires & Wheels	<input type="checkbox"/> Wheel Chair Lift
<input type="checkbox"/> Switches	<input type="checkbox"/> Exhaust System	<input type="checkbox"/> Parking Brake
<input type="checkbox"/> Horn	<input type="checkbox"/> Steering	<input type="checkbox"/> Crossing Gate
<input type="checkbox"/> Fans/Defroster/ Heaters	<input type="checkbox"/> Entrance Door	<input type="checkbox"/> Windows
<input type="checkbox"/> GPS/Camera/MDT Radio		

Please Circle dash light to which is Applicable, if any:



Any other lights please describe: _____

Remarks:

Signature of Driver:

Signature of Mechanic for Repairs:

Date

Please see back to report any other damages

→



VEHICLE MAINTENANCE AND INSPECTION COMPLIANCE

Vehicle Maintenance

On a daily basis, our in-service vehicles are thoroughly pre-tripped following the Department of Transportation standards. Drivers also complete a post-trip inspection and if a vehicle defect is detected, the driver completes a vehicle defect report and presents it to our maintenance personnel. The personnel then assess whether the vehicle is safe to use for that day's assignments or needs to be placed out-of-service for repairs before being driven. If it is deemed safe to operate that day, they schedule for the defect to be repaired at the next possible time.

All of our vehicles are also subject to preventative maintenance schedules every 90 days. Records for vehicle maintenance at our terminals are kept by using computerized maintenance software. This software allows the necessary staff easy access to all of the fleet maintenance records at each of our locations.

Vehicle Inspection

GO Riteway's fleet consists of well-maintained, updated vehicles that are serviced by our very own mechanics. Our vehicles are inspected annually and meet the requirements of the Wisconsin State Patrol. **Our 2025 inspections, completed with the Wisconsin State Patrol, resulted in a greater than 99% overall initial pass rating, an exceptional result for our industry.**



EQUIPMENT AND TECHNOLOGY

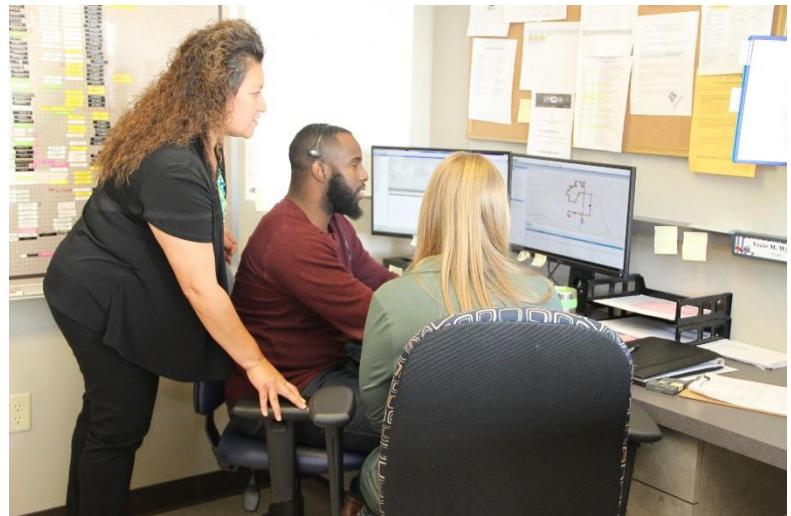
COMPUTER ROUTING AND SCHEDULING PROFICIENCY

Versatrans Routing Software

GO Riteway has been successfully using computerized routing systems since the early 1980s. We currently use the Versatrans routing and scheduling program. This software is compatible with the School District of Turtle Lake and Clayton School District's student management system and we will work with you to develop how to best make use of this interface. It has numerous beneficial built-in features to help analyze the efficiency of the routing, the ability to utilize information from the National Sex Offenders Database to re-route stops and route around locations where offenders are registered, and capability to store and produce student and route information such as maps of routes, student listings by school, and various other pieces of routing information. Versatrans routing software also has report features to assist our drivers and staff with tracking of student attendance information and documentation for the State of Wisconsin Department of Public Instruction's transportation report.

Training for our Versatrans routing and scheduling program is provided by Versatrans. They offer ongoing training as part of their program package. In addition, GO Riteway has established experts, including a School Bus Technology Specialist, within the company who received extra, in-depth training of the software. They provide on-hand, instant support to our onsite terminal Versatrans users.

We will work closely with you to utilize technology in routing and scheduling, driver training programs, managerial development, and communication programs for schools and parents regarding transportation issues as the district sees fit.



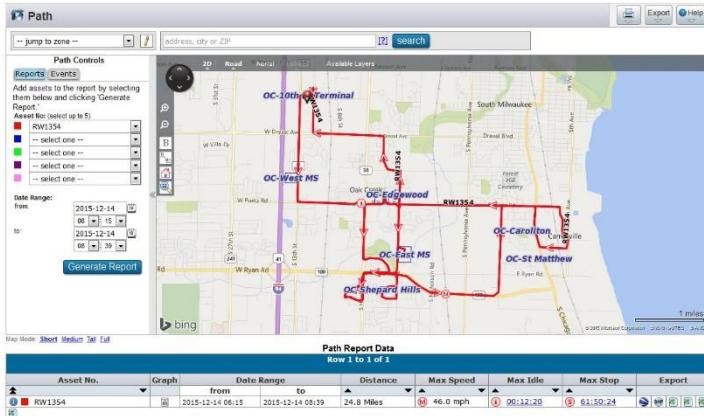
GO Riteway has also implemented Coach Manager software for the purpose of scheduling and operating extra-curricular, co-curricular, and field trip transportation. Coach Manager's flexibility and ease of use makes it a useful and reliable tool for our drivers and our staff. In 2017, GO Riteway implemented an online ordering platform for school districts to request quotations and order field trip transportation as well as login and access trip confirmations and schedules for districts that wish to take advantage of this service.



OPERATIONAL COMMUNICATION AND TECHNOLOGY EQUIPMENT

IT Resources

GO Riteway employs on its corporate staff a technology expert whose duty it is to implement and update our technology resources. For many years GO Riteway has also partnered with Taylor Computer Consultants to assist in continuous technology upgrades and implementations, ensuring the most comprehensive data back-up, anti-virus technology and security in our data networks.

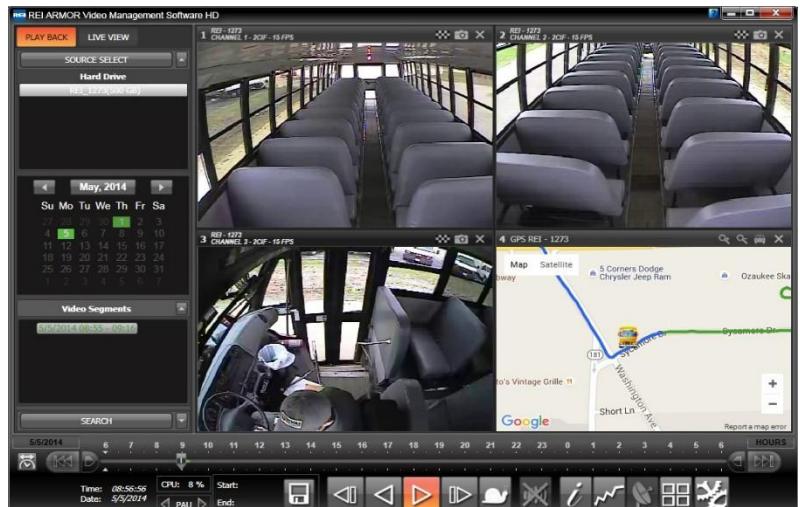


Vehicle Equipment and Technology

At GO Riteway we are committed to continuing to better serve our business partners and customers by using emerging and cutting-edge technology within our organization. We stay current on technology resources and costs and have the capability of consulting with our customer on value when a District must make a cost vs. benefit decision related to technology implementation.

GPS Systems | Bus DVR/Cameras

One of these technologies is a Global Positioning System or Auto Vehicle Locator (GPS/AVL). GPS data can be accessed a couple of ways. Passively, combined with most bus DVR/camera systems, or live with separate GPS hardware and monthly wireless fees. We currently utilize this technology for a select group of customers and have found it to bring added benefits to both our customers and our organization as a whole. GO Riteway has experience with a number of GPS systems | Bus DVR/Cameras and will work with you to select the system that best services the School District of Turtle Lake and Clayton School District. GPS data/map examples included are a broad data snapshot – additional data details are available as various filters are applied. **A 4-camera system will be provided, and live GPS is available at the district's request.**



Bus Radios

GO Riteway installs two-way radios into its school bus fleets. All broadcast frequencies in our locations have been narrow-banded in order to comply with FCC regulations. **Motorola radios or equivalent are used.**

Broadcast capabilities and placement of communication relays are an important consideration when reaching buses. Our radio communications partners have experience in implementing and chaining radio signals throughout Wisconsin for continuous, uninterrupted signals.

Child Check Mate Systems

We will utilize our sleeping child procedures for the school district. An electronic system is in place on every bus to ensure that we never leave a child unattended. The bus is equipped with a child check alarm that is armed when the vehicle starts its route and is deactivated by the driver physically pushing a button located in the rear of the bus at the end of the route. In addition, we require our drivers to display a hanging sleeping child check card in the rear window of the bus prior to leaving the bus as a double check that a child is not left on the bus unattended.



Technology Continues to Evolve

As technology evolves, so does GO Riteway. We have had numerous successful implementations of cutting-edge school transportation technology over the past years and continue to set ourselves apart from the rest of the industry by offering our school districts access to programs and systems that improve quality of service and make a safer student transportation system for their district. GO Riteway has offered many of our districts options including:

- Smart phone apps to track items such as real time ETA information of buses to any given stop on a route
- Student tracking system using RFID scanners to know when students board/unload a vehicle
- Push notification messaging system to alert parents and students when a bus is running late or other important messages
- Tablets in buses for drivers to receive route information, turn by turn directions, and to use for passenger counting for transportation reports

In an effort to provide the School District of Turtle Lake and Clayton School District with technology advances in their student transportation system, would be able to implement live GPS and the bus tracking smart phone app, *Here Comes The Bus* by Synovia at a later date if the district was interested.



GENERAL INFORMATION

GORITEWAY'S SAFETY PROGRAM

Our Safety Program is an integral part of the daily operation at GO Riteway. The on-going plan takes various forms as identified below:

A. Written Safety Communications

GO Riteway uses many methods to communicate safety messages to employees in writing. We use different ways to assure that safety is always at the top of our daily priorities.

Examples of these methods follow:

1. Our Safety Policy Statement is signed and posted on the wall in the drivers' room and other places in the terminal.
2. Two publications: The Employee Handbook and New Driver Orientation Manual are given to all employees upon hire, and updates to the publications are distributed to all current and future employees. Both publications feature extensive safety information for drivers to use as a resource.
3. Safety messages are posted in terminals.

B. Employee Information Meetings

Scheduled informational meetings are held for all drivers. The topics of the meetings are designed to address current issues of importance to the industry. For example, in the fall, meetings are designed to cover winter driving conditions before the snow falls. We schedule meetings at various times so that all employees have the opportunity to attend a meeting. These are mandatory meetings and employees are paid for their attendance.

Details: We strive to have meeting topics that are timely and creative, as well as speakers who are interesting and informative. Plans for meeting topics during the months of November through December include winter driving, a safety enforcement talk by a local law enforcement officer, and a local Safety Commission member. The leadership team is responsible for planning the meetings. A safety component is included at each meeting.

C. Motor Vehicle Record (MVR) Management

All drivers MVR's are readily accessible. All newly hired drivers MVR's are given to the designated staff person for review and placement into a binder.

As updated MVR's are obtained through the **Public Abstract Request system (PARS)** or other methods, a designated staff person is responsible to review and if appropriate, one or more of the following actions will be taken:

1. Driver notified and put on probation program and/or
2. Driver notified and put in retraining program
3. If appropriate, notification to Human Resource staff member for determination of eligibility for safety aspect of yearly evaluation.
4. Termination

All drivers MVR's are reviewed annually for changes. This information will be part of the criteria used in the process of determining which drivers will be recalled for the new school year.



D. Retraining Program

Any driver who is involved in a preventable crash or safety concern will receive notification from our designated staff to attend a retraining program. This program consists of any combination of three aspects:

- Behind the wheel retraining
- Classroom training
- “One-on-One” counseling session with designated staff

Once the driver successfully completes the retraining program he/she is put on a ninety (90) day probationary program. The probationary period will end once the driver has completed the required retraining and has gone three (3) months without any either a preventable crash and any major moving violations as defined by GO Riteway’s hiring prerequisites. A driver who is required to undergo retraining and who does not complete this training will be subject to disciplinary action up to and including termination.

E. Probation Program

A driver will be put on probation for ninety (90) days for the following circumstances:

- A driver’s current Motor Vehicle Record (MVR) is not within GO Riteway’s or our insurance company guidelines
- Involvement in a preventable crash
- Any major moving violations

GO Riteway’s insurance company takes into account the drivers’ driving history; personal or professional. This will include the drivers’ personal vehicle and/or our vehicles. Any violations of the drivers’ probation could result in an automatic extension of their probation or disciplinary action up to and including termination.

F. Driver Supervision, Support and Field Supervision

Daily supervision and support of drivers in the field are important to the total safety effort. Designated staff provides support to drivers with route and/or student problems while simultaneously monitoring and evaluating the performance of the work force.

Details: Designated staff spends structured time in the field. In addition, it is every full- time staff person’s responsibility to document our driver’s on-going performance and counsel drivers on a daily basis. An Employee Performance Activity Form and Road Observation Form have been established and are being utilized by all staff to provide feedback and to reinforce expectations. Employee Performance Activity Forms are placed in employee records. Employee Performance Activity Forms and Road Observation Forms are used as part of a driver’s annual performance evaluation.

G. Yearly Driver Evaluation

Safety is an integral element of our annual driver evaluations. Drivers can receive a pay increase annually based on performance in three areas: Attendance, Safety, and Customer Service.

H. Post-Hire Training for New Drivers: 5-Day, 15-Day, 30-Day Program

We continue to develop and fine-tune our post-training program for new hires. The goal is to give additional training and attention to the driver who has just joined the GO Riteway team. The new driver, after being out on his/her own for five (5) days, has a manager or trainer ride or meet with him/her. A written evaluation is completed and reviewed with the driver. This process occurs again on the 15th and 30th day of service. In doing so, bad habits are prevented from being formed and defensive driving skills reinforced.



I. Defensive Driving Training for All Drivers Program

The Defensive Driving Course established by GO Riteway is part of our ongoing commitment to safety and taught by in house staff that has been certified by the National Safety Council. Our goal is to have the safest possible driver transporting our passengers and to have drivers safe when in their personal vehicles. All new employees are required to complete the four-hour class as part of their initial training to become a GO Riteway driver. Existing operations staff and drivers are required to participate in annual refresher training. Any driver or operations staff person having a verified safety concern is required to complete the course again as part of the retraining process.

The course consists of a four-hour training session with defined objectives and expected results. The course includes techniques to recognize potential hazards to avoid crashes before they occur, distracted driving awareness, identify the dangers of impairment, identify and minimize aggressive driving that they may encounter. Upon completion, the trainee has to demonstrate their knowledge by taking an exam produced by the National Safety Council examination.

J. New Driver Orientation

At each new driver orientation, our designated staff presents a safety overview. First Aid and/or CPR training can be offered in this orientation to new employees if desired. This is in addition to Post-Hire New Driver 5-15-30-Day Training Program.

K. Sleeping Child Card Procedure, "All Clear" Procedure & Child Check Mate Procedure

These three systems are utilized together to assure we never leave a child unattended on a bus. After every morning, noon and afternoon assignment, each driver is required to check their bus for sleeping children. At the end of the morning, noon or afternoon assignment, the driver must radio in and inform dispatch that the bus is checked and the bus is "All Clear". "All Clear" means that the bus has no children left on it. We will check off the "All Clear" on a daily record sheet. When a driver returns to base, the bus is checked once more, the No Sleeping Child Card is placed in the bus rear window, and the Child Check Mate button located in the rear of the bus interior is pushed to disable the bus's electronic alarm. Any driver who fails to follow the daily "All Clear" procedures and who leaves a child on the bus unattended will be subject to discipline up to and including termination.

L. Wheel Checks

Wheel Checks were added to the school bus fleet in the summer of 2008. They are fluorescent green triangular pieces that slip over each lug nut. They are installed to all point in the same direction. If a lug nut on the wheel begins to loosen, the triangle will rotate with the lug nut and will be readily seen by the driver or mechanic. This greatly assists in preventing a wheel from ever coming loose from the vehicle in transit due to loose lug nuts.

M. Human Trafficking Awareness Training

GO Riteway is participating with Busing On The Lookout (BOTL) to implement human trafficking awareness training for our staff and drivers. Bus drivers are trained to recognize the signs displayed by students who may be subjected to physical and mental abuse and human trafficking.

N. Photo ID Cards

GO Riteway created photo ID badges for all employees. With this project, each employee has a photo ID badge to display while working. The Photo ID Badge helps to enhance GO Riteway's security and provide school districts and other customers with a level of comfort knowing that GO Riteway employees have identification.



O. “Safety Attitude”

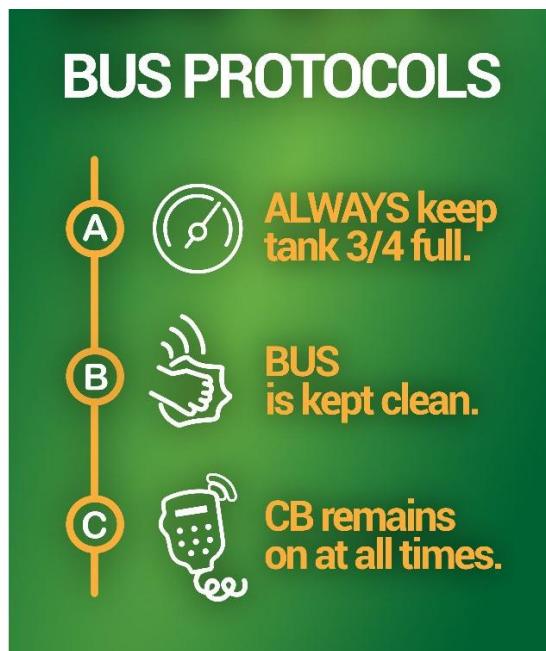
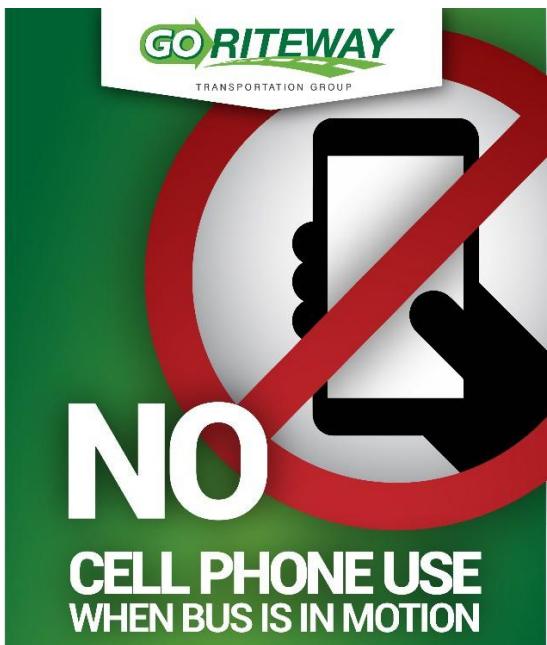
Perhaps the most important aspect of our safety program is our “Safety Attitude” which establishes the safety culture of our company. GO Riteway’s Safety Policy Statement and safety messages are posted prominently throughout the terminal. As our employees are encouraged to think about safety in every action they take, drivers and staff alike, “Safety Attitude” manifests itself through all GO Riteway departments and workspaces.

To go the extra mile, we have taken steps to mitigate future safety issues at the company level. Our company hosts a quarterly “game-changer” meeting with all company managers to discuss safety incidents and how we can prevent them moving forward and providing a continued education portion where we have presentations, often by an outside expert, on a pertinent topic. GO Riteway employs an internal crash and injury claim manager to ensure claims are handled appropriately, timely, and key data indicators can be developed and used to ensure continuous improvement. Finally, we have a safety committee consisting of family ownership, executive team members, and safety department leaders that review every incident in our company to determine corrective actions necessary.



P. Safety Slogan – Safety Starts With Me

From time to time, GO Riteway selects a “safety slogan” to reinforce our safety culture and to incorporate a short phrase that can be used to promote a positive, safe workplace and be a simple reminder to employees of our safety policy. This practice continues to keep safety at the forefront of our mind when we perform our daily tasks and helps prevent safety culture and practices in our organization from becoming redundant and overlooked. The most recent slogan selected was “Safety Starts With Me.” Below are samples of safety messages posted at each of our locations.



SAFETY HISTORY AND AUDIT RESULTS

Bus Accident Metrics and Review

Accidents are a narrow but important measure of any company's safety performance. Safety metrics are closely monitored throughout our company and reviewed quarterly in each of our regions at the company's executive level. Each region receives a Key Performance Indicator (KPI) goal annually, and the goal is tracked and any accident is classified by type and cause. The analytics assist us in understanding and measuring preventability as well as giving us a basis to review root causes of accidents with our drivers both individually and in monthly driver meeting settings.

Workers Compensation Experience Rating

Our experience rating from Wisconsin Workers Compensation Rating Bureau is 0.78 effective July 1, 2024.

Independent Safety Audit Results

We have included the most recent safety audit result letter the US Department of Transportation.

Our most recent Federal Motor Carrier Safety Compliance Review (FMCSA), which was concluded on December 21, 2023, has resulted in the highest safety rating of Satisfactory.





U.S. Department of
Transportation
1200 New Jersey Ave. S.E.
Washington, D.C. 20590

Federal Motor Carrier
Safety Administration

2/506

Review No.: 2085433/
RITEWAY BUS SERVICE INC
6970 S 6TH ST
OAK CREEK WI 53154-1463

December 21, 2023

In reply refer to:
USDOT Number: **48553**
Review No.: 2085433/CR



Dear DAN BECHER:

The motor carrier safety rating for your company is:

SATISFACTORY

This **SATISFACTORY** rating is the result of a review and evaluation of your safety fitness completed on December 19, 2023. A **SATISFACTORY** rating indicates that your company has adequate safety management controls in place to meet the safety fitness standard prescribed in 49 C.F.R. 385.5.

Please assure yourself that any specific deficiencies identified in the review report have been corrected. We appreciate your efforts toward promoting motor carrier safety throughout your company. If you have questions or require further information, please contact:

U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION
1 POINT PL STE 101
MADISON, WI 53719-2809
Telephone No.: 608-662-2010

Sincerely,

David J. Yessen

David J. Yessen
Chief, Compliance Division

DOT: 48553

MC172105

Page 1 of 1



DRIVER RECRUITMENT, TRAINING, SUPERVISION AND RETENTION

Recruitment

As one of our core business principles, we try to honor our commitment to people in every interaction we have with our employees. We treat each one of our employees with the highest level of integrity, respect, and consideration. We want to get to know them, to openly welcome and support them, to appreciate what each one of those relationships contributes to the GO Riteway transportation family.



We believe our reputation for treating our employees with respect and dignity affords us the ability to recruit quality individuals that become quality professional drivers and other transportation staff. We provide opportunities for growth within the organization, allowing us to retain our qualified people from year-to-year. We also offer additional benefits that might appeal to potential drivers or attendants, such as our company's compensation and benefits package or annual pay plan system that offers weekly bonuses to drivers based on factors such as customer service, fuel conservation, safety, attendance, and other performance criteria.

Some additional benefits offered to our drivers include:

- Referral Bonus Program for driver referrals
- 401(k) Program with employer contribution for all employees
- Weekly paychecks with direct deposit
- Terminal events and drawings throughout the year for employees with excellent safety records
- Crash Prevention Programs that recognize and reward safe drivers

All of these combined efforts, in addition to our daily positive and supportive interactions with our employees, result in GO Riteway's ability to build and develop a strong and dedicated team of professional, qualified drivers and attendants.

Retention

GO Riteway works hard to assure that we are an employer of choice. We want our employees to feel valued, and that GO Riteway is a place where they find a home and have the ability to contribute to the community through their work.

Some of the ways we retain our staff is by providing the following:

- Supportive work environment with positive reinforcement for drivers displaying the desire and attitude to be the best possible representative of GO Riteway
- Ongoing skill and knowledge development
- "Open-door" policy that allows drivers and staff at all levels the ability to express their ideas and concerns, without repercussions, to top levels of management
- Neat and clean driver rooms where employees can gather before and after assignments in order to foster a positive working environment for all staff to interact.



GO Riteway also hosts a number of special events throughout the year to celebrate the contributions our drivers and staff make toward our common goal — providing quality service to our customers.

The following are examples of some of these events:

- Diamond Club Events for employees with 10 or more years of service with the organization — currently 140 employees
- National School Bus Safety Week is a week-long, annual celebration of activities and employee lunches in October
- Holiday breakfast, brunches or lunches, which are catered events with drawings of various gifts for drivers with exceptional driving records
- Wisconsin School Bus Driver Recognition Week is a week-long, annual celebration with activities held in February
- End-of-the-School-Year Lunches for drivers with door prizes, gifts, and certificates for perfect attendance and exceptional safety records

We strongly believe in promoting from within. As a part of our daily operations, we continue to identify individuals who display safe and positive work attitudes. During this time, we may assign additional responsibilities or tasks to selected individuals to determine their level of performance and ability to accept additional tasks. As positions open, we either post openings to the general public or promote from within our own organization. However, we are always sure to follow our strict screening and hiring guidelines to assure we find the correct individual to join our team.

Driver Screening & Hiring Procedures

Although all positions at GO Riteway are valuable, special focus is involved when it comes to hiring and maintaining a solid group of drivers. It takes special people to successfully drive and maintain order on a bus through busy streets and highways and over long distances.

Therefore, staff at GO Riteway take care that the right candidates are hired through a careful screening process of each applicant.

The screening process includes a MVR (Motor Vehicle Record) obtained through the Public Abstract Request System (PARS) from the State of Wisconsin Department of Transportation (DOT). As a member of this system, we are informed immediately if any change is made in an employee's Motor Vehicle Record. We also perform a criminal background check going through the appropriate law enforcement agency, to ensure the applicant does not have any criminal convictions that would disqualify them. Going beyond what is required, we additionally review the National Sex Offender Database to ensure we are hiring safe drivers for our student passengers. All school bus drivers are required to successfully pass a physical examination including a tuberculin test every two years. In addition, all our drivers and staff are required to be part of a random drug and alcohol screening program, which follows DOT guidelines.



Our drivers go through sensitivity training for dealing effectively with students. Communicating student behavior expectations clearly and concisely and the reporting of discipline concerns is also stressed in this training, recognizing the need for GO Riteway to work in concert with school and District staff to resolve small problems before they have an opportunity to grow into larger concerns.

Our driver hiring prerequisites meet or exceed the minimum requirement set by the State of Wisconsin DOT. We also believe that it is essential during the hiring process to let candidates know what our true expectations are concerning a particular position. We don't want to hire somebody who will not be a good match. It's not fair for the candidate, us as a company, or our customers.

School Bus Driver Hiring Prerequisites

- Must be at least 21 years old and have been a licensed driver for three (3) or more years.
- Police Record -
 - No misdemeanor or job related felony conviction(s) that would prohibit the issuance of a CDL with a school bus endorsement.
- Driving Record -

Non-Moving Violations

No more than four (4) in the past two (2) years.

Non-moving violations include: Unregistered Vehicle, Suspended License for Failure to Pay Forfeiture. This list is not inclusive.

Minor Moving Violations

No more than three (3) of the below cited violations within the last three (3) years or more than two (2) cited violations within the previous 12 months from date of application.

Minor Moving Violations include: Speeding not more than 19 mph over the speed limit, Stop Sign violations, Traffic Control, Improper Turn, Failure to Yield Right of Way, Operating a Vehicle while under Suspension or Revocation of Driving Privileges (within last 3 years) due to non-moving Violation(s). This list is not inclusive of all possible minor moving violations. NOTE: Any violation charged while driving a school bus or other commercial motor vehicle will be counted twice.

Major Moving Violations

No major moving violations within the last five (5) years.

Major Moving Violations include: Driving Under the Influence (drugs or alcohol), Speeding 20 or more mph over speed limit; Reckless or Careless Driving, Leaving the Scene of an Accident, Fleeing/Eluding an Officer, Operating a Vehicle while under Suspension or Revocation of Driving Privileges due to moving Violation(s), Negligent Homicide arising out of the use of a Motor Vehicle (Gross Negligence), and Use of a Vehicle during the commission of a felony. This list is not inclusive of all possible major moving violations. NOTE: A citation for DUI/OWI is disqualifying for a period of 7 years.

Optional Qualification Standard – When the MVR indicates a conviction for no more than one (1) major moving violation within the last seven (7) years, and it has been more than three (3) years since the conviction date - the hiring official may request a waiver to the above requirements. The written request is sent to the Safety Director with an explanation of why an exemption should be authorized.



At-Fault Accidents

No more than two (2) at fault accidents within the last three (3) years or more than one (1) within the last two (2) years. Any at-fault accident while driving a school bus or other commercial motor vehicle is to be considered as equal to two (2) at-fault accidents. An accident is considered to be at-fault unless an official Police Report is obtained outlining the details of the accident and it is clear that it is not an at-fault accident.

School Bus Driver Training

Once it has been determined that the school bus driver applicant is a match for our company and our customer we provide the potential candidate with the Wisconsin Department of Motor Vehicle Handbook, hard copy or instructions for online access, along with our GO Riteway School Bus Driver Trainee Overview which outlines the steps to obtain their commercial driver license instructional permit (CDLI) and our training process and expectations.

Our GO Riteway Behind the Wheel Driver Trainers are selected based on their experience, safety record, communication and customer service skills. We expect our trainers to adjust to the different learning styles of our driver trainees, provide positive feedback, constructive criticism and encouragement to the trainee. We also expect our trainers to keep their manager informed of a trainee's progress and be honest if they feel a trainee needs additional training before a road test is scheduled or if a trainee may not be a match as a school bus driver for GO Riteway based on their ongoing training observations.



BUS DISCIPLINE, POLICY, PROCEDURES

GO Riteway drivers are trained to implement and uphold the bus discipline procedures as outlined by your district's transportation policy, as well as any specific bus behavior programs your schools have chosen to implement. We have implemented many PBIS programs on the bus as an extension of the same expectations, structure, and verbiage that is used in the classroom.

If a student is not following bus rules, drivers will fill out a referral form and turn it into our operations staff, who will then review the form and forward it onto the appropriate building principal. We strongly encourage feedback from the principal as to the result of the incident that we can share with the driver, as well as any additional guidelines for the student's future ridership. At no time should the driver discipline the student on their own accord or determine a consequence. Drivers are trained never to leave a child at an unauthorized stop or make an independent decision to deny ridership to a child that has not been authorized by the school.

ROUTE INFORMATION/COMMUNICATION TO FAMILIES

Our preferred method is to notify your families through the integration of our routing software with your student information system (Skyward or Infinite Campus). Parents could log into the parent portal of your student information system and view this information in the transportation section, as well as making up-to-date information available for school secretaries as they need to reference it. Through regular downloads and uploads of information (typically multiple times per week), this allows all parties to have the most recent, accurate information accessible to them. We would request that parents complete a "sign-up" process for transportation at the beginning of the year, and can be added at certain intervals throughout the year, rather than routing every eligible student. This allows for the most efficient use of your vehicles and can provide the greatest financial savings to your district. If integrating with your student information system is not an option, we would prepare route letters for families and mail them at the beginning of the school year, and then prepare a new route letter for families anytime their time has been adjusted by more than ten minutes, or if they were switching to a new route completely.

COLD WEATHER START PLAN

GO Riteway will take every precaution necessary to ensure your fleet is ready and available for Wisconsin weather events. Our company standard is to develop a "cold weather crew" that is trained and ready to respond for any winter weather event, including ensuring our vehicles are started, bus lot is plowed and salted, sidewalks are shoveled and salted, and we are sharing safety messages to our drivers about slips, trips, and falls for themselves, as well as using caution when approaching bus stops to ensure students are safe. In addition, this team starts every vehicle prior to driver check in for their AM shift to ensure that the buses are running properly and ready to go. We typically have this crew come in 45-60 minutes prior to the normal morning start time when the weather is forecasted to be below 10 degrees or if there would be more than 2" of snow that fall in the overnight hours, or icy conditions. We work to understand each of our district's expectations around winter weather procedures and would seek to develop a plan that works to ensure all are confident in the reliability of buses. In addition, our drivers are instructed to fill buses with treated diesel fuel only between November 1 - March 1.



DRUG/ALCOHOL PROGRAM AND POLICY

The following is GO Riteway's Drug and Alcohol Policy taken from our company handbook:

Corporate Policy Statement Regarding Drugs, Alcohol & Controlled Substance

I. PURPOSE

GO Riteway Transportation Group, (hereinafter "the Company") is dedicated to providing safe and efficient service to our customers. Our employees are our most valuable resource in ensuring the quality of this service. The goal of this company is, therefore, to provide our employees with a workplace environment that promotes health and safety.

GO Riteway recognizes that the improper use of drugs, alcohol and controlled substances has a negative impact on our ability as a company to provide safe, quality service to our customers.

Further, GO Riteway recognizes the importance of reinforcing a work environment that promotes the physical and mental well-being of our employees in respect to this topic as well.

In order to meet this goal, we hereby endorse the Federal Motor Carriers Safety Administration (FMCSA), and the Federal Transit Administration (FTA) drug and alcohol policy and regulations. This company will not tolerate the unauthorized use, abuse, possession, or sale of controlled substances or alcohol by its employees. Drug and alcohol testing will be an integral part of our daily operations.

This policy complies with 49 CFR Part 655, as amended; 49 CFR Part 382 as amended and 49 CFR Part 40, as amended.

THIS POLICY IS SUBJECT TO CHANGE WITHOUT FURTHER NOTICE FOR COMPLIANCE WITH FEDERAL REGULATIONS. If a change is made to this policy it will be approved by the governing board of the company and communicated to all affected employees.

II. SCOPE

This policy applies to all vehicle operators when on duty; whenever performing or just about to perform a safety sensitive function. Employees subject to the rules of either FTA or FMCSA will be tested according to U.S. DOT regulations. Employees not considered safety-sensitive under FTA or FMCSA are tested under GO Riteway's own authority using non-DOT forms. This policy also applies to all full-time staff of the Company.

III. DEFINITIONS

A. The definition of "on premises" includes any work location, vehicle, property or office which is serviced or used by the Company or any client of the Company which could include company-owned, rented or leased vehicles on the property of the Company or any client of the Company and/or vehicles of visitors, leased, part-time or contract personnel on Company premises.

B. The term "illicit drugs" is meant to include any and all illegal drugs, including so-called look-alike and designer drugs; legally obtained drugs which are used in a manner other than that prescribed by a physician and any substance which can affect a person's perceptions or motor functions.

The persons affected by this policy will be tested by this policy for at least the following substances: Amphetamines, Cannabinoids, Cocaine, Opioids, Phencyclidine (PCP) and/or Alcohol. Employees are prohibited from using



Amphetamines, Cannabinoids, Cocaine, Opioids, Phencyclidine (PCP) at all times, and any employee covered by this polity may be tested for these drugs at any time while on duty.

C. "Safety Sensitive Function" is defined as:

- For the FMCSA - any on duty activity including all time from the time a driver or employee begins to work or is required to be in readiness to work until the time he or she is relieved from work and all responsibility for performing work, as are all other items identified in 49 CFR Part 382.107.
- For the FTA – duties performed by employees operating, controlling movement (dispatching), maintaining (repairing) a revenue service vehicle, as well as all other items identified in 49 CFR 655.4.

IV. GENERAL INFORMATION

The DOT has prescribed behavior that is prohibited for those drivers operating in safety- sensitive functions. Under these regulations drivers are prohibited from:

- Reporting for duty or remaining on duty that requires the performance of a safety- sensitive function while having an alcohol concentration of 0.04 or greater;
- Using alcohol while performing a safety-sensitive function;
- Consuming any type of alcohol four hours prior to performing safety-sensitive functions
- NOTE: it is GO Riteway's policy to restrict safety-sensitive employees from consuming alcohol within 10 hours prior to performing a safety-sensitive function. This exceeds the DOT regulation.
- Consuming alcohol within the first eight hours after an accident or until a post-accident alcohol test has been administered;
- Refusing to submit to a random, post-accident, reasonable suspicion, return-to-duty, or follow up drug and/or alcohol test;
- Reporting for duty or remaining on duty that requires the performance of safety-sensitive functions when the driver uses any controlled substances;
- Testing positive for controlled substances.

This policy is not intended to prohibit the use of medication legally prescribed by a licensed physician, who is familiar with the employee's medical history and specific safety-sensitive duties, and who has advised the employee that the prescribed medication will not adversely affect the employee's ability to operate a motor vehicle.

Medications prescribed for someone other than the employee, however, will not be considered lawfully used when taken by the employee under any circumstances.

V. Test Events

The DOT has prescribed test events. Events are listed and described in this section.

A. Pre-Employment

The company is required to perform pre-employment drug screens on applicants prior to them performing a safety sensitive function. The company will not allow a driver to perform safety sensitive functions unless we have received a verified negative test result for controlled substances.

Any applicant who refuses to take a pre-employment drug screen will not be considered for hire.

Any applicant who tests positive on a pre-employment drug screen will not be considered for hire now and in the future.



B. Reasonable Suspicion Testing

Each employee is required to submit to a drug and/or alcohol test whenever the Company has reasonable suspicion to believe that the employee has used drugs and/or alcohol in violation of DOT regulations and/or this policy. Reasonable Suspicion alcohol testing is permissible just before an employee performs safety sensitive duties, during that performance, and just after an employee has performed safety sensitive duties. In the event one or more supervisors find reasonable suspicion to test (based on personal observation and documented by one or more supervisors who has received training on performance indicators of probable drug and alcohol use) will require a drug and/or alcohol test of the employee. These observations must take place just before an employee performs safety sensitive duties, during that performance, or just after an employee has performed safety sensitive duties.

Whenever an employee is notified that there is reasonable suspicion to be tested, the driver must report to the collection facility immediately. The driver will be escorted by a company official for safety purposes.

If the employee refuses the Company's efforts and insists on driving his/her own vehicle, or a Company vehicle, the Company reserves the right to take whatever appropriate action to prevent this, including contacting law enforcement officials.

Refusal to submit to a reasonable suspicion drug screen will be recorded as a refusal to test and will result in immediate termination.

A positive reasonable suspicion test will result in immediate termination with no eligibility for rehire.

C. Random Testing

The company is required to perform unannounced, random drug and alcohol testing of all covered employees. Testing will be continuous throughout the year and will be conducted at all times of day that safety sensitive duties are performed.

Upon hire, all employees are added to GO Riteway's Random Drug and Alcohol Pool. Employees remain in this pool during their entire employment, and every employee will have an equal chance to be selected each and every time a selection is conducted.

Whenever an employee is randomly selected to be tested for drugs, the employee will be notified and instructed to report to the collection site immediately. The employee may be asked to report to the collection site just prior to the start of the shift, during the shift or immediately after completing the shift. When an employee is randomly selected for an Alcohol screen the employee will be directed for testing just before performing safety sensitive duties, during the performance of those duties, or just after performing safety sensitive duties.

Any employee who fails to proceed to the collection site immediately after being notified of a random drug screen will result in immediate termination, and the test will be marked as a refusal

A positive random drug screen will result in immediate termination with no eligibility for rehire.

D. Post-Accident Testing

Any employee who has an accident may be required to submit to a post-accident drug and alcohol test as soon as possible. Efforts to conduct a drug test must cease 32 hours from the time of the accident. Testing for alcohol will not be conducted more than eight (8) hours from time of accident.



The Department of Transportation (DOT) has identified the conditions under which a test for drugs and alcohol must be conducted. (See Appendix C for FMCSA guidelines and Appendix D for FTA guidelines. (Omitted from proposal))

E. Return to Duty Testing

In the event an employee has refused a test or who has tested positive, he/she will immediately be removed from performing safety sensitive functions. Before he or she may return to work in a safety sensitive function, he or she must be evaluated by a Substance Abuse Professional, participate in any required substance abuse assistance program, and be tested for drugs and/or alcohol. All test results must be negative.

Note: GO Riteway's Drug and Alcohol Policy states that any applicant or employee who refuses a test or tests positive for any Controlled Substance test is terminated and not eligible for re-hire. Therefore, Return to Duty Testing is not conducted at GO Riteway. Any applicant or employee who tests positive for a controlled substance who intends to work at another company in a Safety – Sensitive function is subject to this testing.

F. Follow-Up Testing

Following a positive test or a refusal, a driver who has satisfactorily passed the return-to-duty testing and has completed the required substance abuse assistance programs, will be subject to additional follow up tests over and above the general random tests applied by the company that employs the driver. The driver will be subject to a minimum of six tests during the first 12 months following the return, and further testing for up to five years. The dates, times, and conditions of the testing will be established by the employing company, in conjunction with any written follow-up testing programs and input from the Substance Abuse Professional.

Note: GO Riteway's Drug and Alcohol Policy states that any applicant or employee who refuses a test or tests positive for any Controlled Substance test is terminated and not eligible for re-hire. Therefore, Follow-Up Testing is not conducted at GO Riteway. Any applicant or employee who tests positive for a controlled substance who intends to work at another company in a Safety – Sensitive function is subject to this testing.

G. Compliance with Testing

Any employee who refuses to comply with a request for testing or attempts to falsify test results through tampering, contamination, adulteration, or substitution shall be removed from duty immediately. Refusal can include an inability to provide a urine specimen or sufficient breath sample without valid medical reason, or delaying arrival at the collection site. Additionally, failure to remain until the testing process is complete for both drug and alcohol screening will be marked as a refusal. Such refusals will be recorded as a refusal to test, and will result in immediate termination and the employee will be referred to a Substance Abuse Professional (SAP). (See Appendix E and F for information that is more specific) (Omitted from Proposal))

VI. ALCOHOL

Per GO Riteway policy, no employee shall consume an intoxicating beverage, regardless of its alcoholic content, or be under the influence of an intoxicating beverage, within ten (10) hours before going on duty or operating, or having physical control of, or performing any safety- sensitive function.

Additionally, no employee shall consume an intoxicating beverage regardless of its alcohol content, be under the influence of an intoxicating beverage, or have any measured alcohol concentration or any detected presence of alcohol, while on duty or operating, or in physical control of a Company vehicle, or while performing a safety- sensitive function.



Drivers are prohibited from possessing any intoxicating beverage (including medications which contain alcohol) regardless of its alcoholic content, while on duty, operating, or in physical control of a Company vehicle, or performing any safety sensitive function.

Random and Reasonable Suspicion alcohol tests are only be conducted just before an employee performs safety-sensitive duties, during that performance, and just after an employee performs those safety sensitive duties.

The FMCSA prohibits any driver whose test registers 0.02 or more but less than 0.04 from performing or from continuing to perform any safety sensitive function until the driver's next scheduled duty period, but not less than twenty-four (24) hours.

The FTA prohibits any driver whose test registers an alcohol concentration of 0.02 or greater but less than 0.04 to perform or continue to perform safety sensitive functions until 1) The employee's alcohol concentration measures less than 0.02; or 2) the start of the employee's next regularly scheduled work period, but not less than eight hours following administration of the test.

Failure to appear at the testing site within a reasonable time, failure to remain at the testing site until the testing process is complete, or failure to provide sufficient breath specimen are all considered refusals for testing.

Failure to comply with any part of the testing process is considered a refusal to test and will result in immediate termination.

VII. TEST PROCEDURES AND CONFIDENTIALITY

To ensure the integrity and accuracy of each test, all specimen collection, analysis and laboratory procedures will be performed in accordance with DOT protocols and safeguards as set forth in Part 40 of Title 49 of the Federal Code of Regulations. This will include:

- Procedures to ensure identity of employee at time of specimen collection;
- Strict chain-of-custody procedure to ensure that the employee's specimen is not tampered with,
- The use of a trained breath alcohol technician (BAT) and National Highway Transportation Safety Administration (NHTSA) approved testing equipment for conducting alcohol test;
- The use of a laboratory which has been certified by Substance Abuse and Mental Health Services Administration;
- The confirmation of an initial positive drug screen by a second analysis using gas chromatography/mass spectrometry (GCMS);
- The confirmation of an initial positive alcohol screen by a second analysis;
- Company appointment of a qualified Medical Review Officer (MRO) to review drug test results before they are reported to the Company's designated contact person.

VIII. COLLECTION PROCEDURES

(Specific collection procedures have been omitted from this proposal due to length)

IX. DISCIPLINARY or OTHER ACTION

In the event that an employee tests positive for a prohibited substance, he or she will be terminated immediately with no opportunity for rehire. An employee who registers a breath alcohol of 0.04 or greater will be terminated immediately with no opportunity for rehire. The employee will be referred to a Substance Abuse Professional (SAP).



Additionally:

When the results from a Random or Pre-Employment drug screen are returned with the finding of “**SUBSTITUTED**”, the individual, if employed will be immediately terminated. If the individual is an applicant, that person shall receive no further consideration for employment.

When the results from a Random or Pre-Employment drug screen are returned with the finding of “**DILUTE - NEGATIVE**” AND the Cretonne level is greater than or equal to 2 mg/dl but less than or equal to 5 mg/dl, the employee will be immediately rescheduled for another collection **under direct observation**. If the individual is an applicant, that person shall receive no further consideration for employment.

When the results from a Random or Pre-Employment drug screen are returned with the finding of “**DILUTE - POSITIVE**”, the individual, if employed will be immediately terminated. If the individual is an applicant, that person shall receive no further consideration for employment.

Per GO Riteway Transportation Group policy, any driver whose breath alcohol test registers **greater than 0.00 and below 0.02** will be placed on a mandatory 1 day unpaid suspension (no less than 24 hours off duty).

Per GO Riteway policy, any driver whose alcohol test registers **above 0.02 but less than 0.04** will be placed on a mandatory 3 day unpaid suspension, and may be subject to additional disciplinary action by the Company, up to and including termination.

X. EFFECTS OF ALCOHOL AND DRUGS

(Statements on the effects of alcohol and drugs has been omitted from this proposal due to length)

XI. ADMINISTRATOR AND COLLECTION FACILITIES

(Drug program administrator and specific collection facilities omitted from this proposal due to length)

XII. DRUG AND ALCOHOL INFORMATION

Any employee who engages in any conduct prohibited under this policy will be provided with information regarding resources available to evaluate and resolve a drug or alcohol problem. This information will provide names, addresses and telephone numbers of Substance Abuse Providers (SAP), counseling and treatment programs in the area. Please feel free to contact any of the following SAPs, or you can find your own SAP at www.saplist.com.

(SAP Contact information omitted from this proposal)

(FMCSA and FTA post-accident drug and alcohol testing procedures omitted from this proposal)

NON-DISCRIMINATION STATEMENT

The following is an excerpt from our company handbook in regards to non-discrimination:

GO Riteway Transportation Group is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. Therefore, GO Riteway Transportation Group expects that all relationships among persons in the working environment will be business-like and free of bias, prejudice and harassment.



CONTRACTOR FLEXIBILITY, COOPERATION AND PARTNERSHIP

Local & Familiar with the Market

We have been in business since 1957, all of those years focused on serving Wisconsin school districts. GO Riteway began as the school bus transportation provider for the Germantown School District and we continue to service them still to this day.

We are Wisconsin's school bus industry leader. We know our market, our customers, and their needs. We also know the changing demands and difficulties our market can throw at us. We've survived and prospered over the years primarily because we have pursued carefully managed growth. We have identified areas of the transportation business in which we had the resources and expertise to succeed, and where we knew there were needs to be filled.

Customized Experiences

Our creative and personalized service approach offers unique, customizable services tailored to the specific needs of the district, parents, and students. When teaming-up with school districts, we strive to find the best solutions that help each one reach their transportation goals. Our School Bus Operations Technology Specialist has worked closely with district information/technology and student data services departments looking for solutions to assist with the efficient electronic exchange of student data. Student transportation data can be shared with school support staff, teachers and parents in the district's student management system, a program they are familiar using. A separate web-site for that type of communication is not currently utilized. As your business partner, we'll continue to listen to your needs and work with you to make sure you understand the implications of certain choices, and then devise a plan with you that best fits your needs, addresses your transportation concerns, and moves you closer to your goals. We believe that part of being a cooperative, flexible, and dependable business partner is working collaboratively with you to find the best and most efficient solutions that benefit the district and the students we serve.

Our experience and knowledge within our market, our willingness to adjust our business model to address changes in industry trends and technology, customer needs, and internal and external expectations, along with the flexibility to accommodate our business partners and customers allows us to continually make positive adjustments to our operations. We maintain this competitive edge for the benefit of our customers. These continual adjustments and upgrades provide our districts with assurance that they are receiving the best value and service available. When awarded this contract, we will work closely with you continuing to figure out new ways to focus our technology in routing and scheduling, driver training programs, managerial development, and communication programs for schools and parents regarding transportation issues to assist the district in meeting your transportation goals.

Creative & Personalized Solutions

We listen to, and work with, our districts and customers in order to find the most relevant and effective solutions that best satisfy their needs. We understand the challenges presented within our industry and we use our knowledge and experience to meet each one head on.

Well-Educated in Industry Trends, Standards, & Best Practices

We attend school bus transportation seminars to keep abreast of current topics of interest to be certain that we remain well-educated and aware of evolving trends in training, equipment and industry best practices. It is important to us to understand these trends so that we may assist our customers in determining if new technology or methods can provide our customers with greater efficiency and value.



Cooperative, Dependable, & Flexible Business Partner

We pledge to work directly with the School District of Turtle Lake and Clayton School District to enhance systems in order to create the safest bus routes, bus stops, and student behavior guidelines, adhering to existing district programs and policies the district currently has in place regarding procedures for bus discipline and communicating with schools, parents, and students.

Our employees are skilled and experienced. We offer continuous training for our staff regardless of their level within the organization.



PRICING

OUR VALUE-ADDED BENEFITS

We believe that we are the best fit for School District of Turtle Lake and Clayton School District. We have the experience, we have the technology and, most importantly, we have the people who share your desire to provide the best possible service to the Turtle Lake and Clayton residents. We realize that the ride on the school bus at the beginning and the end of each day is also a reflection of the district. We truly hope, that you see, the value in establishing a partnership with GO Riteway, an organization that earns our reputation for the providing the finest service each school day.

We believe our cost is well in line with the market and fairly reflects the amazing services we offer. We make every effort to offer the best value we can and are honest with our prices and solutions up front.

As you review the bid form pricing, please note these important “value-added” details:

- GO Riteway is a local, family-owned and managed company.
- When selected as the transportation provider for the School District of Turtle Lake and Clayton School District, GO Riteway will dedicate individuals to immediately begin the transition process for your District including meeting with district staff to address any transportation concerns, group meetings with current drivers to encourage them to continue to drive for the school district, and coordination with stakeholders in the District to ensure a smooth transition.
- GO Riteway is an active member of the Wisconsin School Bus Association (WSBA), the Wisconsin Association of School Boards (WASB) & Wisconsin Association of School Business Officials (WASBO). We draw on these entities to stay informed of current events and to be a resource for the school districts that we serve.
- GO Riteway's insurance coverage exceeds state mandates.
- Live GPS and Synovia's “Here Comes The Bus” parent app implementation would be an option for the district to implement if interested.
- We employ in-house, full-time IT professionals to guide our customers and staff through the adoption of new technology and the fullest utilization of routing and student information systems.
- GO Riteway's safety department can provide expert training to drivers in the area of First Aid, CPR, and PBIS student management.
- Our team of dedicated recruiting managers are overseen by our corporate Recruiting Manager to assure an adequate continuing driver supply.
- GO Riteway will create customer feedback surveys for district officials to help measure our performance. We pride ourselves in being responsive to your needs. We currently utilize MRA for both employee and school district feedback surveys.
- GO Riteway works hard to engage with the community in events like Stuff the Bus, local parades, food pantries, members of the chamber of commerce, and being a resource to the community.
- We view our partnerships with school districts as long-term and worth making the necessary long-term investments in our people, our terminals and our fleets **not made by many of our competitors.**



Please find our competitive pricing included in the upcoming pages. Our company has provided a pricing methodology that we feel will be most advantageous to the district. If the district has any questions or would like to negotiate a different pricing methodology prior to contract award, we are open to any conversations around pricing or any other portions of our proposal.

We have been able to establish 5 or 10-year agreements with many school districts across Wisconsin in recent years to provide for the best-value option for districts to consider when budgeting transportation. If the district would like to discuss a longer agreement option, we would seek to negotiate rates and terms that meet your budgetary needs.

GO Riteway, our entire staff and management team, thank you again for this opportunity to continue as your transportation partner.



STUDENT TRANSPORTATION BID - SUMMARY

The School Board of the Clayton School District shall accept bids in PDF format from qualified bidders for student transportation services until 3:00 p.m. on Friday, December 5, 2025 Any bids received after the deadline will not be considered.

The district may accept or reject an extension of the deadline, if requested.

Any questions must be emailed to sturzlp@claytonsd.k12.wi.us by 3:00 p.m. on Friday, November 14, 2025.

Bidders' shall complete the following information:

Company Name: GO Riteway Transportation Group

Address: 6970 S 6th Street

City, State Zip: Oak Creek, WI 53154

Telephone: 414-570-5200

Contact Person: Nate Hamilton

E-Mail Address: nate.hamilton@goriteway.com

Signature of Authorized Bidding Official: 

Title of Authorized Bidding Official: Chief Operating Officer

Bidder's DOT #: 048553

Date: 12/5/2025



STUDENT TRANSPORTATION BID - SUMMARY

The School Board of the School District of Turtle Lake shall accept bids in PDF format from qualified bidders for student transportation services until 3:00 p.m. on Friday, December 5, 2025. Any bids received after the deadline will not be considered.

The district may accept or reject an extension of the deadline if requested.

Any questions must be emailed to kkindschy@turtlalake.k12.wi.us by 3:00 p.m. on Friday, November 14, 2025.

Bidders shall complete the following information:

Company Name: GO Riteway Transportation Group

Address: 6970 S 6th Street

City, State Zip: Oak Creek, WI 53154

Telephone: 414-570-5200

Contact Person: Nate Hamilton

E-Mail Address: nate.hamilton@goriteway.com

Signature of Authorized Bidding Official: 

Title of Authorized Bidding Official: Chief Operating Officer

Bidder's DOT #: 048553

Date: 12/5/2025



Transportation Compensation Rates – Form #1 Option 1

9 regular routes total for both Turtle Lake (6) and Clayton (3) combined

Daily Route Rate per bus per day **\$ 390.00**

Mid-Day Route Rate per route per day **\$ 82.00**

In-District Shuttle rate per shuttle **\$ 18.00**

Shuttle is defined as a transfer from school to school in-district, or an additional school drop for a daily route. Shuttle must be tied to an existing route in either scenario.

Out of District Shuttle rate per shuttle

Shuttle is defined as a transfer from school to school between Clayton and Turtle Lake, or an additional school drop for a daily route. Shuttle must be tied to an existing route in either scenario. **\$ 36.00**

Special Needs (Micro Bus) Price Per bus per Day **\$ 390.00**

Summer School Price Per bus per Day **\$ 245.00**

Curricular, Co-Curricular, Field Trips Per Hour **\$ 29.50**

Curricular, Co-Curricular, Field Trips Per Mile **\$ 1.71**

Minimum Trip charge when conflicting with AM/PM Routes **\$ 245.00**

Minimum Trip charge when conflicting with AM/PM Routes **\$ 80.00**

Trip Cancellation Fee **\$ 50.00**

Requested Length of Contract/

Number of Years 5 years



Transportation Compensation Rates – Form #1 Option 2

8 regular routes total for both Turtle Lake (5) and Clayton (3) combined, if Turtle Lake elects to consolidate a route based on the information provided in the RFP

Daily Route Rate per bus per day \$ 409.50

Mid-Day Route Rate per route per day \$ 82.00

In-District Shuttle rate per shuttle \$ 18.00

Shuttle is defined as a transfer from school to school in-district, or an additional school drop for a daily route. Shuttle must be tied to an existing route in either scenario.

Out of District Shuttle rate per shuttle \$ 36.00
Shuttle is defined as a transfer from school to school between Clayton and Turtle Lake, or an additional school drop for a daily route. Shuttle must be tied to an existing route in either scenario.

Special Needs (Micro Bus) Price Per bus per Day \$ 409.50

Summer School Price Per bus per Day \$ 245.00

Curricular, Co-Curricular, Field Trips Per Hour \$ 29.50

Curricular, Co-Curricular, Field Trips Per Mile \$ 1.71

Minimum Trip charge when conflicting with AM/PM Routes \$ 245.00

Minimum Trip charge when conflicting with AM/PM Routes \$ 80.00

Trip Cancellation Fee \$ 50.00

Requested Length of Contract/

Number of Years 5 years



Transportation Compensation Rates – Form #1 Option 1 and Option 2 Continued

- Route rates apply to in-district transportation as requested by the district. Any route transportation that transports students outside of the district would be quoted at the time of service. Buses that are AM or PM only would be charged at 80% of the daily rate.
- All rates include the cost of fuel up to \$3.00/gallon, a fuel surcharge would be established with the contract for any month that fuel rates are above the base rate of \$3.00/gallon.
- Subsequent year rate adjustments would be done utilizing a three-month average for January-March of the annual variation of the Consumer Price Index, all urban consumers, all items, US city average, plus one percent.
- District would be responsible for paying for one “mock school day” to practice routes prior to the start of each school year that would count towards their minimum number of transportation days.
- Live GPS and bus app system can be implemented for an additional charge if the district chooses.
- GO Riteway would require as part of the contract that a minimum of 175 transportation days be established, and that payment terms are in effect to be compensated for the minimum number of transportation days, regardless of school cancellation. Should the number of transportation days be decreased in subsequent years, route rates would be increased to reflect the new number of transportation days and redistribute fixed operating costs.
- If the number of regular route buses are reduced by the district over the life of the contract, route rates would be increased to redistribute fixed operating costs. The number of regular route buses would be established at the start of this contract on July 1, 2026 based on which scenario the district chooses from the two options provided.
- A 10% prepayment for each upcoming year's transportation services will be required no later than August 1 for the upcoming school year. The value of this prepayment will be credited back towards a future monthly transportation invoice during the school year in the month the district chooses.
- Mid-day route rates valid if existing AM/PM route vehicle can be used, otherwise AM/PM route charges would apply if additional vehicle is needed in the fleet.
- Rates assume a lease agreement with both school districts for the use of their existing transportation facilities at the current rates and terms that are being provided to the existing contractor.
- GO Riteway reserves the right to negotiate points in the draft contract/RFP prior to a formal agreement being established.
- This transportation bid is only valid if both Clayton School District and School District of Turtle Lake both elect GO Riteway as their transportation vendor. GO Riteway reserves the right to not honor bid pricing or enter an agreement with either party if only one of the two districts elects GO Riteway as their transportation vendor.



Proposed Bus Replacement Plan - Form #2

Daily/Co-Curricular Regular Education Route Buses/Fleet

Number of Buses By Year		
Years in Service	Current 2025-26	Proposed Replace
0 Yrs		
1		
2	3	
3		
4		
5	3	
6		
7		
8	3	
9		
10		
Average	5 years	

The average bus age at the start of each school year should not exceed ten (10) years. Calculation excludes back up buses.



Reference Authorization - Form #3

Date: 12/5/25

Name of Proposing Bidder: GO Riteway Transportation Group

I hereby authorize the references I have provided to release any and all information regarding our transportation performance.

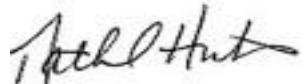
Furthermore, I agree to hold these references both personally and severally, harmless from any liability associated with the provision of this reference information.

The reference information provided will be confidential and used exclusively for the purpose of evaluating the bidder's proposal to provide school bus transportation.

Name of Authorizing Official

Nate Hamilton

Print/Type



12/5/2025

Signature of Authorizing Official

Date



Contractor Information and References-Form #4

The undersigned proposes to furnish transportation services to the Clayton School District and School District of Turtle Lake in accordance with the specifications set forth by the district.

The undersigned offers the following information as evidence of the Bidder's qualifications to perform the work as bid according to all of the requirements of the specifications. Please answer the following questions:

1. Number of years bidder has been in business under the present name: 68 years
2. Has bidder or bidder principal(s) been involved in a Chapter 11 bankruptcy proceeding within the past ten years? Y/N, explain NO
3. Has bidder ever failed to complete any work awarded? Y/N, Explain NO
4. Has bidder been involved in non-accident-related litigation in the past five years? Y/N, explain NO, no litigation involving any of our school district contracts
5. Has bidder ever been in any accidents where the result was loss of life? Y/N, Explain NO (school bus division)
6. List the names of public-school districts with which you are currently contracting in the State of Wisconsin. Please see page 5 of our proposal for a comprehensive list of school districts we serve, and page 6 for school district references.

1. School District: _____

Contact: _____

Type of Service: _____

Phone: _____

2. School District: _____

Contact: _____

Type of Service: _____

Phone: _____

3. School District: _____

Contact: _____

Type of Service: _____

Phone: _____

4. School District: _____

Contact: _____

Type of Service: _____

Phone: _____

Phone: _____



Questionnaire Bidder's Response - Form #5

GO Riteway Transportation Group

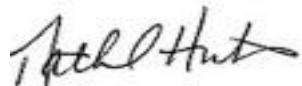
Name of Firm

Nate Hamilton

Name of Authorized Agent (Print or Type)

Chief Operating Officer

Title



Signature of Authorized Agent

12/5/2025

Date

Principal Owners and Officers of the Company:

Ronald Bast – Chairman and Co-Owner
Rochelle Bast – Vice Chair and Co-Owner
Wendy Bast – Vice Chair and Co-Owner
Robert J Bast – Vice Chair and Co-Owner
Robert Zanotti – President and CEO

Address of Corporate Headquarters:

6970 S 6th St, Oak Creek, WI 53154



DRIVER/ PERSONNEL INFORMATION

1. How does your firm recruit drivers?

Our company uses a variety of methods to attempt to recruit drivers including local event participation, online/social media, working with area workforce offices, all types of media advertisements, and partnering with our schools. Given the extreme driver shortage across the state and knowing that school communities may be the best place to find drivers, our company started partnering with school PTO's and athletic teams/booster clubs to refer us drivers from within their parent groups. We made referral "donations" back to these groups for every successful driver candidate. We employ a team of full-time recruiters that are assigned to sourcing and hiring local school bus drivers.

2. What methods do you use to screen and select drivers from among the applicants?

We screen every applicant by reviewing a background check, sex offender registry check, and motor vehicle report. All qualified individuals are interviewed to make sure they are a good fit for the role prior to a conditional job offer.

3. Do you require all safety sensitive employees, including mechanics and bus monitors, to be to be drug tested as a condition of employment and randomly thereafter? Please describe the process used.

Yes, all safety sensitive employees participate in our drug testing program. Please refer to pages 35-40 of our proposal for additional details.

4. Do you check driver applicant references? What is your process for completing background checks?

Yes, as part of the interview process, applicant references are checked. Our background check process is completed prior to employment, and then on a bi-annual basis thereafter, which is a higher standard than state law for school bus drivers. Our background check involves a person search (name, aliases, address history, skip trace report), statewide criminal search for each state of residence for the past seven years, and a nationwide sex offender registry search.

5. Do you use any objective qualification and driver testing procedures? If so, briefly describe the procedures or provide samples of your testing material.

Our company employs our own Wisconsin DOT authorized third party testers that provide road tests in accordance with the policies and guidelines set by the DOT.

6. Are the official driving records of all your applicant drivers evaluated during the selection process? How frequently are these re-checked during employment? What standards are used to disqualify a driver (number of accidents or moving violations over a given time period)?

Yes, our company participates in the Wisconsin PARS program and evaluates official driving records before employment as well as throughout employment as a driver. We set stricter hiring standards for our company than Wisconsin law requires based on accidents, moving violations, and non-moving violations. As part of the PARS program, we receive an update anytime there is a violation, accident, or status change with an employee's license. In addition, we perform an additional review of all employee licenses companywide annually.



7. Describe your current or proposed training program for driver applicants who have no experience driving school buses.

Length of the program: Approx. 14-20 days depending on how an applicant applies skills, more if needed.

Number of hours in classroom: Approx. 8-10 hours, more if needed.

Number of hours behind-the-wheel: Approx. 20 hours, more if needed.

Length of time to complete your training program (hours, days, months).

Our program does not have a set time or number of days to complete (minimum is 14 days as required by law), but is based on the applicant mastering the skills set forth. Our trainers score the applicant on a daily basis and when the trainer feels the applicant has mastered all skills, they register the applicant to be tested.

8. Describe the qualifications for your driver trainers. Do you require that they be certified as instructor trainers and/ or third-party examiners?

Driver trainers are often veteran drivers who apply to become part of our training program. We have a certification process to become a trainer, as well as employ our own third-party examiners through the Wisconsin DOT.

9. Please describe the student management training your drivers receive.

We provide instruction on basic student management as part of our new driver training, as well as annual refreshers as part of our back-to-school meetings. If there is a need to revisit the topic throughout the year, we address it in our driver safety meetings. We often partner with our school districts, inviting them to sessions to share expectations and provide training on district specific PBIS initiatives that can be implemented on the bus as an extension of the classroom.

10. Describe your inservice driver training and re-training program. Please provide the outline or course of study.

We conduct monthly safety meetings that cover rotating topics that are pertinent to the challenges drivers face throughout the course of a school year. Many topics are flexible and can be scheduled as refreshers if we are seeing an increased need to revisit training around a specific topic based on the local need.

11. Describe your current or proposed driver motivation and discipline programs. How do the programs take into account, if at all: safety, absences, tardiness, on-time route performance, unrestricted license, tenure on the job, and complaints?

We strive to be an employer of choice and have ways we celebrate drivers year-round, either as a group or individually for a job well done. We work with drivers and hold them accountable to our company policies regarding safety, absences, tardiness, and other employment policies through verbal coaching, written warnings, up to and including termination. We address complaints or route performance concerns on an individual basis with drivers as they arise, and could lead to disciplinary action.



LOCATION OF TERMINAL & STAFFING

Please describe the proposed location of terminal and support staffing levels for the proposed terminal providing services under this RFP. Describe position title/duties, number of staff members in each position, etc.

We would plan to utilize the existing transportation facility in your community. Please see our proposal pages 7-12 of our proposal for terminal staffing plan as well as bios of our leadership team.

SAFETY PROGRAM AND ACTIVITIES

- 1. Please describe your established, continuing safety program (the operation, contents, and requirements of the program). Include the number of hours per year required per employee.**

Please see pages 23-27 of our proposal on our company's safety program details.

- 2. How often are safety meetings held? Please explain some of the topics covered.**

Safety meetings are held monthly at each location. Topics can include defensive driving, inclement weather related driving, student behavior management, bus evacuations, location specific procedures, focus on mitigating specific driving behaviors that may lead to accidents, etc. We have also had specialized safety topics such as working through active shooter/building evacuations, BOTL (Busing on the Lookout) addressing human trafficking situations, and other relevant trainings that arise with the changing environment of bus drivers.

- 3. Describe any established safety organization activities in which your organization or its key personnel participate.**

Our company is a member of the WSBA and WASBO and seek to send key personnel annually to safety or transportation related seminars to stay current on safety topics and updates shared by the Wisconsin DOT. We also have participated in safety meetings/seminars put on by our insurance broker HNI. Quarterly, our entire company management team meets to discuss insurance claims and to learn from situations that may have resulted in accident or injury and how to prevent future occurrences. Finally, our company has developed a safety committee including the CEO, family ownership, regional leadership, and the safety department that meets biweekly to ensure safety practices are being followed, new initiatives are being implemented, and to review any accidents or near misses that have happened and address the unsafe behavior through our company policies.

- 4. What have been the school bus accident rates (number of accidents and accidents per 100,000 miles of operation) for school buses operated by your firm in each of the three most recent academic years?**

Accidents are summarized as either preventable or non-preventable, and then a Crash Per Million Miles (CPMM) figure is provided. This figure is a standard datapoint in our industry in order to compare companies of different sizes amongst each other. The Federal Motor Carrier Safety Administration (FMCSA) monitors and records all DOT recordable crashes for all commercial transportation companies. The data below summarizes GO Riteway's DOT recordable crashes as reported to the FMCSA. This data is for all of our school buses (over 1000) and for all clients (over 50 school contracts).

2022 – 2 Preventable, 11 Non-Preventable, 1.24 CPMM

2023 – 5 Preventable, 6 Non-Preventable, 0.91 CPMM

2024 – 8 Preventable, 8 Non-Preventable, 1.36 CPMM



5. **Please list and describe the cause, disposition and results of any lawsuits involving your company over the last ten (10) years.**

GO Riteway has not been involved in any litigation or proceedings surrounding any of our school district contracts.

PREVENTIVE MAINTENANCE AND MECHANICAL REPAIR

1. **Describe your scheduled preventive maintenance program for vehicle fleets which your company manages. Please provide samples of any checklists you use for each type of preventive maintenance program and please describe below your methods of ensuring that each vehicle receives preventive maintenance within the scheduled interval.**

Please see page 16-19 of our proposal that describes our maintenance program.

2. **Other than the daily pre-trip/post-trip inspection by the driver, what other methods of identifying defects in buses do you utilize?**

GO Riteway does not have any other electronic monitoring program in place.

3. **What oversight systems do you have in place to ensure that serious safety-related defects are identified before a bus transports students?**

Pretrip inspections allow for us to ensure we are not sending defective buses on the road. If a vehicle is found to have a defect, it is not put on the road until the defect has been addressed.

4. **Identify your manpower or mechanic allotment schedule (number of buses per mechanic, etc.)** Our company averages 25 buses per mechanic.
5. **What qualifications and experience requirements do you have for your mechanical personnel?** Please see page 16 of our proposal.
6. **Do you use a fleet management information system to monitor and track fleet maintenance, fuel, and asset management? Please describe.**

Our company uses Fleetsoft as a comprehensive fleet management system.

7. **What is the state inspection pass rate for your fleet?**

Our company state inspection pass rate has consistently been 99%, highlighting the quality of our maintenance program.



OTHER INFORMATION

Do you survey your customers, parents, and/or employees to determine satisfaction with the services your company provides? If so, please describe your survey process and what your company does with the results.

Our company conducts two different independent surveys annually through MRA – an employee engagement survey and a customer satisfaction survey for the school districts we work with. For both surveys, after anonymous data is collected by the third party provider, it is aggregated and shared with us to evaluate. For every employee group and every customer, regardless of the results, we schedule feedback meetings to gather input on the survey results and how to improve, and develop annual action plans to address items that were identified in these meetings. Managers of locations are held accountable through their annual review on addressing items in both their employee action plan and customer action plan.

