

COMPANYRCM TRANSPORT

STREET ADDRESS8851 KERNS ST

CITY, STATE AND ZIP CODESAN DIEGO, CALIFORNIA, 92154

NAMEJAVIER HERNANDEZ TORRES

DATE OF BIRTH8/6/1971

SOCIAL SEC. NO.

TELEPHONE NUMBERS6192003887

EMAILJAVIERHDEZ0672@GMAIL.COM

EACH ADDRESS FOR THE LAST THREE YEARS (ATTACH SHEET IF MORE SPACE IS NEEDED);

ADDRESSPRIV PORTOFINO RDCIAL SANTA FE 3 #10211 53 , TIJUANA , BAJA CALIFORNIA, 22290

HOW LONG?22 AÑOS

ADDRESS

HOW LONG?

ADDRESS

HOW LONG?

EXPERIENCE AND QUALIFICATIONS (ATTACH SHEET IF MORE SPACE IS NEEDED);

DRIVER LICENSES				
STATE	LICENSE NUMBER	CLASS	ENDORSEMENTS	EXPIRATION DATE
BCN	BCN201157	B INT E INT		9/2/2027

DRIVING				
CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TANK, FLAT, ETC)	DATE FROM TO		APPROXIMATE NUMBER OF MILES (TOTAL)
STRAIGHT TRUCK		12/15/1992	1/26/2026	2000000
TRACTOR-SEMI TRAILER				
TRACTOR-MULTIPLE TRAILER				
OTHER				

ACCIDENTS			
DATES (LAST THREE YEARS) (LIST MOST RECENT FIRST)	NATURE OF ACCIDENT (HEAD-ON, REAR END, UPSET, ETC)	FATALITIES	INJURIES

TRAFFIC CONVICTIONS AND FORFETURES			
LOCATION	DATE	CHARGE	PENALTY

NOTE: THIS FORM IS PROVIDED AS A SUGGESTED FORMAT FOR A COMMERCIAL MOTOR VEHICLE DRIVER'S APPLICATION FOR EMPLOYMENT. A MOTOR CARRIER MAY USE ANY FORMAT FOR AN APPLICATION FOR EMPLOYMENT WHICH COMPLIES WITH 201.21.

ADVERSE LICENSING ACTIONS:

1. A. HAVE YOU EVER BEEN DENIED A LICENSE, PERMIT, OR PRIVILEGE TO OPERATE A MOTOR VEHICLE? **NO**
2. B. HAS ANY LICENSE, PERMIT, OR PRIVILEGE TO OPERATE A MOTOR VEHICLE BEEN SUSPENDED OR REVOKED? **YES - 3/6/2016**

EXPLAIN BELOW(OR ATTACH SEPARATE SHEET IF MORE SPACE IS NEEDED);

NO PAGARON UN WARNING POR UNA LUZ DIRECCIONAL

EMPLOYMENT RECORD (ATTACH SHEET IF MORE SPACE IS NEEDED):

NOTE: REQUIRES THAT YOU LIST YOUR EMPLOYMENT HISTORY' FOR AT LEAST THE LAST 3 YEARS AND YOUR COMMERCIAL DRIVING EXPERIENCE FOR THE PAST 10 YEARS:

NAME: PREMIUM FREIGHT **FROM:** 5/23/2024

ADDRESS: COL MURUA TIJUANA **TO:** 1/26/2026

POSITION HELD: CHOFRER **SALARY:** 14000 MXN MONTH

IMMEDIATE BOSS NAME: YANNIN OLIVARES **PHONE:** 6648332309

REASON FOR LEAVING: MEJORAR

NAME: MCD TRANSPORT **FROM:** 3/31/2021

ADDRESS: COL LA PECHUGA TIJUANA **TO:** 3/31/2024

POSITION HELD: CHOFRER **SALARY:** 20000 MXN MONTH

IMMEDIATE BOSS NAME: LUIS ROMERO **PHONE:** 6195514399

REASON FOR LEAVING: MEJORA DE TRABAJO

NAME: TRANSPORTES RICARDO **FROM:** 1/30/2006

ADDRESS: RESIDENCIAL DEL BOSQUE TIJUANA **TO:** 2/28/2021

POSITION HELD: CHOFRER **SALARY:** 16000 MXN MONTH

IMMEDIATE BOSS NAME: RICARDO MERCADO GONZALEZ **PHONE:** 0000000000

REASON FOR LEAVING: MEJORAS DE TRABAJO

NAME: **FROM:**

ADDRESS: **TO:**

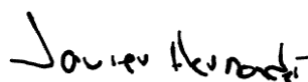
POSITION HELD: **SALARY:** MONTH

IMMEDIATE BOSS NAME: **PHONE:**

REASON FOR LEAVING:

APPLICANT MUST COMPLETE OR REVIEW THE ABOVE APPLICANT'S ORIGINAL SIGNATURE MUST APPEAR BELOW

THIS CERTIFIES THAT THIS APPLICATION WAS COMPLETED BY ME, AND THAT ALL ENTRIES ON FT AND INFORMATION IN IT ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE.



1/26/2026

DATE

(APPLICANT'S SIGNATURE)

REQUEST FOR EMPLOYMENT INFORMATION FROM PREVIOUS EMPLOYER

PREVIOUS EMPLOYER:

ADDRESS:

SECTION 1 PROSPECTIVE EMPLOYER:

MAIL: RCMTRANSPORT1@HOTMAIL.COM

TELEPHONE: 3236833769

SECTION 2 PROSPECTIVE EMPLOYEE:

PREVIOUS EMPLOYER NAME: PREMIUM FREIGHT

ADDRESS: COL MURUA TIJUANA

PROSPECTIVE EMPLOYEES NAME: JAVIER HERNANDEZ

HAS MADE APPLICATION TO THIS COMPANY FOR

A POSITION AS A DRIVER AND STATES THAT HE/SHE WAS EMPLOYED BY YOU AS A (POSITION): DRIVER FROM (STARTING DATE): 5/23/2024

TO (TERMINATION DATE): 1/26/2026

PROSPECTIVE EMPLOYEES SIGNATURE:

YOU ARE HEREBY AUTHORIZED TO GIVE TO **YOU COMPANY NAME** ALL INFORMATION REGARDING MY SERVICES, CHARACTER, AND CONDUCT WHILE

IN YOUR EMPLOY AND YOU ARE RELEASED FROM ANY AND ALL LIABILITY WHICH MAY RESULT FROM FURNISHING SUCH INFORMATION TO THE

ABOVE NAME COMPANY.

SECTION 3 PREVIOUS EMPLOYER:

1. IS THE EMPLOYMENT RECORD WITH YOUR COMPANY CORRECT AS STATED ABOVE? NO

2. WHAT KIND OF WORK DID THE APPLICANT DO?

3. DID THE APPLICANT DRIVE MOTOR VEHICLES FOR YOU? STRAIGHT TRUCK NO BUS NO TRACTOR-TRAILER NO

4. WAS THE APPLICANT SAFE AND EFFICIENT DRIVER? NO

5. GIVE THE DATES OF VEHICLES ACCIDENTS IN WHICH HE/SHE WAS INVOLVED. N/A

6. REASON FOR LEAVING YOUR EMPLOY: DISCHARGED NO JOB ABANDONMENT NO RESIGNED NO

7. WAS THE APPLICANT'S GENERAL CONDUCT SATISFACTORY? NO

8. IS THE APPLICANT COMPETENT FOR THE POSITION SOUGHT? NO

9. DID THE APPLICANT DRINK ANY ALCOHOLIC BEVERAGE WHILE ON DUTY? NO

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
QUALITY OF WORK	☐	☐	☐	☐	☐
COOPERATION WITH OTHERS	☐	☐	☐	☐	☐
SAFETY HABITS	☐	☐	☐	☐	☐
PERSONAL HABITS	☐	☐	☐	☐	☐
DRIVING SKILL	☐	☐	☐	☐	☐
ATTITUDE	☐	☐	☐	☐	☐

REMARKS: NO RESPONDIO LAS TRES LLAMADAS

REVIEWER NAME:

REVIEWER JOB POSITION:

DATE: 1/26/2026

SIGNATURE:

PART 3:	TO BE COMPLETED BY PREVIOUS EMPLOYER
DRUG AND ALCOHOL HISTORY IF DRIVER WAS NOT SUBJECT TO DEPARTMENT OF TRANSPORTATION TESTING REQUIREMENTS WHILE EMPLOYED BY THIS EMPLOYER, PLEASE CHECK HERE ☐ , FILL IN THE DATES OF EMPLOYMENT FROM <u>5/23/2024</u> TO <u>1/26/2026</u> COMPLETE BOTTOM OF PART 3. SIGN, AND RETURN. DRIVER WAS SUBJECT TO DEPARTMENT OF TRANSPORTATION TESTING REQUIREMENTS FROM <u>5/23/2024</u> TO <u>1/26/2026</u> 1. HAS THIS PERSON HAD AN ALCOHOL TEST WITH THE RESULT OF 0.04 OR HIGHER ALCOHOL CONCENTRATION? YES ☐ NO ☒ 2. HAS THIS PERSON TESTED POSITIVE OR ADULTERATED OR SUBSTITUTED A TEST SPECIMEN FOR CONTROLLED SUBSTANCES? YES ☐ NO ☒ 3. HAS THIS PERSON REFUSED TO SUBMIT TO A POST-ACCIDENT, RANDOM, REASONABLE SUSPICION, OR FOLLOW-UP ALCOHOL OR CONTROLLED SUBSTANCE TEST? YES ☐ NO ☒ 4. HAS THIS PERSON COMMITTED OTHER VIOLATIONS OF SUBPART B OF PART 382, OR PART 40? YES ☐ NO ☒ 5. IF THIS PERSON HAS VIOLATED A DOT DRUG AND ALCOHOL REGULATION, DID THIS PERSON COMPLETE A SAP-PRESCRIBED REHABILITATION PROGRAM IN YOUR EMPLOY, INCLUDING RETURN-TO-DUTY AND FOLLOW-UP TESTS? IF YES, PLEASE SEND DOCUMENTATION BACK WITH THIS FORM. YES ☐ NO ☒ 6. FOR A DRIVER WHO SUCCESSFULLY COMPLETED A SAP'S REHABILITATION REFERRAL AND REMAINED IN YOUR EMPLOY, DID THIS DRIVER SUBSEQUENTLY HAVE AN ALCOHOL TEST RESULT OF 0.04 OR GREATER, A VERIFIED POSITIVE DRUG TEST, OR REFUSE TO BE TESTED? YES ☐ NO ☒ IN ANSWERING THESE QUESTIONS, INCLUDE ANY REQUIRED DOT DRUG OR ALCOHOL TESTING INFORMATION OBTAINED FROM PRIOR PREVIOUS EMPLOYERS IN THE PREVIOUS 3 YEARS PRIOR TO THE APPLICATION DATE SHOWN ON PAGE 1. NAME: <u>JAVIER HERNANDEZ</u> COMPANY: <u>PREMIUM FREIGHT</u> ADDRESS: <u>COL MURUA TIJUANA</u> TELEPHONE: <u>6648332309</u> PART 3 COMPLETED BY (SIGNATURE): _____ DATE: <u>1/26/2026</u>	

PART 4A:	TO BE COMPLETED BY PROSPECTIVE EMPLOYER
THIS FORM WAS (CHECK ONE) FAXED TO PREVIOUS EMPLOYER ☐ MAILED ☐ EMAILED ☐ OTHER _____ BY: _____ DATE: <u>CONTENT</u>	

PART 4B:	TO BE COMPLETED BY PROSPECTIVE EMPLOYER
COMPLETE BELOW WHEN INFORMATION IS OBTAINED. INFORMATION RECEIVED FROM: _____ RECORDED BY: _____ METHOD: ☐ FAX ☐ MAIL ☐ EMAIL ☐ TELEPHONE DATE: _____ ☐ OTHER: _____	

INSTRUCTIONS TO COMPLETE THE SAFETY PERFORMANCE HISTORY RECORDS REQUEST

PAGE 1 PART 1:PROSPECTIVE EMPLOYEE

- COMPLETE THE INFORMATION REQUIRED IN THIS SECTION
- SIGN AND DATE
- SUBMIT TO THE PROSPECTIVE EMPLOYER

PAGE 2 PART 4A:PROSPECTIVE EMPLOYEE

- COMPLETE THE INFORMATION
- SEND TO PREVIOUS EMPLOYER

PAGE 1 PART 2:PREVIOUS EMPLOYER

- COMPLETE THE INFORMATION REQUIRED IN THIS SECTION
- SIGN AND DATE
- TURN FORM OVER TO COMPLETE SIDE 2 SECTION 3

PAGE 2 PART 3:PREVIOUS EMPLOYER

- COMPLETE THE INFORMATION REQUIRED IN THIS SECTION
- SIGN AND DATE
- RETURN TO PROSPECTIVE EMPLOYER

PAGE 2 PART 4B:PROSPECTIVE EMPLOYER

- RECORD RECEIPT OF THE INFORMATION
- RETAIN THE FORM

REQUEST FOR DRIVING RECORD

JAVIER HERNANDEZ

(DRIVER'S NAME)

BCN201157

(DRIVER'S OPERATORS LICENSE
NUMBER)

(DRIVER'S SOCIAL SECURITY NUMBER)

DEAR PULL NOTICE

:

THE ABOVE NAMED INDIVIDUAL HAS MADE APPLICATION WITH US FOR EMPLOYMENT AS A DRIVER. APPLICANT HAS INDICATED THAT THE ABOVE NUMBERED OPERATOR'S LICENSE OR PERMIT HAS BEEN ISSUED BY YOUR STATE TO APPLICANT, AND THAT IT IS IN GOOD STANDING.

IN ACCORDANCE WITH 49 C.F.R. 391.23(A)(1) OF THE FEDERAL MOTOR CARRIER SAFETY REGULATIONS, WE ARE REQUIRED TO MAKE AN INQUIRY INTO THE APPLICANT'S DRIVING RECORD DURING THE PRECEDING 3 YEARS OF EVERY STATE IN WHICH THE APPLICANT HAS HELD A MOTOR VEHICLE OPERATOR'S LICENSE OR PERMIT DURING THOSE 3 YEARS.

THEREFORE, PLEASE CERTIFY TO US WHAT THE INDIVIDUAL'S DRIVING RECORD IS FOR THE PRECEDING 3 YEARS, OR CERTIFY THAT NO SUCH RECORD EXISTS IF THAT BE THE CASE.

IN THE EVENT THIS LETTER DOES NOT SATISFY YOUR REQUIREMENTS FOR MAKING SUCH INQUIRIES, PLEASE SEND US INSTRUCTIONS AND FORMS OF YOURS AS ARE NECESSARY FOR US TO COMPLETE OUR INQUIRY INTO THE DRIVING RECORD OF THIS APPLICANT.

RESPECTFULLY YOURS,

SIGNATURE OF INDIVIDUAL MAKING THIS INQUIRY

ROMAN CONTRERAS

PRINTED NAME OF PERSON MAKING THIS INQUIRY

OWNER

TITLE OF PERSON MAKING THIS INQUIRY

RCM TRANSPORT

NAME OF MOTOR CARRIER

3236833769

PHONE NUMBER

FAX NUMBER

8851 KERNS ST

MAILING ADDRESS

SAN DIEGO

CITY

CALIFORNIA

STATE

92154

ZIP CODE

NOTE: THIS FORM IS PROVIDED AS A SUGGESTED FORMAT FOR REQUESTING A DRIVING RECORD FROM A JURISDICTION OTHER THAN TEXAS. NO FORMAT IS PRESCRIBED, AND EACH JURISDICTION MAY HAVE ITS OWN FORM.

DRIVER'S ROAD TEST EXAMINATION

DRIVER'S NAME	JAVIER HERNANDEZ	PHONE NUMBER	6192003887		
DRIVER'S ADDRESS	PRIV PORTOFINO RDCIAL SANTA FE 3				
CITY	TIJUANA	STATE	BAJA CALIFORNIA	ZIP CODE	22290

THE ROAD TEST SHALL BE GIVEN BY THE MOTOR CARRIER OR A PERSON DESIGNATED BY THE MOTOR CARRIER. HOWEVER, A DRIVER WHO IS A MOTOR CARRIER MUST BE GIVEN THE TEST BY ANOTHER PERSON. THE TEST SHALL BE GIVEN BY A PERSON WHO IS COMPETENT TO EVALUATE AND DETERMINE WHETHER THE PERSON WHO TAKES THE TEST HAS DEMONSTRATED THAT HE OR SHE IS CAPABLE OF OPERATING THE VEHICLE AND ASSOCIATED EQUIPMENT THAT THE MOTOR CARRIER INTENDS TO ASSIGN.

<u>RATING OF PERFORMANCE</u>	<u>TASK (AS REQUIRED BY 49 C.F.R. 391.31)</u>
<u>YES</u>	THE PRE-TRIP INSPECTION (AS REQUIRED BY 49 C.F.R. 392.7)
<u>YES</u>	COUPLING AND UNCOUPLING OF COMBINATION UNITS, IF THE EQUIPMENT HE/SHE MAY DRIVE INCLUDES COMBINATION UNITS
<u>YES</u>	PLACING THE COMMERCIAL MOTOR VEHICLE IN OPERATION
<u>YES</u>	USE OF THE COMMERCIAL MOTOR VEHICLE'S CONTROLS AND EMERGENCY EQUIPMENT
<u>YES</u>	OPERATING THE COMMERCIAL MOTOR VEHICLE IN TRAFFIC AND WHILE PASSING OTHER VEHICLES
<u>YES</u>	TURNING THE COMMERCIAL MOTOR VEHICLE
<u>YES</u>	BRAKING, AND SLOWING THE COMMERCIAL MOTOR VEHICLE BY MEANS OTHER THAN BRAKING
<u>YES</u>	BACKING AND PARKING THE COMMERCIAL MOTOR VEHICLE
<u>NO</u>	OTHER, PLEASE EXPLAIN:
TYPE OF EQUIPMENT USED IN GIVING THE ROAD TEST: <u>TRAILER 53 FEET</u>	

DATE	<u>1/26/2026</u>	EXAMINER'S SIGNATURE	
EXAMINER'S TITLE	<u>OWNER</u>	EXAMINER'S PRINTED NAME	<u>ROMAN CONTRERAS</u>

IF THE ROAD TEST IS SUCCESSFULLY COMPLETED, THE PERSON WHO GAVE IT SHALL COMPLETE A CERTIFICATE OF DRIVER'S ROAD TEST.

EXAMINER'S REMARKS:

NOTE: THIS FORM IS PROVIDED AS A SUGGESTED FORMAT FOR RECORDING A DRIVER'S ROAD TEST. A MOTOR CARRIER MAY USE ANY FORMAT FOR DOCUMENTING ROAD TESTS WHICH COMPLIES WITH 391.31.

INSTRUCTIONS: IF A ROAD TEST IS SUCCESSFULLY COMPLETED (SEE PREVIOUS FORM), THE PERSON WHO GAVE IT SHALL COMPLETE A CERTIFICATE OF DRIVER'S ROAD TEST. THE ORIGINAL OR A COPY MUST BE RETAINED IN THE EMPLOYING MOTOR CARRIER'S DRIVER QUALIFICATION FILE FOR THE PERSON EXAMINED. A COPY SHOULD BE GIVEN TO THE PERSON WHO WAS EXAMINED.

CERTIFICATION OF ROAD TEST UNDER 49 C.F.R. 391.31

DRIVER'S NAME JAVIER HERNANDEZ

SOCIAL SECURITY NO. _____

OPERATOR'S OR CHAUFFEUR'S LICENSE NO. BCN201157 STATE BAJA CALIFORNIA

TYPE OF POWER UNIT TRACTOR TRUCK

TYPE OF TRAILER(S) TRAILER 53 FEET

IF PASSENGER CARRIER, TYPE OF BUS NO

THIS IS TO CERTIFY THAT THE ABOVE-NAMED DRIVER WAS GIVEN A ROAD TEST UNDER MY SUPERVISION ON 1/26/2026, CONSISTING OF APPROXIMATELY 10 MILES OF DRIVING.

IT IS MY CONSIDERED OPINION THAT THIS DRIVER POSSESSES SUFFICIENT DRIVING SKILLS TO OPERATE SAFELY THE TYPE OF COMMERCIAL MOTOR VEHICLE LISTED ABOVE.

ROMAN CONTRERAS

(SIGNATURE OF EXAMINER)

OWNER

(TITLE)

RCM TRANSPORTING LLC - 8851 KERNS ST SUITE 200, SAN DIEGO, CALIFORNIA, 92154

(ORGANIZATION AND ADDRESS OF EXAMINER)

NOTE: THIS FORM IS PROVIDED AS A SUGGESTED FORMAT FOR CERTIFYING A DRIVER'S ROAD TEST. A MOTOR CARRIER MAY USE ANY FORMAT FOR CERTIFYING ROAD TESTS WHICH COMPLIES WITH 391.31.

**DRIVER PROFICIENCY (CAC 13, 1229) AND
AUTHORIZED VEHICLES (CAC 12, 1234 (B))**

HERNANDEZ JAVIER
DRIVER'S NAME

HAS DEMONSTRATED TO ME

ROMAN CONTRERAS - OWNER
NAME & TITLE

THAT HE/SHE CAN SAFELY OPERATE THE BELOW NAMED VEHICLES/EQUIPMENT AS WAS TRAINED FOR THE FOLLOWING:

- | | |
|--|--|
| ☒ STRAIGHT TRUCK | ☐ INFORMED ON WHO TO REPORT SAFETY CONCERNS TO |
| ☐ TRACTOR & TRAILER COMBINATION | ☐ TRAINED ON HOW TO SECURE A LOAD. TIEDOWN PROCEDURE |
| ☐ TANK VEHICLE | ☐ TRAINED ON SPOTTING AN IMPROPERLY LOADED VEHICLE |
| ☒ VEHICLES 10,000 POUNDS TO 26,000 POUNDS GVWR | ☒ TRAINED ON SAFE USE OF MIRRORS & BLIND SPOIS |
| ☒ VEHICLES 26,001 POUNDS AND MORE GVWR | ☒ STANDARD SHIFT TRANSMISSION |
| ☐ PROPERLY HOOK UP A TRAILER | ☒ AUTOMATIC TRANSMISSION ONLY |
| ☐ SAFELY OPERATE A DUMP VEHICLE | ☒ AIR BRAKES ENDORSEMENT |
| ☐ TRAINED TO PERFORM A WALK AROUND INSPECTION | ☐ HAZARDOUS MATERIALS ENDORSEMENT |
| ☐ OTHER | |

EMPLOYEE SIGNATURE

Javier Hernandez

DATE

1/26/2026



A LONG FORM MEDICAL EXAMINATION REPORTS IS
REQUIRED
COPY OF MEDICAL EXAMINER'S CERTIFICATE HERE

INTERNAL INSTRUCTIONS:

DISPATCH DEPT:

EQUIPMENT DEPT:

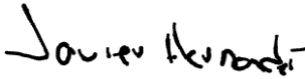
ALL NEW HIRES MUST BE DIRECTED TO THE EQUIPMENT MANAGER, WITH THIS FORM, FOR
COMPLETION OF THE DRIVER PROFICIENCY PROCESS
PROCESS COMPLETED COPY OF THIS FORM TO PAYROLL FOR RECORDKEEPING

**GENERAL CONSENT FOR LIMITED QUERIES OF
THE FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION (FMCSA)
DRUG AND ALCOHOL CLEARINGHOUSE**

I **JAVIER HERNANDEZ TORRES** HEREBY PROVIDE CONSENT TO **RCM TRANSPORT** TO CONDUCT A LIMITED QUERY OF THE FMCSA COMMERCIAL DRIVER'S LICENSE DRUG AND ALCOHOL CLEARINGHOUSE **BCN201157** TO DETERMINE WHETHER DRUG OR ALCOHOL VIOLATION INFORMATION ABOUT ME EXISTS IN THE CLEARINGHOUSE.

I UNDERSTAND THAT IF THE LIMITED QUERY CONDUCTED BY **RCM TRANSPORT** INDICATES THAT DRUG OR ALCOHOL VIOLATION INFORMATION ABOUT ME EXISTS IN THE CLEARINGHOUSE, FMCSA WILL NOT DISCLOSE THAT INFORMATION TO (COMPANY) WITHOUT FIRST OBTAINING ADDITIONAL SPECIFIC CONSENT FROM ME.

I FURTHER UNDERSTAND THAT IF I REFUSE TO PROVIDE CONSENT FOR **RCM TRANSPORT** TO CONDUCT A LIMITED QUERY OF THE CLEARINGHOUSE, **RCM TRANSPORT** MUST PROHIBIT ME FROM PERFORMING SAFETY-SENSITIVE FUNCTIONS, INCLUDING DRIVING A COMMERCIAL MOTOR VEHICLE, AS REQUIRED BY FMCSA'S DRUG AND ALCOHOL PROGRAM REGULATIONS.



EMPLOYEE SIGNATURE

1/26/2026

DATE

CERTIFICATE OF RECEIPT OF RCM TRANSPORT DRUG AND ALCOHOL POLICY FOR DOT REGULATED DRIVERS.

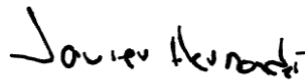
I CERTIFY THAT I AM IN RECEIPT OF, HAVE READ, AND DO UNDERSTAND **RCM TRANSPORT** POLICIES, PROCEDURES, AND EDUCATIONAL MATERIALS REGARDING SUBSTANCE-ABUSE PREVENTION AND SUBSTANCE-ABUSE TESTING, AS REQUIRED BY THE FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION.

SPECIFICALLY, I CERTIFY HAVE RECEIVED DETAILED INFORMATION SETTING FORTH: (1) THE IDENTIFY OF THE PERSON DESIGNATED TO ANSWER QUESTIONS ABOUT THE COMPANY'S DRUG AND ALCOHOL POLICY FOR DOT-REGULATED DRIVERS ("POLICY"); (2) WHO IS COVERED BY THE REGULATIONS; (3) WHAT IS MEANT BY "SAFETY-SENSITIVE FUNCTIONS" SO THAT I UNDERSTAND WHAT PERIOD OF THE WORKDAY I AM REQUIRED TO BE IN COMPLIANCE WITH THE REGULATIONS; (4) WHAT IS PROHIBITED BY THE REGULATIONS AND BY THE COMPANY'S POLICY; (5) THE CIRCUMSTANCES UNDER WHICH I WILL BE TESTED; (6) THE PROCEDURES FOR TESTING; (7) THE REQUIREMENT THAT I SUBMIT TO TESTING AS REQUIRED BY THE REGULATIONS; (8) AN EXPLANATION OF WHAT CONSTITUTES A REFUSAL TO-TEST, AND THE CONSEQUENCES FOR REFUSING TO SUBMIT TO TESTING; (9) THE CONSEQUENCES UNDER THE REGULATIONS AND THE CONSEQUENCES AS A MATTER OF COMPANY POLICY IF I VIOLATE THE REGULATIONS AND/OR TEST POSITIVE; (10) THE CONSEQUENCES IF I TEST POSITIVE FOR ALCOHOL AT THE LEVEL OF .02 OR GREATER; AND (11) INFORMATION CONCERNING THE EFFECTS OF ALCOHOL AND DRUG ABUSE ON MY HEALTH, WORK, AND PERSONAL LIFE, AND SIGNS AND SYMPTOMS OF ALCOHOL OR DRUG PROBLEMS. I UNDERSTAND THAT IF I AM CONCERNED ABOUT MY USE OF ALCOHOL OR CONTROLLED SUBSTANCES, OR THE USE OF ALCOHOL OR CONTROLLED SUBSTANCES BY A CO-WORKER, I CAN AND SHOULD SEEK ASSISTANCE FROM THE COMPANY'S OR FROM AN APPROPRIATE ASSISTANCE PROGRAM IN MY COMMUNITY.

I UNDERSTAND THAT I MAY HAVE A COPY OF THIS CERTIFICATE OF RECEIPT IF I SO REQUEST.

1/26/2026

DATE



DRIVER'S SIGNATURE

JAVIER HERNANDEZ TORRES

DRIVER'S PRINTED NAME