

BUYER'S GUIDE

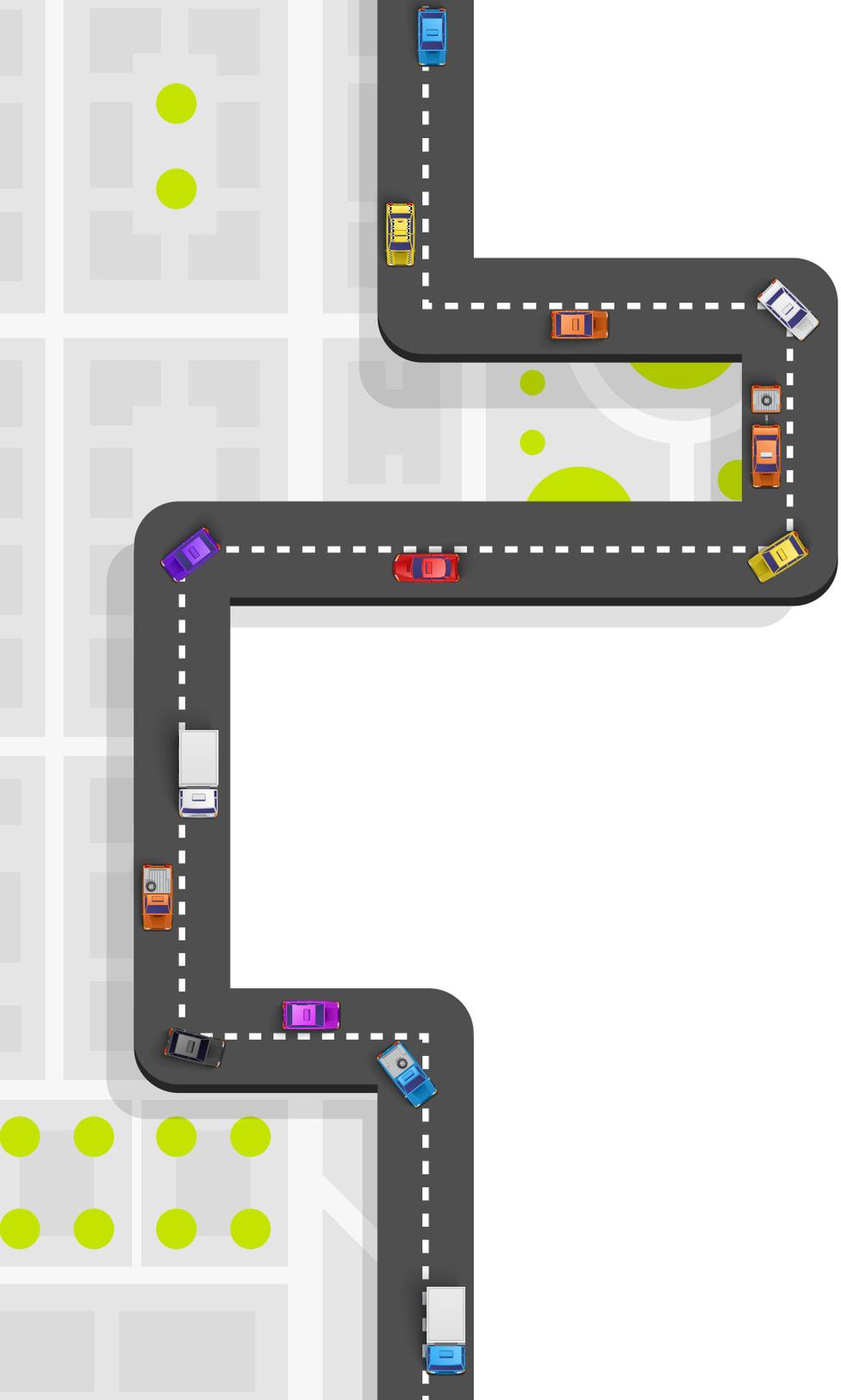
How to Research, Evaluate and Purchase Cost-effective
Training Solutions for a Successful Driver Training Program



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Do We Need This?



Introduction

Why use a buyer's guide to evaluate and purchase driver training solutions?

Many of our customers come to us throughout the buying process with a wide range of questions, concerns and reservations about purchasing a driving simulator or driver training services.

What do the various solutions provide? How can we be sure we really need this? What are the benefits of the various solutions?

Our goal with the buyer's guide is to:

- ✓ Help you understand the differences between solutions;
- ✓ Provide you with information and justification on how to decide on a training solution;
- ✓ Explain what you are purchasing and how you can fund it;
- ✓ Help you feel more comfortable and confident when making your decision;
- ✓ Help you make the right choice for your needs and goals.

The landscape for driver training has dramatically changed over the past decade creating a wide array of choices and technologies to choose from. As

the demand for qualified, experienced drivers grows, so has the demand for solutions to effectively train drivers. From e-classroom and DVD learning curriculum to desktop simulator software, full-motion driving simulators, and in-cab technology you have a lot of options to choose from.

Many companies in the marketplace offer products and solutions that attempt to address top industry challenges including safety, performance, productivity, operating expenses, efficiency, speeding, distracted driving, and driver retention. To make the buying process even harder - many of the solutions appear to have very similar features and capabilities.

So what are the steps to purchasing the best training solution available? How do you figure out if the investment is worth it? How do you know if you're making the right choice for your organization?

The best place to start is to capture and define the core goals that your organization is trying to achieve. When you find a solution that aligns to solving your challenges and achieving your goals it is dramatically easier to justify the costs and investment. So let's get started!

How Do You Define Success?

At the end of the day what is it that you are truly trying to achieve? Start with the end in mind.

When considering the risks and rewards of a driver training solution, many organizations are focused on the upfront costs thinking they simply cannot afford it. They often forget to focus on the goal, overlooking what they are truly trying to achieve in the first place. So what kind of goals should you set in order to justify the investment?

Goals often times can simply be defined by assessing your current organization's challenges and areas of improvement. Our customers across various industries and markets typically come to us with a wide array of challenges they are facing. Most of these challenges all tend to fall under one of the following categories:

1	2	3
Need to improve safety performance	Need to improve operational efficiency	Need to meet or exceed compliance
Reduce crash rates, severity of crashes, Minimize risk Reduce insurance premiums and litigation	Reduce operational costs from fuel, vehicle repairs, training costs Reduce driver turnover and washout	Meet mandated federal or state compliance Meet specific risk and safety standards Comply with training requirements



Assess your current challenges and determine if you can translate them directly into a goal and plan for success. For example: if you need to reduce insurance premiums or litigation costs due to collisions maybe set a goal to reduce collisions by 30%. How much money could you save in a year?

Top questions to ask yourself:

- ✓ How much do you currently spend to onboard and train new drivers?
- ✓ How much time and money is your organization having to spend dealing with insurance claims and litigation?
- ✓ Are you able to retain qualified drivers?
- ✓ Are you satisfied with your safety record?
- ✓ Would safer drivers increase the lifetime of your vehicles/equipment and reduce maintenance costs?
- ✓ Would better drivers reduce your operating costs, allowing you to purchase more vehicles or hire more staff?

Customer Success Stories

Real world examples of how our customers are achieving success by investing in simulation-based training solutions for their drivers.

Safety improvement in 30-60 days

By using our driving simulator solutions a commercial retail customer reduced their total crashes in their fleet by 36% which lowered their average pre-training cost per accident from \$1.2 million down to under \$141,000 per accident.

Within a month or two of deploying our training solutions customers could start to see improvements in key safety metric areas of reduced frequency of crashes, reduced severity of crashes, and fewer preventable accidents.

36% total crash reductions

25% crash reduction for new hires

Reduce average cost per crash from \$1.2 million to under **\$141,000**

Operational cost savings in 30 Days

If a fleet can conserve resources it helps the entire economy, and if they employ safer drivers then the public benefits. One of our commercial trucking customers estimated that if 2,500 of their drivers could just save a tenth of a percent on fuel they could save \$100,000 in operating costs. After our training efforts, they saved 4.9%....that equates to \$4.9 million. How would you spend an extra \$4.9 million?

25% reduction in new driver crashes minimizes

10% improvement in driver retention

Saving **337,500** gallons of fuel by training in simulators



"For Bison, the protection of our people, and those we share the roads with, is of critical importance. Our investment in simulation training clearly demonstrates that safety is our collective responsibility. Bison's road safety program uses simulation as its focal point. We have seen an 83% improvement in preventable accidents after simulator training – these results speak for themselves."

- Don Streuber President and CEO Bison Transport

"Emergency vehicle operation is important, but arriving safely is a critical task. The operation of a patrol car or other emergency response vehicle must go hand in hand with proper decision making skills. The addition of a driving simulator to our well established emergency vehicle operator course has provided the opportunity to teach decision making skills at a level that cannot be replicated safely in the real world."

- Captain Coral L. Estes, Washington State Patrol Training Division

Results shown on this page will vary between customers and are not guaranteed

What Is a Cost-Effective Training Solution?

How do you find the best solution for training drivers that will also be effective? Many solutions are very affordable and easy to deploy and implement. In the long run, however, you should consider how effective they are in helping your drivers retain the knowledge and experience needed to perform their jobs.

Recent market research reports that training solutions currently range widely by delivery methods, cost, and features. Mature fleets and organizations with successful safety programs leverage a variety of training methods categorized by classroom, e-learning, simulation, and behind-the-wheel training.

i Did you know that a “blended learning” approach is 85% more effective than any single method? The L3 driver training platform offers blended learning by integrating instructor-led, computer-based, and simulation-based training as one solution.

	Classroom	E-Learning	Simulation	Behind-the-Wheel
Description	Classroom-based group lectures, sometimes facilitated by PowerPoint presentations and company manuals	Computer-based learning courses. Use of “Drive Cam” or EOBR (Electronic On Board Recorder) devices	Simulation-based training, often paired with instructor-led training services	Apprentice behind-the-wheel driver model and augmented with EOBR technology
Prevalence	Commonly used for initial training and onboarding of new hires	Widely used in fleets; independent of size	Highly prevalent in companies with a high emphasize on safety culture	Highly prevalent across fleets
Role of Technology	Classroom training entails very little technology; however, some classroom training is augmented by computer-based offerings	Web-based solutions offer trainers standardized assessment tools and the ability to track progress; can also facilitate distance and mobile learning	Simulation-based training focuses on the experiential knowledge, muscle memory and critical decision-making skills	Fleets rely on in-cab instruction from a driver-trainer as the backbone of most training programs
Retention Rate	5-10%	20%	90%	90%
Knowledge	✓	✓	✓	✓
Skills		✓	✓	✓
Behavior			✓	✓
Risk	Low	Low	Low	High
Cost	\$\$	\$\$	\$\$\$	\$\$\$\$

Why Simulation Works

Studies confirm that 80% of crash incidents are a result of poor decision making. Despite this, most traditional driver training focuses on learning how better to control the vehicle.

Training ideally should focus on how people think while they drive and then add appropriate interventions on vehicle control. This allows the training to address the key causes of crashes. Simulation-based training allows the focus to move to the decision making process first, then to the mastery of vehicle control.

Driving simulators provide hands-on, experiential training for drivers, offering experience without risks to people or equipment.

Driving simulators allow you to expose your drivers to various challenging and hazard-laden scenarios in a controlled environment. You can record operator reactions and response times, and provide after-action reviews that point out performance improvement areas for each driver. This training approach will improve critical driving skills, enhance decision making abilities, and increase the safety of your fleet.



To take advantage of the technology, does your solutions provider offer a simulation-based training plan that is carefully constructed and sequenced to reinforce specific driving behaviors and skills.

Increased Learning Retention

A proven, state of the art, experiential technology that promotes a higher transfer of learning and increased retention.

Risk-Free Environment

Continual reinforcement of curriculum and key training areas by providing the ability for your students to practice and rehearse responses to dangerous situations in a safe, controlled environment.

Progressive Skill Development

An adjustable, progressively challenging development path to enhance skills, improve driving, and hone decision making.

Scenario Customization

Customizable scenarios designed to address learning objectives relevant to your department and individual employees.

Standardize Curriculum

An opportunity to standardize your curriculum to ensure consistent, quality training.

Situational Awareness

Challenging situations that target skill development and increase the trainee's situational awareness, self-awareness, and critical thinking skills.

What Are the Benefits of Using Simulation?

All organizations that employ drivers have business challenges they are trying to solve and recognize that safety and performance training is key to achieving success.

You probably have some ideas about how a driver training solution might be integrated into your organization, but our research shows that few customers take full advantage of the capabilities across their business.

Here are a few common examples of how customers are leveraging solutions in their organization to drive value.

Practical Training

Enhances entry-level driver training, refresher training and pre-hire assessments allowing you to conduct practical real world training, on different terrains and for different road and weather conditions.

Reduce Collision Rates

Our customers have significantly reduced preventable collisions and the severity of the collisions. Simulation-based training allows practice of challenging, critical decision-making situations that target knowledge, skill, and behavioral development and increase the trainee's situational awareness in a realistic, risk-free environment.

Improve Fuel Efficiency

Sustained improvement in MPG fleet-wide translates to significant operational cost savings. Realize fuel savings through better fuel management training including progressive shifting practices and speed management skills.

Increase Driver Retention

Complete, consistent, objective feedback on performance gives drivers the skills and confidence to drive more safely and more efficiently. Effective training reduces turnover and reduces new hire washout due to frustration and anxiety. Less time for training and quicker proficiency allows drivers to get on the road quicker.

Regulatory Compliance

Increase regulatory compliance with initial, recurring and remedial compliance training. Reduce violations due to speeding and observable vehicle defects. Pre-trip inspections to reduce exposure to inspections.

Reduce Equipment Costs

Minimize maintenance and damage to company-owned vehicles. Training on the simulator keeps your vehicles on the road and earning revenue.

Improve Recruitment

Identify & predict probable behavior improving candidate selection and remediation processes. Attract more qualified drivers who want to be assured that your company is invested their career development.

The background of the slide features a dark blue color scheme. In the center, a person is seen from behind, standing on a road with white lane markings. The person's hands are on their hips. The background is filled with a complex, abstract pattern of white and light blue lines that resemble a network or a map. A semi-transparent grey trapezoidal shape is overlaid on the center of the image, containing the title text.

Choosing the Right Training Solution

Solutions & Features Comparison

L3 provides driver training solutions to support delivery of training content and management of training effectiveness. There are three options you can choose from:

	Products Self-Managed Training Tools	Expertise Tools + Expertise	Services Training-As-A-Service
	Ideal for fleets with a mature safety training program, who need training tools and components to increase their training effectiveness.	Ideal for fleets who have a training program in place, but need help identifying the right tools and training to increase effectiveness.	Ideal for organizations who understand the value of training, but do not yet have a driver training program in place.
Procurement Features			
Equipment Purchase/lease	✓	✓	
No initial investment required			✓
Pay-By-The-Week packages			✓
Expenditure Type	Capital Expenditure	Capital Expenditure	Operational Expenditure
Best value for small driver fleets			✓
Best value for large driver fleets	✓	✓	
Best value for short-term training			✓
Best value for long-term training	✓	✓	
Solution Features			
Flexible training year-round	✓	✓	✓
Fixed-site or mobile ready	✓	✓	✓
Fully-equipped mobile training center			✓
Full service warranty/maintenance	✓	✓	
Create custom training scenarios	✓	✓	
Pre-built sample scenarios Included	✓	✓	
Access to training advisor expertise		✓	✓
Access to full training content catalog			✓
Software concurrency	✓	✓	✓
Hardware concurrency			✓
Training integration (SBT/CBT/ILT)			✓
Customer manages training locations/schedule	✓		
Customer controls training effectiveness/costs	✓		

Why Choose a Training Solutions Provider?

A successful driver training program is only as good as the tools and training providers you choose. Some providers in the marketplace focus entirely on manufacturing training technology with no understanding of human performance or experience with actually training drivers. Do they focus on the bells and whistles or do they truly care about understanding your organization's challenges?

Whether you plan on managing your own driver training program or thinking about hiring a third-party to outsource training, be sure to consider the following checklist:



Does the supplier you are thinking of doing business with clearly understand your needs? Do they have the right resources and expertise to help you achieve your goals?

✓ Understand your needs

A provider should listen carefully to your unique organizational and training needs and collaborate with your team to develop the right solution for you.

✓ Employ the right people

The provider you select should employ experienced trainers to advise and augment your training. These trainers should work together with your staff to effectively and successfully implement training.

✓ Offer a comprehensive training plan

Ask whether a training provider offers additional value-added services like a complete training plan that include content, courseware, and documentation to support your goals and training activities.

✓ Provide expertise & continuity

Your provider should help you keep the program going, providing continuity through personnel changes like promotions, retirement, and other forms of attrition. The best, most successful driver training programs can withstand personnel changes without sacrificing the quality or consistency of the learning experience.

✓ Committed to customer excellence

Deliver timely customer support and service to ensure the proper utilization of the training and any related options the customer may wish to integrate such as courseware, self-paced learning, etc.

✓ Ongoing engagement with your team

Your provider should be there even after implementation to help to solve problems, share insights, introduce new product updates, and deliver value-added benefits. They should be a partner, not just a supplier.

Frequently Asked Questions

Why are certain training methods not as effective?

Classroom training and online courseware videos can enhance the knowledge necessary to operate a vehicle. However, being told how to react in a dangerous situation isn't nearly as effective as having the opportunity to physically react to it. Bridging the gap between "knowing" and "doing" is a common struggle when training. Craig Weller is a human performance coach who believes¹:

“ An inability to grasp the difference between declarative knowledge and procedural behavior is a root issue with many of our struggles with training. Behavior is the end result that we're after, and is the only way knowledge can be practically useful. That behavior cannot develop without first having knowledge to inform it, but most people stop at the knowledge part and feel like they're done - as if behavior magically follows knowledge with no additional effort or time. ”

In the case of training professional drivers, a driving simulator is a tool that can be used to help bridge the gap between knowledge and behavior. Simulation-based training promotes a higher transfer of learning and increased retention to develop and enhance behavior.

How are others using simulation?

Simulation can be used with newly hired drivers, during annual recertification training of drivers and also during post-incident remediation training. Simulation can be used to train basic to advanced skills. Customers use the simulator to help create targeted training plans for each driver. The driver will benefit from a learning experience customized to their needs.

¹ Craig Weller. (2016, April 25) Bridging the gap between "knowing" and "doing" is a common struggle [Web log post]. <https://www.facebook.com/insidePN/posts/715360075234293>

Why should we invest in driving simulation?

Simulation is a proven technology and a proven approach to improve a driver's decision making and reaction time. Think about the training that a military fighter pilot or commercial aviation pilot must complete. Professionals that work in these high-risk environments often receive hundreds of hours of simulation-based training, yet perform with the highest level of safety and compliance standards.

Many professional drivers also operate specialized equipment in a high-risk environment and they deserve the same high quality training. Using simulators, we can train challenging maneuvers, such as skid recovery, adverse weather conditions, rollover prevention, jackknife prevention or tire blowout recovery. Simulation allows the driver to experience hazardous conditions in a safe environment so they will know what to do if they experience an issue on the road. Simulators are extremely effective in helping drivers become skilled in a relatively short period of time.

Isn't behind-the-wheel training just as effective?

We're pretty sure no one can control the weather, create a traffic jam on a freeway, or ask a pedestrian to walk out in front of your vehicle during training. Unlike behind-the-wheel training, using a simulator, drivers are able to repeat situations, learn from their mistakes, and practice the safest ways to respond. By reinforcing positive decision making and improving situational and spatial awareness, drivers are better prepared. With a variety of realistic scenarios, drivers can master basic skills first, then work toward handling more complex driving challenges.



Frequently Asked Questions

Why not spend the money on something else?

One of the fastest rising costs for any organization that employs drivers are in crashes and equipment loss. While many crashes are non-preventable, data indicates that most are preventable. When injuries or fatalities of other motorists or pedestrians are involved, losses accelerate even more. These rising costs are not sustainable. It is difficult to invest in new equipment, payroll or benefits without first attending to lowering risk costs.

Simulation-based training is a proven approach to mitigating risk and the associated costs. It is an investment in improving how you train and how you manage safety. By implementing a simulation-based training program you not only deliver on a promise to make sure drivers return home safely each and every day, but safety training provides additional ROI by improving your bottom line in operational efficiency, equipment and property maintenance and training overhead costs.

Why buy a simulator when I can use a real vehicle?

Simulators are not a real truck or car — that's why they are called simulators! We can use simulators to train entry-level and experienced drivers the knowledge, skills and behavior they need to handle real-life hazards out on the road. We would simply never take an entry-level driver out in a real vehicle and put them into a skid, tire blowout recovery, or jackknife on purpose! You can do that on a simulator very safely and do so multiple times until a driver is comfortable. The risks are simulated, but the benefits are very real!

Simulators are not meant to replace vehicles or teach drivers how to drive a vehicle. They are meant to train drivers on better decision making skills that build positive behavior. For this reason, simulators are a very valuable tool to supplement behind-the-wheel training with a mentor. In fact, students that are introduced to entry-level training in the simulator

express more confidence and skill when they complete their behind-the-wheel assessment. This actually translates to less time training and gets experienced drivers on the road quickly.

What best practices are others using to achieve success?

When customers leveraging driving simulators were asked how they achieved success, they cited several best practices. Increase the probability of realizing immediate and long term return-on-investment from a simulation-based training program by adopting:

- ✓ Leadership support of the tools
- ✓ Alignment of driver training efforts with safety goals and operational/productivity goals
- ✓ Quality of training program (i.e. standards based curriculum combined employing blended learning approach)
- ✓ Discipline and attention to consistency in the delivery of training (this is accomplished through choosing the right trainers, providing quality train-the-trainer certification and perform ongoing audit/assessment of trainers)
- ✓ Embedding simulation into all types of driver training (new hire, post-incident, safety refresher training, career development)
- ✓ Ongoing evaluation of training effectiveness (through surveys, skill assessments, driver performance records, etc.)
- ✓ Quality and timeliness of L3 customer service and support

Successful customers apply a training design process model to ensure quality with their training. Simply put, the most successful clients have a well-conceived curriculum that is designed to address specific performance issues (safety or productivity related) and the training program is then delivered in a consistent way to maximize the results sought.

A man with a beard, wearing a white button-down shirt, is holding a tablet computer. He is looking off to the side with a slight smile. The image is overlaid with a solid blue color. A semi-transparent grey trapezoidal shape is positioned in the center, containing the text 'The Buying Process' in white.

The Buying Process

A Step-By-Step Guide to Buying the Right Training Solution

1

Outline Your Challenges and Goals

What do you think are your biggest weaknesses and threats to achieving a safer, more efficient fleet? What opportunities can you define to help achieve success?

2

Conduct Internal Needs Analysis

One of the first things that you can do internally is assess your current training program to help address the specific requirements your organization needs. Use the discovery questionnaire worksheet at the back of this guide for ways to capture your needs.

3

Define Benchmarks

Make sure you're able to measure the impact to your business by taking the time to measure performance before a solution is up and running. These should include factors such as monthly fuel costs, monthly payroll cost, number of collisions or incidents, miles driven per month, monthly revenue, monthly volume, and customer satisfaction rate.

4

Determine Your Stakeholders

Identify which people on your team will need access to the solution in the first year and find out what they will need in order to accomplish your organization's goals. For example, if it's a specific vehicle type, what information needs to be included? If at all possible, get key stakeholders involved and think through what features might be needed in years two, three and beyond. Involving key users helps boost adoption.

5

Understand Your Internal Decision-Making Process

Before you get too far, make sure you know how your company makes purchase decisions. Who do you need to have involved? When do you want something up and running?

A Step-By-Step Guide to Buying the Right Training Solution

6

Choose A Solution Category

Pick the type of training solution that you think aligns best with your business and goals. If you can avoid evaluating providers from more than one technology category you will save yourself a lot of time and confusion.

7

Identify Potential Providers

Use search engines, tradeshows, peers, industry buyer's guides, referrals, etc to find potential providers. Be sure to inspect each provider's products, features and services for your off-the-shelf needs before initiating contact. Try to keep the list of potential providers between three and five.

8

Initiate Contact With Training Providers

This step can be as short or as long as you want. Make sure you can schedule a thorough product demo, either online, on-site or through a customer hosted demo.

9

Evaluate and Review Solutions

Once you've created a list of potential solutions and you have identified the right internal people to help with the evaluation, you will need to spend an estimated 2 hours or more with each provider. Make sure you are given the opportunity to see a product demonstration as well as do Q & A with the provider and their approach to training. Take your time during the product demonstration and ask for another demonstration if you feel it would help you finalize the choice. This evaluation stage is where important details about the provider and the solution come out.

10

Decide on Best Value

Do your best to document and understand what you are getting for the proposed price. The temptation to go with a lower cost solution will be strong, but you could be risking the best results for a few dollars. You will absolutely get what you pay for. Does the provider offer more than one way to purchase the solution? The best purchasing decisions follow a healthy amount of up-front thinking and research.

What Customer Support is Available?

Check to see what type of warranty coverage, maintenance, training and upgrade options a solutions provider offers.



Full Service Warranty

What type of warranty and coverage is offered? A one year full service warranty is included in the price of the simulator purchase. At the time of sale, the client can opt to purchase four (4) additional years of full service warranty in addition to the first paid up year. Warranty provisions include:

- » Repair or replacement of defective parts & components
- » Costs for shipping parts out
- » On-Site field service support for labor and repairs when necessary
- » Toll Free Customer Service Phone Support 24 hrs a day, 7 days a week
- » Remote diagnostics
- » Free software updates



Customer Training

What type of onboard and setup training is included? Ask whether basic training is included in the price of the simulator to cover basic operation and maintenance instruction. At the time of installation, L3 provides this training including a demonstration of system startup and shutdown, troubleshooting and calibration techniques.

We provide Customer Service & Technical Support contact information and conduct a system demonstration (if desired by customer). Additional training packages are available for purchase that can be tailored to provide a curriculum aimed at clients' specific training needs.



Qualified Technicians

Are the Customer Service Technicians 100% qualified to respond to any customer concern? All L3 technicians have worked in the production of the simulators for a minimum of one year (the majority have 5+ years of experience) and have the skills and expertise necessary to troubleshoot and resolve any issue that comes up with the simulator.



Upgrade Packages

L3 simulators are built to last, offering many years of quality performance and uptime. However, any technology will age over time, will be replaced by newer generation technology, will go out of warranty, and start to need more regular maintenance. Often, technology will become obsolete as electronics manufacturers change their products. Getting the most out of your investment, while balancing maintenance and costs are a constant challenge.

Our upgrade program is a simple and effective path to ensuring your training program leverages the latest technology and capabilities possible, while taking advantage of existing components that you already own. L3 can help you quickly and effectively mitigate the impacts to your business that older systems can represent, as well as provide the latest in training technologies, and the peace-of-mind that comes with both a warranty and new components.



Make sure your training provider is committed to providing the best customer service and support possible. L3 continually seeks ways to be more responsive to customers' concerns and ideas for improvements.



Purchase Options

31142.45
+ 3542.55
+ 1352.14
+ 2100.36
+ 854.94
=====

38992.44

30589.68

69.14
312.25
954.36
874.48
+ 689.45

14092.6

1445.65
1204.22
2000.67
1804.

How to Purchase a Training Solution

Even before you make a final decision on a driver training solution you may ask yourself how you are going to pay for it. There are several different ways that our customers fund their training programs.

Typically the types of funding options available are based on eligibility including organization type, size, budget, and industry.

Direct Purchase

Early in the process it is a good idea to determine if you can deal with a vendor directly or through a reseller. We offer competitive, standardized pricing on all of the training solutions currently available. Being able to purchase direct may provide significant benefits including special promotional pricing, onboarding training, customer support and warranty options.

GSA

The federal government's procurement expert helps other federal agencies get the products, services, and consulting advice they need from federal and commercial sources. GSA provides and contracts for billions of dollars' worth of products and services for federal agencies. GSA also sells surplus federal property, such as vehicles, to the public.

GSA offers our customers many ways to purchase what they need. GSA simplifies federal procurement by negotiating large multi-user contracts and by leveraging the volume of the federal market to drive down prices. Federal agencies place orders against these contracts in many ways – through GSA customer representatives or catalogs, by phone or fax, charge cards, electronic requisitioning, in-person auctions, over the Internet, or by contacting suppliers directly.

SureStart™ Pilot Program

Not sure which option is best for you? With our SureStart™ Pilot program you might benefit from starting with a paid pilot. Customers can book our mobile training center to try out L3 products and services with a small group of your drivers at a weekly rate. This allows your stakeholders to test drive the solutions to determine whether the solution is the right fit. The best thing about SureStart™ Pilot programs are that you actually get to see firsthand what your driver's think about the training with minimal investment.

Grants

A grant is a way the government funds your ideas and projects to provide public services and stimulate the economy. Grants.gov allows organizations to electronically find and apply for competitive grant opportunities from all Federal grant-making agencies.

Advantages of Financing

Every business needs new equipment at some point. Existing equipment gets old and outdated and additional equipment is often needed to grow a business.

Nearly 80% of companies in the U.S. finance equipment to remain competitive. They recognize that it is more important to have and use the equipment than it is to own the equipment.

L3 offers equipment financing through a preferred third-party. The financing process is straightforward and hassle-free. Here are a few advantages to financing your training equipment:

Conserve Working Capital

Get the equipment and technology you need today while spreading your payments over time. Capital budgets can be used for other business expenses and more productive operational uses.

Budget Friendly

Financed equipment can create income for your business that far exceeds the cost of your monthly payment. You can stretch your budget to obtain additional equipment you couldn't have afforded otherwise through fixed monthly payments.

Finance More Than Just Your Equipment

When you finance equipment you don't just get a machine, you often also have hardware, software, delivery costs, installation, implementation, ongoing maintenance and training. Often financing terms allow you to include those additional charges in the financing of the cost of your equipment so you can afford the total system.

Tax Advantages

For most term finance agreements, businesses can deduct monthly payments. The benefits and amount changes annually, so you should consult your tax advisor for more information.

Expeditious

With an application processing turn-around of two hours or less, you won't have to wait days to get the equipment you need now.

Credit Availability

Financing preserves your lines of credit. Save your bank borrowing capacity for other needs or emergencies.

No Down Payment

Unlike some loan programs, you can finance 100% of your equipment, and include additional costs such as software, shipping, installation, maintenance and training into your total financing package.

Fixed Monthly Payments

Financing allows you to use equipment you need, for as long as you need it, with a fixed monthly payment. If interest rates skyrocket, your payment does not change.

Choose Payments & Terms

You know how much your business can afford to spend on your new equipment. With leasing you can pick the best payment solution for your business. Extended terms, flexible payment options and equipment upgrades are all available.

How to Find Grant Funding

A grant is a way the government funds your ideas and projects to provide public services and stimulate the economy. Grants.gov allows organizations to electronically find over 900 grant programs and apply for competitive grant opportunities from all 26 Federal grant-making agencies.

Who Is Eligible?

Determining whether you are eligible to apply for and receive a federal grant is very important. If you are not legally eligible for a specific funding opportunity, you would waste a lot of time and money completing the application process when you cannot actually receive the grant.

Government Organizations

- State governments
- County governments
- City or township governments
- Special district governments

Education Organizations

- Independent school districts
- Public and state controlled institutions of higher education
- Private institutions of higher education

Nonprofit Organizations other than institutions of higher education

For-Profit Organizations other than small businesses

Small Businesses that qualify under the requirements from the Small Business Administration

Getting Started Checklist

The grant process encompasses a lot of steps that are completed by different groups. Below is a checklist of the main steps in this process with links to more detailed information on each one.

- ✓ Familiarize yourself with the overall Grants Lifecycle
- ✓ Determine your eligibility for funding opportunities on Grants.gov
- ✓ Identify the right types of funding opportunities for you
- ✓ Learn about the reporting requirements you will need to comply with if awarded funding
- ✓ Search for the specific grant you will apply for
- ✓ Confirm that you are eligible to apply for that grant
- ✓ Register with Grants.gov
- ✓ Apply for grant

Federal Grant Programs

Department of Homeland Security (DHS)

[FEMA Non-Disaster Grants](#)

Preparedness program funding to enhance the capacity of state and local emergency responders to prevent, respond to, and recover from a weapons of mass destruction terrorism incident involving chemical, biological, radiological, nuclear, and explosive devices and cyberattacks.

[Assistance to Firefighters Grants](#)

The primary goal of AFG is to enhance the safety of the public and firefighters with respect to fire-related hazards by providing direct financial assistance to eligible fire departments, nonaffiliated Emergency Medical Services (EMS) organizations, and State Fire Training Academies (SFTA) for critically needed resources to equip and train emergency personnel to recognized standards, enhance operations efficiencies, foster interoperability, and support community resilience.

[Fire Prevention & Safety Grants](#)

FP&S Grants support projects that enhance the safety of the public and firefighters from fire and related hazards. The primary goal is to target high-risk populations and reduce injury and prevent death.

Department of Justice

The Department of Justice offers funding opportunities to support law enforcement and public safety activities in state, local, and tribal jurisdictions; to assist victims of crime; to provide training and technical assistance; to conduct research; and to implement programs that improve the criminal, civil, and juvenile justice systems.

[DOJ Program Plan](#)

The DOJ Program Plan is a tool to help applicants and grantees find funding opportunities (solicitations) managed by the DOJ grant-making components that address their criminal, juvenile, and civil justice needs.

[Community Oriented Policing Services \(COPS\)](#)

COPS is responsible for advancing the practice of community policing by the nation's state, local, territorial, and tribal law enforcement agencies through information and grant resources. Awards grants to hire community policing professionals, develop and test innovative policing strategies, and provide training and technical assistance to community members, local government leaders, and all levels of law enforcement.

[Office of Justice Programs](#)

OJP works in partnership with the justice community to identify the most pressing crime-related challenges confronting the justice system and to provide infor-

mation, training, coordination, and innovative strategies and approaches for addressing these challenges.

[Bureau of Justice Assistance](#)

Funds from the BJA program may be used to provide personnel, equipment, training, technical assistance, and information systems for more widespread apprehension, prosecution, adjudication, detention, and rehabilitation of offenders who violate such state and local laws.

Department of Labor

[Employment and Training Administration](#)

Administers federal government job training and worker dislocation programs, federal grants to states for public employment service programs, and unemployment insurance benefits.

[Susan Harwood Training Grant Program](#)

Awards grants to nonprofit organizations on a competitive basis. Awards are issued annually based on Congressional appropriation. The focus of the program is to provide training and education for workers and employers on the recognition, avoidance, and prevention of safety and health hazards in their workplaces, and to inform workers of their rights and employers of their responsibilities under the OSH Act.

Additional Grant Resources

Department of Transportation (DOT)

The Department of Transportation's mission is to ensure fast, safe, efficient, accessible, and convenient transportation that meets vital national interests and enhances the quality of life of the American people, today and into the future.

Department of Agriculture

Established in 1862, the Department of Agriculture serves all Americans through anti-hunger efforts, through stewardship of nearly 200 million acres of national forest and rangelands, and through product safety and conservation efforts. The USDA opens markets for American farmers and ranchers and provides food for needy people around the world.

Department of Commerce

The Department of Commerce fosters and promotes the nation's economic development and technological advancement through vigilance in international trade policy, domestic business policy and growth, and promoting economic progress at all levels.

Department of Education

The Department of Education ensures equal access to education and promotes educational excellence through coordination, management, and accountability in federal education programs. The Department works to supplement and complement educational efforts on all levels, encouraging increased involvement by the public, parents and students.

Small Business Administration (SBA)

The Small Business Administration maintains and strengthens the nation's economy by aiding, counseling, assisting, and protecting the interests of small businesses, and by helping families and businesses recover from national disasters.

Non-Federal Grant Programs

There are a large number of nonprofit organizations and for-profit businesses that also provide grants or other types of funding assistance.

[The Foundation Center](#)

Maintains a comprehensive database on U.S. and global grant-makers and their funding opportunities. It also operates research, education, and training programs designed to advance knowledge of philanthropy at every level.

[Funding Information Network](#)

Facilitates access to grant resources and publications to under-resourced entities and populations.

Grant Programs Catalog

[Catalog of Federal Domestic Assistance](#)

This catalog lists all of the available funding programs to all levels of government, nonprofit organizations, for-profit businesses, and other eligible entities.

Discovery Questionnaire

This questionnaire is designed to capture key information to help you think about your current challenges and how to define specific goals.

What is prompting your interest at this time?

What training do you currently offer? Do you offer classroom training or behind-the-wheel sessions? How often?

How do you purchase/plan training (i.e. video/training media, outsource, internet training)?

What driving tasks or topics are you training now?

- Basic driving Safety procedures Refresher Post-Incident

How satisfied are you with your current training? From where you are now to where you want to be, how will it look in the future?

How will success be measured? (i.e. Decrease in operational expenses, crash rate reduction, lower insurance rates, better fuel MPG)

What are your estimated annual training costs? (i.e. training staff / classroom costs / materials / supplies, etc.)

How would you describe your organization's safety culture?

- Mature Punitive Preventative Regulatory

How many new drivers do you hire per year?

How many locations do you need to provide training?

How many people will be involved in the evaluation and education process?

How many drivers do you need to train per year?

What type of vehicle(s) do you train your drivers on?

Our mission is simple.
We are a global leader in professional driver
safety, performance and excellence.

We believe in enabling customer success by significantly improving the knowledge, skills and attitudes of professional drivers to make them safe, efficient, and better prepared for the road ahead. Through blended learning, performance optimization, and point-of-need delivery our end-to-end learning platform allows our customers to leverage a personalized array of training products, services and expertise to train their drivers.

Our commitment to our customers, and the community, is the L3 Professional Driver who is guaranteed to perform at the highest level of standards in safety, efficiency, and compliance.



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