



Dean Newell, VP of Safety and Training

- **Hair Follicle Testing**

- Maverick's decision to begin Hair Follicle Testing
- Affects we have seen on Recruiting Efforts
- Maverick's testing numbers and cost mitigation

- **Merger of Medical Certification and CDL**

- CDL and Medical Merger Rule
- Methods Maverick has incorporated to comply with new requirements
- Issues we have encountered

Talking Points

- **Maverick began Pre-Employment Hair Follicle Testing in August 2012.**

- The decision to go to Hair Testing:
 - It's easier to cheat on a urine test
 - Hair retains markers of drug use for a longer period of time.
 - Weeds out users before we hire them.

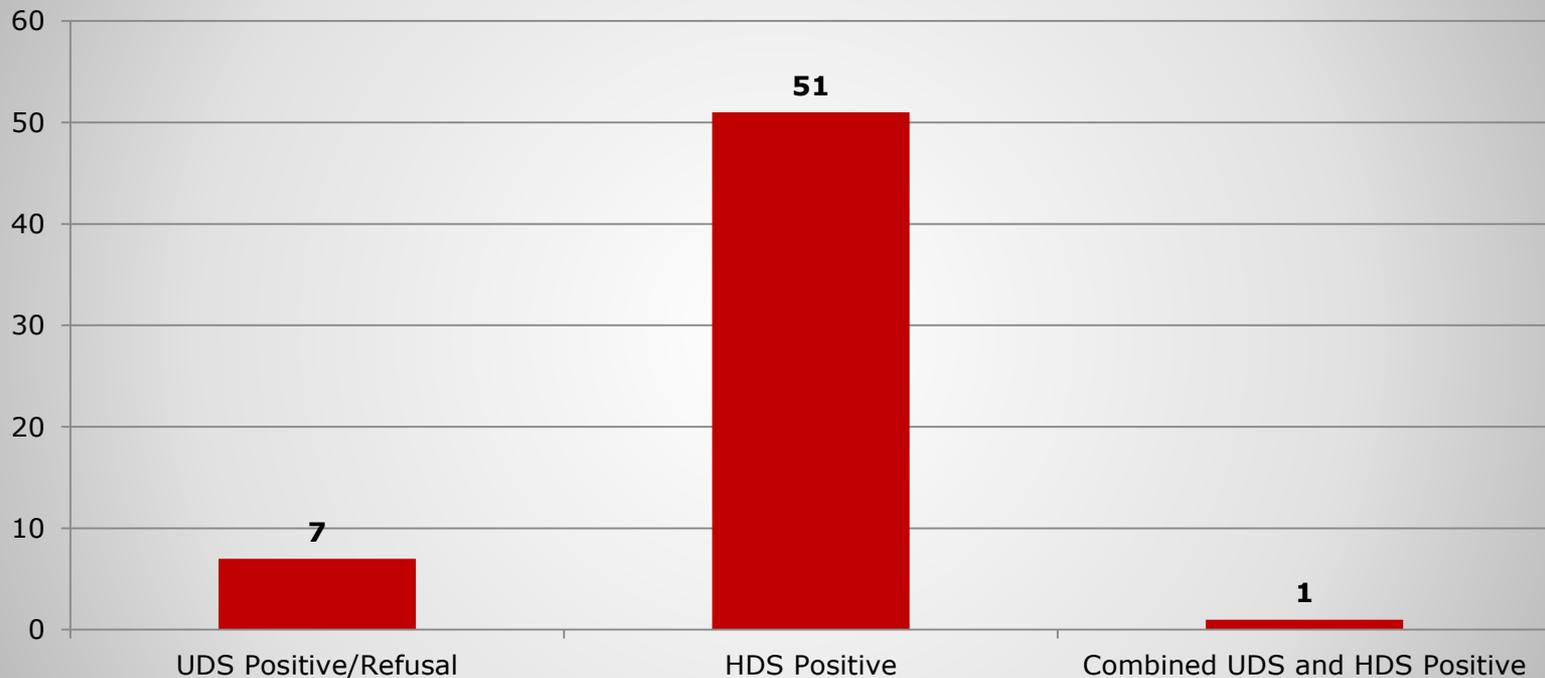
Hair Follicle Testing

- **Affects on Recruiting Efforts:**

- We did not see a drop in applications once it was announced we would begin Hair Follicle Testing.
- We do see that many drivers do not come to Orientation once our Recruiters inform them they will have a hair follicle test.
- Amazingly, many applicants tell our recruiters up front they will not pass a hair follicle test.
- Those applicants are still active in the industry.

Hair Follicle Testing

- **Maverick's Pre-Employment testing numbers:**



***Statistics from beginning of HDS program: August 1, 2012.**

Hair Follicle Testing

• **CDL and Medical Merger Rule**

- FMCSA's Final Rule which merges medical certification information into interstate CDL holders license record.
- Eventually, the merged CDL/medical record will replace the need for a separate paper medical certificate to be carried by drivers.
- The rule is also intended to restrict medically unqualified drivers from operating by linking medical qualification to CDL status.
- CDL holders were supposed to submit a copy of their first new medical certificates obtained after January 30, 2012 to their state licensing agency, so all drivers should have submitted medical certification by no later than January 30, 2014.
- An extension of the paper medical requirement gave states additional time to make the computer system and process changes to record medical certification information on driver CDL records.
- If the driver fails to get certification on file with the state, states will place an indicator of the lack of medical certification on the driver's license record on the 10th day after they've not received an updated medical. Within 60 days the CDL will be downgraded, or a special restriction will be applied.

**Merger of Medical Certification
with CDL**

- **Methods Maverick incorporated to meet new medical certification/CDL requirements:**

- Education: Prior to the go live date of January 2012, we alerted our drivers of the upcoming changes.
- We researched state by state instructions for submitting medical certificates to the state driver licensing agencies, and stay abreast of any changes.
<http://www.fmcsa.dot.gov/sites/fmcsa.dot.gov/files/docs/Med-Cert-State-Instructions-FINAL.pdf>.
- We instruct our drivers to go in person to their local DMV to turn in their medical certification forms if at all possible.
- We implemented an internal process of systematically sending drivers messages to their Qualcomm once new medical certification dates are entered.
 - The message reminds the driver to send their medical card to their home state, and it instructs them to let Safety know once this has been done. We ask for the receipt if available.
 - The message is automatically sent to the Qualcomm every five days until we update our system.
- Once we obtain a receipt from the driver, or once they inform us they have turned their medical certification in to their state, we run an MVR to verify within 15 days per regulation.
- Once we verify the medical certification is updated by the state, we remove the driver from our internal Dashboard database and another message updating the driver is sent to their Qualcomm.

Merger of Medical Certification with CDL

- **Issues we have encountered at Maverick:**

- Some states set tighter restrictions than those required by FMCSA concerning deadlines, and some states may elect to cancel a driver's entire driving license, not just CDL privileges. There is a need for consistency.
- Not all states give receipts as required by regulation. Some states mail receipts. Some states give receipts if the CDL holder comes in person. No consistency.
- Most states will accept faxed copies of medical forms, but some will not. Some will accept email, but some will not. Some will not accept either faxed or emailed copies. No consistency.
- Some states do not place certification on the MVR or are really slow at doing so.

**Merger of Medical Certification
with CDL**

Discussion