



Driver Safety, Training, and Criminal Background check policy

To qualify to be a driver with FIDUS all applicants will have to complete an application along with a criminal background screen. Once an individual has been accepted they will go into orientation. After orientation there will be assigned a ride along with a trainer.

APPLICATION PROCESS:

All individuals must complete a written application, an in person interview will follow. At this time the applicant will be given a briefing of FIDUS and its mission. Applicants will be informed that a background check must be conducted in order to continue with the application process.

*All incoming drivers will have a pre-employment review of their driving record.

*Be at least 21 years or older

*valid personal car insurance

BACKGROUND CHECK:

An independent background check must clear each driver that passes the initial screening.

FIDUS confirms driver's background check complies with C.P.U.C. standards to ensure each passenger & driver safety.

The following convictions within the past seven years is a disqualification:

*Sex offender

* Driving under the influence of drugs and alcohol

*Fraud

*Use of a motor vehicle to commit a felony

*A crime involving property damage

*Theft

*Acts of violence

*Acts of terror



ORIENTATION:

Upon passing the background check **FIDUS** applicants will attend orientation. Drivers will learn about **FIDUS**, how to use the app, along with safety and support on the road.

Vehicle inspection – during orientation, each driver’s vehicle is subjected to an independent 19 point inspection for safety. Also each vehicle will undergo an interior and exterior inspection. **FIDUS** will require a well maintained vehicle in appearance as well as it being a safe one.

About FIDUS—drivers will be given an overview of the company and its mission. How it was started by two individuals to cover the area in the North Bay. **FIDUS** will relay a philosophy of how a small company can create raving fans by having better control, giving quality service, and paying attention to detail. **FIDUS** believes that maintaining a high level of service will connect more riders and drivers to their company. There will be an emphasis of always providing the best service and upholding the company’s brand in the public eye.

Driver Safety:

FIDUS applicants will have to watch a safety video followed by Q & A from the TNC board based on the video and the perils distracted driving

All drivers will be trained on how to contact support on any accident reporting regardless of fault and how minor.

All drivers will be trained on contacting support in the event of an incident of a passenger on board.

All drivers will be aware and sign off on what would be a violation of **FIDUS** stringent **CODE OF CONDUCT**, and how it will be cause for dismissal.

All drivers will be reminded of **FIDUS ZERO TOLERANCE** policy for driving under the influence.

I certify the information above is true and correct.

Carlos Velarde CEO

Print name & title

[Signature]

Signature

02-10-2019

Date