

Talking Points-Please contact me at Darleen.vanriper@firstgroup.com with any comments or questions

1. Multi-Agency Active Threat Drill

On April 2, 2023, our employees were fortunate to participate once again in the annual Multi-Agency Active Threat Drill during which Lincoln County's First Responders were able to practice their skills during a mock school shooting at Oceanlake Elementary School. While we would provide transportation for the students in a real life scenario, during this event, our drivers staged as the victims to provide the practice for our local heroes.

Throughout the year, First Student participates in events like these, so we can contribute to the efforts of building a team that responds effectively and efficiently to any emergency crisis that may occur even though we all hope that it will never be the case.

On May 23, 2023, a smaller First Student contingent will participate in the Lincoln County Wildfire Tabletop Exercise as transportation support should provide quick and effective evacuations as needed.



2. St. Patrick's Day and March Birthday Babies

March was a busy month for birthdays and the color green. We celebrated St. Patrick's Day with the traditional corned beef, cabbage, taters, and, of course, a cherry-filled chocolate cake and buttercream frosting.

While most everyone wore something green, we had four employees who went all out: Cary, Lawrence (he always shares his birthday with St. Patrick's day), Jackie and Annie. Gooooo Team!



3. Driver/Candidate Comparison Report (as of 04/03/2023)

| | 3/7/2023 | | 4/3/2023 | |
|---|----------|-----------------|----------|-----------------|
| Lincoln County Bus Routes | 73 | Driver Shortage | 73 | Driver Shortage |
| Drivers on hand (as of 11/1/2022, LOA excluded) | 54 | 19 | 54 | 19 |
| Out of Town Drivers | 4 | 15 | 3 | 16 |
| Routes not currently serviced (combos) | 13 | 2 | 13 | 3 |
| Other Considerations: | | | | |
| Cover Drivers positions not staffed | 3 | 22 | 3 | 22 |
| Route Monitor positions not staffed | 3 | | 3 | |
| Drivers on LOA/FMLA/WC (Regular & Casual) | 6 | | 4 | |
| Casual Drivers with limited availability | 7 | | 7 | |
| LCSD & FS Staff (1 & 9) Available to Drive | 10 | | 10 | |

Please note that this information is subject to frequent changes.

During March, we lost two CDL drivers and gained two CDL drivers & two Van drivers. Two drivers who were on LOA were also dismissed due to severe heal issues. We wish them the best and hope to see them back in the bus saddle. With the help of our OOT drivers (thank you for allowing us to retain the help from Seattle) and FS mangement/hourly staff, we are still able to cover our routes. We continue to combine routes as needed when we have driver callouts and can't cover their routes.

4. The Training Pipeline

We currently have three van driver candidates in the classroom and three CDL candidates in behind the wheel training. We are dialing back the hiring of the most popular van driver position, as we need to focus more on bringing in CDL drivers.