

UNITED STATES DEPARTMENT OF TRANSPORTATION

	US DOT # 1912531	Legal: GMT LOGISTIC INC Operating (DBA):
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MC/MX #: 685510	Federal Tax ID: 27-0513185 (EIN)
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Review Type: Non-ratable Review - CSA

Scope: Principal Office **Location of Review/Audit:** Company facility in the U. S. **Territory:**

Operation Types	Interstate	Intrastate	Business: Corporation
Carrier:	Non-HM	N/A	Gross Revenue: \$23,509,747.00 for year ending: 12/31/2014
Shipper:	N/A	N/A	
Cargo Tank:	N/A		

Company Physical Address:

47757 WEST ROAD SUITE C-103
WIXOM, MI 48393

Contact Name: Ineesa Gnatishina
Phone numbers: (1) 248- 347-4131 (2) **Fax** 248-344-6666
E-Mail Address: inessa@gmtlogistics.com

Company Mailing Address:

47757 WEST ROAD SUITE C-103
WIXOM, MI 48393

Carrier Classification

Authorized for Hire

Cargo Classification

General Freight Paper Products

Equipment

	Owned	Term Leased	Trip Leased		Owned	Term Leased	Trip Leased
Truck Tractor	96	0	0	Trailer	0	0	0

Power units used in the U.S.: 96

Percentage of time used in the U.S.: 100

Does carrier transport placardable quantities of HM? No
Is an HM Permit required? N/A

Driver Information

	Inter	Intra	Average trip leased drivers/month: 0
< 100 Miles:			Total Drivers: 96
>= 100 Miles:	96		CDL Drivers: 94



GMT LOGISTIC INC
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Review Date:
08/27/2015

Part A

Questions about this report or the Federal Motor Carrier Safety or Hazardous Materials regulations may be addressed to the Federal Motor Carrier Safety Administration at:

USDOT FMCSA, 315 W. Allegan Room 219
Lansing, MI 48933-1514
Phone: (517)853-5990 Fax:(517)377-1868

This report will be used to assess your safety compliance.

Person(s) Interviewed

Name: Inessa Gnatishina

Title: President

Name:

Title:





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08/27/2015

Part B Violations

1 FEDERAL	Primary: 395.8(e)	Discovered 16	Checked 330	Drivers/Vehicles In Violation 4	Checked 11
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Description
False reports of records of duty status.

(b)(6); (b)(7)(C)

2 FEDERAL	Primary: 395.8(f)	Discovered 17	Checked 330	Drivers/Vehicles In Violation 1	Checked 11
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Description
Failing to require driver to prepare record of duty status in form and manner prescribed.

(b)(6); (b)(7)(C)

Safety Fitness Rating Information:		OOS Vehicle (CR): 0			
Total Miles Operated	8,444,377	Number of Vehicle Inspected (CR): 0			
Recordable Accidents	0	OOS Vehicle (MCMIS): 0			
		Number of Vehicles Inspected (MCMIS): 0			

Your proposed safety rating is :

This Review is not Rated.





Safety Management Process Breakdowns and Remedies

1. HOS COMPLIANCE BASIC PROCESS BREAKDOWN: Monitoring and Tracking

DESCRIPTION OF PROCESS BREAKDOWN GMT Logistics needs to strengthen the HOS program for monitoring drivers HOS.

BASIC SPECIFIC RECOMMENDED REMEDIES

Implement Safety Improvement Practices: The following are recommended practices related to Monitoring and Tracking Processes for GMT Logistics.

- Implement an effective process for monitoring, tracking, and evaluating all drivers' compliance with Hours-of-Service (HOS) regulations and company policies.
- Promptly review all Records of Duty Status (RODS) for Hours-of-Service (HOS) violations and falsification. Look for discrepancies by comparing driver logs with their "check-in" calls and other supporting documents.
- Document all findings of fatigue-related noncompliance with regulations and/or company policies.
- Systematically check to see if drivers and dispatchers are regularly communicating about Hours-of-Service (HOS) availability and driver-fatigue level.
- Maintain roadside inspection, Records of Duty Status (RODS), supporting documents, dispatch schedules, and communication records to help evaluate the performance of all staff (drivers, dispatchers, and managers) involved in Hours of Service (HOS) and the effectiveness of compliance with HOS policies, procedures, and regulations.
- Regularly evaluate the company's fatigue-related inspection results via the Federal Motor Carrier Safety Administration's (FMCSA) website at <http://ai.fmcsa.dot.gov/SMS>. Assess violations for process breakdowns and how to remedy them.
- Implement a system for keeping accurate records of employees' Hours-of-Service (HOS) training needs and completed training, via software, a checklist in the driver's file, and/or another appropriate method.
- Evaluate personnel (log clerks, payroll, dispatchers, and third-party safety consultants) who are monitoring drivers' Records of Duty Status (RODS) for accuracy; for whether they are applying performance standards fairly, consistently, and equitably; and for whether they are documenting evaluations.
- Consider using Electronic On-board Recorders (EOBRs) to monitor and track Hours-of-Service (HOS) violations.
- When monitoring and tracking any fatigue-related issues, always assess whether an issue is individual or represents a systemic breakdown in the Safety Management Processes (Policies and Procedures, Roles and Responsibilities, etc.).

Seek Out Resources:

- You are encouraged to review your company's record at the following website: <http://ai.fmcsa.dot.gov/SMS>. You will need to use your PIN Number that has been provided by the FMCSA.
- Contact industry associations to get resources and ideas on safety improvement practices from other carriers in the industry.

- ### 2. Understand Why Compliance Saves Time and Money: Compliance with FMCSRs will not only save lives, but also saves your business time and money. Tracking how much your business spends on non-compliance activities can help you understand the many benefits of compliance to your business and why safety is good business. Document and Follow Through on Action Plans: Document and follow through on action plans to ensure the actions you are taking are creating improvement in safety management and compliance. Apply Adequate Resources: Apply adequate resources to properly implement safety management practices. Consider reallocating responsibilities, additional staffing, contracting, or investing in technology to aid in this responsibility.

Use the Safety Management Cycle (SMC) as a tool in order to help identify and address motor carrier safety issues. Motor Carriers can use the SMC within their own businesses to determine which of the Safety Management Processes (SMPs) that they may need to improve by looking at the processes, management and controls associated with each SMP.

The SMC is used to systematically assess Safety Management Processes in six areas:

1. Policies and Procedures
2. Roles and Responsibilities





Safety Management Process Breakdowns and Remedies

3. Qualifications and Hiring
4. Training and Communication
5. Monitoring and Tracking
6. Meaningful Action.

By periodically reviewing each process, there is an opportunity to identify and correct breakdowns in safety management processes before safety compliance issues are identified or crashes occur.

NOTICE: A pattern and/or repeated violations of the same or related acute or critical regulations (violations of the same Part in Title 49, Code of Federal Regulations) will cause the maximum penalties allowed by law to be assessed under Section 222 of the Motor Carrier Safety Improvement Act of 1999 (MCSIA). A pattern of violations means two or more violations of acute and/or critical regulations in three or more Parts of Title 49, Code of Federal Regulations discovered during any eligible investigation. Repeated violations means violation(s) of an acute regulation of the same Part of Title 49, Code of Federal Regulations discovered in an investigation after one or more closed enforcement actions within a six year period and/or violation(s) of a critical regulation in the same Part of Title 49, Code of Federal Regulations discovered in an investigation after two or more closed enforcement actions within a six year period.

NOTICE: 49 CFR Part 391.23 requires prospective employers to, at a minimum, investigate a driver's employment information, crash record, and alcohol and controlled substances history from all employers the driver worked for within the previous 3 years.

The Pre-Employment Screening Program (PSP) is a screening tool that assists motor carriers in investigating crash history and roadside safety performance of prospective drivers. The PSP allows motor carriers to purchase 5 years of crash data and 3 years of roadside inspection data from the Federal Motor Carrier Safety Administration's (FMCSA) Motor Carrier Management Information System (MCMIS). Records are available 24 hours a day via Web request. Motor carriers should visit the following website for more information:
<http://www.psp.fmcsa.dot.gov/Pages/default.aspx>

All motor carriers and truck drivers are needed to fight against terrorism and hijacking. You could be a target. Protect yourself, your trucks, your cargo, and your facilities. Discuss with your employees/drivers the "Security Measures for Truck Drivers and Companies" which were provided and reviewed with motor carrier official. Motor carriers should visit the following website for more information: <http://www.fmcsa.dot.gov/documents/Hijacking-Brochure.pdf>

If this investigation could result in a Notice of Claim:

PLEASE NOTE: Violations discovered during this compliance review may affect the civil penalty proposed in any subsequent Notice of Claim. In addition, your history of prior violations of the Federal Motor Carrier Safety Regulations, Federal Hazardous Material Regulations or the Federal Motor Carrier Commercial Regulations may also affect the civil penalty proposed in any subsequent Notice of Claim. Receipt of this report acknowledges your understanding that the violations discovered by the FMCSA during this review may be used to calculate any civil penalty proposed as a result of this review.

If any discovered violations were documented during this review for a possible Notice of Claim, a Table 1 page which identifies all of these documented violations will be attached to this report.

If this investigation resulted in any serious (critical and/or acute) violations:
Serious violations were recorded on this investigation report. These violations will impact your safety record. Furthermore, these violations may result in a follow-up investigation at a later date unless adequate evidence of corrective action is received in our office:

Division Administrator
Patrick B. Muinch
Federal Motor Carrier Safety Administration
315 W. Allegan St., Room 219
Lansing, MI 48933





Safety Management Process Breakdowns and Remedies

For all investigations where the carrier has been involved in 2 or more recordable crashes:

The Division Administrator/State Director will continue to consider preventability when a motor carrier contests a proposed safety fitness rating. The motor carrier may deem that the recordable accident rate is not a fair means of evaluating its accident factor (Factor 6) on the CR report. If so, the motor carrier must submit the compelling evidence within seven calendar days if the proposed rating is Unsatisfactory and 10 calendar days if the proposed rating is Conditional to:

Division Administrator
Patrick B. Muinch
Federal Motor Carrier Safety Administration
315 W. Allegan St., Room 219
Lansing, MI 48933

Compelling evidence must be limited to official police accident reports and official insurance accident investigation reports.

For all investigations resulting in a proposed conditional or unsatisfactory rating:

385.15 - If you believe the proposed rating is in error and there are factual and procedural issues in dispute, Part 385.15 (copy provided) outlines procedures for petitioning the Federal Motor Carrier Safety Administration for an administrative review of these findings. Your petition should be addressed to:

Chief Safety Officer
Federal Motor Carrier Safety Administration
1200 New Jersey Avenue SE,
Washington, DC 20590

385.17 - In addition, a request for a revised rating based on corrective actions may be made at any time. Part 385.17 (copy provided) outlines the procedures for such a request. The request must be made in writing, must describe the corrective action taken and must include other documentation that may be relied upon as a basis for the requested change. Address your written request to:

Field Administrator
Darin Jones
Federal Motor Carrier Safety Administration
4749 Lincoln Mall Drive, Suite 300A
Matteson, IL 60443

Ensure that a CC copy of the letter is mailed to:

Division Administrator
Patrick B. Muinch
Federal Motor Carrier Safety Administration
315 W. Allegan St., Room 219
Lansing, MI 48933

This letter should be submitted as soon as possible.

For all investigations resulting in a proposed unsatisfactory rating:

Passenger & Placardable HM Carriers: This review will result in a Proposed Safety Rating. The findings indicate you are currently operating at an unsatisfactory level of safety compliance. A written notice of proposed unsatisfactory rating will be sent to you by the FMCSA via U.S. Mail. If you fail to obtain an improved rating within 45 days of the date that notice is sent, the unsatisfactory rating will become final and you must cease interstate operations.

All Other Motor Carriers: This review will result in a Proposed Safety Rating. The findings indicate you are currently operating at an unsatisfactory level of safety compliance. A written notice of proposed unsatisfactory rating will be sent to you by the FMCSA via U.S. Mail. If you fail to obtain an improved rating within 60 days of the date that notice





Safety Management Process Breakdowns and Remedies

is sent, the unsatisfactory rating will become final and you must cease interstate operations.

Information on your compliance status, roadside inspections, regulatory changes, accident countermeasures and hazardous material incident prevention manual is available on the Internet at the Federal Motor Carrier Safety Administration's web site at <http://www.fmcsa.dot.gov/> and <http://www.safer.fmcsa.dot.gov/>. In order to view your company's data, please go to the following site: <http://ai.fmcsa.dot.gov/sms/>. From this page, a carrier representative can log in with its US DOT Number and PIN number in order to access the carrier's non public data. The non public data includes percentile ranks for the Cargo-Related and Crash Indicator BASICS and identifies which drivers were responsible for each inspection. The carrier sign-in is at the bottom center of the screen. Once signed in, you will be guided back to the SMS Home Page. After that, in the search box in the middle right section of the screen, you should type in the USDOT# or MC # and hit search. A carrier representative can also sign in via the Portal located here: <https://portal.fmcsa.dot.gov/>.

In 1988 the Michigan Legislature and the state's trucking industry created the Michigan Truck Safety commission in response to concerns over truck safety. This Commission is funded with money from registration fees on heavy vehicles, which, in turn, it gives to grantees to carry out safety and education programs. The Michigan Center for Truck Safety (MCTS) is one of these grantees that provide a variety of safety training programs for Michigan's trucking industry. For more information about any of the MCTS programs and their available services, call their toll-free Truck Safety Hot Line: in the Lower Peninsula, call (800) 682-4682, in the Upper Peninsula, call (800) 469-7364 or visit their website at: <http://truckingsafety.org>.

Motor carriers who believe that an accident and/or roadside inspection on their carrier profile do not belong to the carrier should contact DataQ's in order to resolve the issue. The DataQ's web site is located at: <http://dataqs.fmcsa.dot.gov>

The Michigan State Police Traffic Safety Division has developed a listserv (an email group list) for press releases specific to commercial vehicle issues. The intent of the group list is to create a communication link between the trucking industry and enforcement. These press releases are issued on an irregular basis as the circumstances dictate, and include such topics as final rulemaking from USDOT, happenings within Traffic Safety Division, etc. Traffic Safety Division respects and individual's right to privacy and will not release any email addresses to any other group for any other purpose. The listserv is set up so that it will not accept responses to everyone on the list, and your email address will not be visible to other people on the list. If you would like your association or group to be included on the list, please send a fax on your association's letterhead to Sgt. Tim Byrnes at 517-333-4414, with the email address to add to the listserv.

The Driver Record Subscription Service offered by the Michigan Secretary of State provides a motor carrier with the driving record of their employees on an annual basis; or whenever there are any violations, restrictions, suspensions, or revocations posted to the record. The fee for each record is \$7.00. For more information on this program go to <http://www.michigan.gov/sos> and click on "Services to Businesses".

If your carrier uses a GPS system in the future, ensure that history reports are retained as supporting trip documents for 6-months and use them for log compliance checks (hours of service and accuracy).

3. A complete Educational and Technical Assistance package entitled "A MOTOR CARRIER'S GUIDE TO IMPROVING HIGHWAY SAFETY" is available free on the FMCSA website to assist you in complying with the safety regulations. It contains many forms and documents useful for improving the safety of your operations. Check: www.fmcsa.dot.gov/factsfigs/eta/index.html.
4. Require all drivers to prepare complete and accurate records of duty status for each day, and to submit them within 13 days. Maintain all duty status records on file, with all supporting documents, for at least 6 months.
5. Toll receipts and other on-the-road expense receipts, invoices, bills of lading, dispatch records, and other "supporting document" must be kept on file for six (6) months. This requirement also applies to records generated by the use of owner-operators. You may keep legible photocopies in lieu of originals.





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Safety Management Process Breakdowns and Remedies

6. If you have any questions concerning this report,, please contact the Federal Motor Carrier Safety Administration,

Division Administrator
Patrick B. Muinch
Federal Motor Carrier Safety Administration
315 W. Allegan St., Room 219
Lansing, MI 48933
patrick.muinch@dot.gov





GMT LOGISTIC INC
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Review Date:
08/27/2015

Part C

Reason for Review: Complaint Investigation MI-2015-0261-US1510
Planned Action: Compliance Monitoring

Parts Reviewed Certification:

325	382	383	387	390	391	392	393	395	396	397	398	399	171	172	173	177	178	180
		✓	✓	✓	✓			✓										

Prior Reviews Prior Prosecutions Reason not Rated: CSA

Unsat/Unfit Information

Is the motor carrier of passengers subject to the safety fitness procedures contained in 49 CFR part 385 subpart A, AND does it transport passengers in a commercial motor vehicle?

Does carrier transport placardable quantities of hazardous materials?

Unsat/Unfit rule: Not Applicable

Corporate Contact: Inessa Gnatishina
Corporate Contact Title: President

Special Study Information:

Remarks:

REASON FOR INVESTIGATION:

This investigation was initiated due to a complaint filed against the motor carrier alleging violations of the hour of service regulations (MI-2015-0261-US1510).

SCOPE OF INVESTIGATION:

A focused investigation was scheduled to be conducted at the carrier's terminal in Wixom, Michigan on August 25, 2015. The scope of the investigation is CAIR and 395.

CARRIER OPERATION DESCRIPTION:

GMT Logistics Inc DOT # 1912531 is a Michigan based carrier located at 47757 West Road Suite C-103 Wixom, MI this is a rented facility with a maintenance facility, the carrier is currently looking for a larger building. The office and shop are very neat, tidy and clean; all persons encountered were dressed in shirt and tie or dress clothes. GMT Logistics Inc currently operates with 94 drivers and 94 truck-tractors and 94 trailers. Carrier is classified as an authorized for hire type of company and hauls general freight throughout the Midwest. GMT Logistics Inc utilizes owner operators and company drivers but all are referred to as independent contractors.

GMT Logistics Inc obtained USDOT number on 7/10/2009 and had a safety audit on 1/7/2011. The carrier claimed approximately 8,444,377 miles traveled for the fiscal year ending 12/31/2014, with approximate gross revenue claimed of \$23,509,747 for the same time period.

GMT Logistics Inc is owned by Inessa Gnatishina; she is also the safety manager and handles the day to day operations and main point of contact for the review. Interesting note: she emigrated to the U.S. from Russia where she was an officer in the Army there. She has a very heavy accent and talks pretty fast; she also speaks five different languages. Her sister works in the billing department and should be noted she keeps every driver listed by unit number in black composition books with every load hauled by date with amount paid and miles hauled all filed out by hand, shelves upon shelves of them.

This investigation included the following elements of "CAIR" (Commercial Driver's License, Authority, Insurance, and Red-Flag Drivers).





Part C

PREINVESTIGATION:

Inessa Gnatishina owner of GMT Logistics Inc was contacted on August 18, 2015 via phone to schedule the review. An email confirmation was sent on August 18, 2015 confirmed the date of the review, August 25, 2015, and outlined documentation needed for the investigation.

The review took place at PPOB.

Prior to the investigation, a current carrier profile was obtained and evaluated on August 24, 2015. GMT Logistics Inc has the following BASICs: Unsafe Driving (61), HOS Compliance (62), Driver Fitness (0), Controlled Substances and Alcohol (0), Vehicle Maintenance (37), HM Compliance (0), Crash Indicator (12), Insurance/Other (0). Carrier History Shows: New Entrant: Exited with SA 1/7/2011

CDLIS (DRIVER LICENSE) CHECK:

CDLIS checks were performed on current drivers and no violations were discovered.

AUTHORITY/INSURANCE:

A review of FMCSA's Licensing and Insurance website found that the carrier has current authority and insurance, and a current and proper MCS-90 was presented during the investigation.

DRIVERS WITH RED FLAG VIOLATIONS:

GMT Logistics Inc did not have any drivers with red flags.

CRASH

GMT Logistics Inc was not alert in the crash basic.

HAZARDOUS MATERIAL:

GMT Logistics Inc does not haul Hazardous Material.

UNSAFE DRIVING BASIC

GMT Logistics Inc was not reviewed in this basic.

382 SUPPLEMENTAL:

GMT Logistics Inc was not flagged for a supplemental.

HOURS OF SERVICE (HOS) COMPLIANCE BASIC:

For evaluating records of duty status, the carrier was asked to produce logbooks for 11 current drivers. The 11 drivers that were selected for review of part 395 use paper logs, the 11 sampled were chosen from SMS 395 inspections. The carrier has 94 drivers, for ROD selection during the month of May.

The month of May was reviewed for all drivers; violations were discovered for 17 false and 17 form and manner violations. GMT Logistics Inc was asked during the opening interview what supporting documents they had for logbooks, and what their safety management practices were for log auditing. GMT Logistics Inc was able to provide fuel statements from EFS listing time, location, and amount of fuel purchased; those times are listed at central time zone for place fueled. GMT Logistics Inc did not have any toll receipts. The process of checking logs seems to be handled fairly well at the carrier, I noticed several violation sheets in the drivers log book files and Inessa stated they fine drivers and also place them on probation those who violated HOS rules. All files were kept in a very neat and orderly, all documentation was produced without delay. I don't believe every driver is being checked for HOS violations as is evident by violations found during the investigation, but they are being checked.

Enforcement action is not warranted against the carrier for the HOS violation

COMPLAINT:





GMT LOGISTIC INC
U.S. DOT #: 1912531

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Part C

The complaint alleged that GMT Logistics Inc was forcing drivers to operate over the hour of service regulations and that in no way would fueling times and logbooks ever match. The complaint was not validated. The drivers at GMT Logistics Inc had some hours of service violations but nothing out of the ordinary for a company of that size. The complainant was apparently a safety manager of sorts at one point and is no longer with the company and did not come forward with this information until he was no longer with them. There were a few violations discovered during the review of 395 but nothing of a critical nature.

VEHICLE MAINTENANCE BASIC:

GMT Logistics Inc was not alert in the maintenance basic.

FOLLOW-ON ACTION:

This review resulted in unrated results due to being a focused review. Enforcement action is not being pursued. Inessa Gnatishina was made aware of the violations found during this review and offered suggestions for improving future compliance.

Investigative review received by:
Inessa Gnatishina, (Owner)
Carrier: GMT Logistics Inc.
Close out date: 8/27/2015

DOCUMENTS PROVIDED TO CARRIER:

Inessa Gnatishina was provided with a complete copy of the review and the SMS Safety Management Cycle document. Carrier was also given tailored recommendations which specifically address the Safety Management Cycle and its impact on improving the carrier's BASICS and safety rating.

Upload Authorized:	Yes	No	
Authorized by:			Date:
Uploaded:	Yes	No	Failure Code:
Verified by:			Date:

