

Motive | Driver Manual

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Contents

Introduction 3
Phased Rollout Plan 3
Drive Binder Update – Short Haul Exemption Form 4
Heads-Up: How Coaching Works with Motive 4
FYI: False Positive Events 5
Driver Quick Capture Feature 5
Understanding Your Safety Score 6
    Events Definitions 7
    Score Impact 8
View Safety Score 10
In-Cab Alerts Are On 11

Introduction

We're rolling out **Motive**, a new safety tool designed to help you stay safe on the road and get recognized for great driving.

Motive uses smart technology to track things like **speed, braking, acceleration, and phone use** while driving. It gives you a **Driver Safety Score** based on your driving habits — not to punish you, but to help you improve and highlight what you're doing well.

This isn't about catching mistakes. It's about:

- **Keeping you safe**
- **Making driving easier**
- **Rewarding great performance**

We're here to support you every mile of the way.

Phased Rollout Plan

You are liable and expected to adhere to all safety standards at all times. To create a frictionless rollout with this new system, Motive will be rolled out in two main phases.

Phase 1 begins on October 1st with the monitory of the following safety events

- Speeding
- Stop Sign/Stop Light Violations
- Seatbelt Usage
- Cell Phone Use While Driving
- Close Following
- Camera Obstruction
- Near Collision
- Smoking

In-Cab Audio Alerts will also be activated, which provides you an opportunity for self-correction before a behavior is logged as a coachable safety event.

Phase 2 begins in November with the monitoring of the following additional safety events:

- Distracted Driving
- Harsh Braking
- Rapid Acceleration & Cornering
- Unsafe Lane Change
- Forward Collision Warning

Drive Binder Update – Short Haul Exemption Form

The new short-haul exemption notice is being updated in all Driver Binders. The previous version should be removed and discarded. Drivers should present the updated exemption notice to inspectors in place of driver logs.

You can find the updated exemption forms on the Intranet under the LEO Binder tab.

> **Notice to Motor Carrier Law Enforcement:**
>
> PODS Enterprises, LLC (PODS), as an interstate motor carrier registered with the Federal Motor Carrier Safety Administration, operates under the short-haul exemption in 49 C.F.R. 395.1(e)(1) & (2). PODS' drivers (i) operate within a 150 air-mile radius from the original location, (ii) start and end shift at the same location, and (iii) daily on-duty shifts do not exceed 14 hours.
>
> Accordingly, its commercial vehicles are exempt from the Electronic Logging Device (ELD) requirements as well as the obligation for the drivers to carry a paper log in the vehicle when operating under the short-haul exemption. When operating under the short-haul exemption, PODS' drivers are also exempt from the 30-minute rest break requirements in 49 C.F.R. 395.3(a).
>
> Copies of the driver's time records required by 395.1(e) are maintained and available for review at PODS' corporate headquarters located at 13535 Feather Sound Drive, 4th Floor, Clearwater, Florida 33762. Any questions regarding the company's exempt status can be directed to __(RVP)___who can be reached at __(RVP's Contact)__.

Heads-Up: How Coaching Works with Motive

We use Motive to help everyone drive safer — and that includes giving feedback when something risky shows up in the system.

Here's what to expect:

- If a safety event is flagged (like hard braking or phone use), your manager may reach out to talk through it.
    - Coaching might happen one-on-one or as part of a group conversation.
    - The goal is to support you, not punish you — we want to help you stay safe and successful.
- You'll be asked to review and acknowledge coaching sessions in Motive. It's quick and helps keep safety expectations clear for everyone.

FYI: False Positive Events

Motive has a team that reviews all videos and removes any false positive events; therefore, the need for our team to dismiss an event will be rare.

- **If your manager notices a false positive event**, they will document the reason for dismissal and forward it to their Territory Manager for review. If the TM finds the dismissal appropriate, they'll forward it to their RVP who will dismiss the event.
- **If you notice a false positive event**, notify your manager so they can review the footage and proceed with the dismissal procedure if applicable.

Driver Quick Capture Feature

The Quick Capture button allows you to 1) notify your Market Manager about any events that you think are worth documenting and 2) share footage with your safety team with the push of a button.

- Pressing the **Quick Capture** button uploads 30 seconds of video before and after the button press for fleet/safety managers to review.
- After the button is pressed, the driver will receive both audio and visual alerts indicating that their Quick Capture video is being uploaded:
  - Audible alert: "**Uploading Quick Capture**"
  - Visual LED alert.



Safety First: Press the camera button only when it will not distract you or endanger your driving!

Understanding Your Safety Score

Your Safety Score is a reflection of your driving behavior over a 4-week period. It's calculated using data from safety events triggered while you're on the road — such as cell phone usage, stop sign/stop light violations, and seatbelt violations. The score is then weighted against how many miles you have driven so that drivers to ensure fairness across different driving distances.

Here's how the score is built:

Event Tracking:	All safety events are recorded and grouped by type.
Event Rate Calculation:	Each behavior's frequency is normalized per 1,000 miles driven to ensure fairness across different driving distances. **Event Rate** = (Number of Events/Miles Driven)×1000
Behavior Impact:	Each unsafe behavior affects your score based on its severity. **Behavior Impact** = Total Points Available − Points Received
Final Score:	Your score starts at 100. Points are deducted based on the impact of each behavior. **Safety Score** = $100 - \sum$ (Impact of All Behaviors)

While it's helpful to understand how the system works, the bottom line is simple: **The fewer safety events you generate, the higher your score will be.** This scoring system is designed to recognize safe driving and highlight opportunities for coaching and improvement.

Events Definitions

	In Motive, events are triggered when specific driving behaviors or vehicle movements are detected. These events are recorded by the vehicle's telematics device and reviewed before coaching takes place. Each event is timestamped and includes available video footage, vehicle speed, and location data. This information helps managers and drivers understand the context and determine the appropriate response. Events trigger both an in-cab alert for the driver and an event capture. Captured events are sent to the Motive team for review and then moved forward to the Market Manager. **Note:** Smoking results in an event capture only. Speeding over the policy threshold triggers an in-cab alert only.
ACTIVE OCT 1ST	**Speeding over posted -** Exceeding the posted speed limit using 6 mph over posted for 1 min
	Speeding over policy - Exceeding your company's maximum speed policy. This event is not part of Safety Score. 70 mph
	Close following - AI detection of a driver tailgating or following a vehicle too closely at an unsafe distance. 0.7s T2H at 35 mph for 15 secs
	Stop sign violation - AI detection of a driver passing through a stop sign at an unsafe speed or without stopping. 6 mph or higher
	Cell phone usage - AI detection of a driver using, holding, or looking down at a cell phone while driving. 3 secs usage at 5 mph
	Seat belt violation - AI detection of a driver with a seat belt that is unbuckled or not properly fastened. Triggers and events are sent to the manager when 3 secs at 5 mph is violated.
	Smoking - - AI detection of driver smoking 3 secs at 5 mph
ACTIVE NOV	**Hard acceleration -** Detection of a driver accelerating unsafely. Acceleration: Light (9.7 mph/s), Medium (9 mph/s), Heavy (8.3 mph/s)
	Hard braking - Detection of a driver reducing their speed by braking unsafely. Deceleration: Light (9.7 mph/s), Medium (8.3 mph/s), Heavy (7.5 mph/s)
	Hard cornering - Detection of a driver turning a corner unsafely. Turning acceleration: Light (0.44 g), Medium (0.42 g), Heavy (0.4 g)
	Distraction - AI detection of a driver looking down, eating, drinking, or exhibiting drowsiness. 3 secs at 5 mph

Score Impact

Severities have four values critical, high, medium, low. The table below provides a detailed description of severity definitions for each safety event.

Safety event	Severity type	Severity definition
Collision	**Critical**	Collisions are always critical severity events.
Near Collision	**High**	Near collisions are always high severity events.
Driver capture	**High**	Driver captures are always high severity events because the driver is proactively sharing footage.
Forward Collision Warning	**High**	Forward Collision Warnings are always high severity events.
Unsafe Parking	**High**	Unsafe parking events are always high severity.
Hard Acceleration	**Low**	Our AI algorithm determines the event's severity using unsafe driver behavior and telematics data.
	Medium	Our AI algorithm determines the event's severity using unsafe driver behavior and telematics data.
	High	Our AI algorithm determines the event's severity using unsafe driver behavior and telematics data.
Hard Cornering	**Low**	Our AI algorithm determined this event's severity using unsafe driver behavior and telematics data.
	Medium	Our AI algorithm determined this event's severity using unsafe driver behavior and telematics data.
	High	Our AI algorithm determined this event's severity using unsafe driver behavior and telematics data.
Speeding Over Posted	**Low**	Vehicle speed is less than 6 mph over the posted limit.
	Medium	Vehicle speed is between 6-10 mph over the posted limit.

	High	Vehicle speed is between 11-14 mph over the posted speed limit.
	Critical	Vehicle speed is greater than or equal to 15mph over the posted speed limit.
Close Following	**Low**	Driver does not maintain a safe following distance while driving less than 10 mph.
	Medium	Driver does not maintain a safe following distance while driving between 10-45 mph.
	High	Driver does not maintain a safe following distance while driving over 45 mph.
Stop Sign Violation	**Low**	Driver runs a stop sign going less than 10 mph.
	Medium	Driver runs a stop sign going between 10-20 mph.
	High	Driver runs a stop sign going over 20 mph.
Cell Phone Usage	**Low**	Driver uses a cell phone while driving less than 5 mph.
	Medium	Driver uses a cell phone while driving between 5-20 mph.
	High	Driver uses a cell phone while driving over 20 mph.
Distraction	**Low**	Diver appears distracted while driving less than 30 mph.
	Medium	Driver appears distracted while driving between 30-60 mph.
	High	Driver appears distracted while driving over 60 mph.
Seatbelt Violation	**Low**	Driver does not wear a seatbelt while driving between 0-35 mph.
	Medium	Driver does not wear a seatbelt while driving between 35-45 mph.
	High	Driver does not wear a seatbelt while driving over 45 mph.
Unsafe Lane Change	**Low**	Driver does not maintain a safe following distance while changing lanes & driving between 0-30 mph.

	Medium	Driver does not maintain a safe following distance while changing lanes & driving between 30-45 mph.
	High	Driver does not maintain a safe following distance while changing lanes & driving over 45 mph.
Obstructed Camera	**Low**	Vehicle travels with an obstructed camera between 0-15 mph which may have prevented the detection of additional unsafe behaviors.
	Medium	Vehicle travels with an obstructed camera between 15-45 mph which may have prevented the detection of additional unsafe behaviors.
	High	Vehicle travels with an obstructed camera over 45 mph which may have prevented the detection of additional unsafe behaviors.
Drowsiness	**Low**	Driver appears drowsy or fatigued while driving between 10-25 mph.
	Medium	Driver appears drowsy or fatigued while driving between 25-45 mph.
	High	Driver appears drowsy or fatigued while driving above 45 mph.

View Safety Score

Drivers can view their Safety Score by scrolling down on the main screen or by selecting Safety from the left side menu. From here drivers can see their latest score and which behaviors had the biggest negative impact.

Safety Event Details

Drivers can review unsafe events by selecting the behavior from the tasks-to-review card at the top. Here, the drivers can see all the coachable events for this safety behavior as well as a pro tip. After reviewing all events, the driver can **Mark as reviewed**. It will then appear under completed tasks.

Safety Score Insights

Drivers can learn more about their Safety Score by tapping on the Safety Score card within Safety. Here, drivers can see their latest score, rankings amongst other drivers, behaviors impacting their score, and a 12-week score trend.

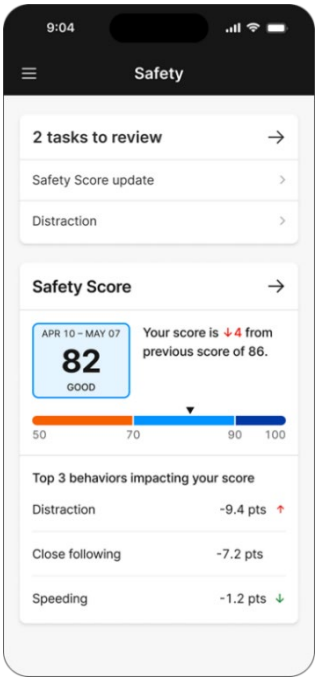


Figure 1 - Safety Score

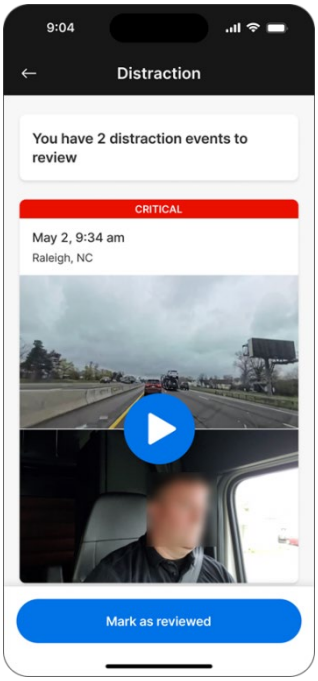


Figure 2 - Safety Event Details

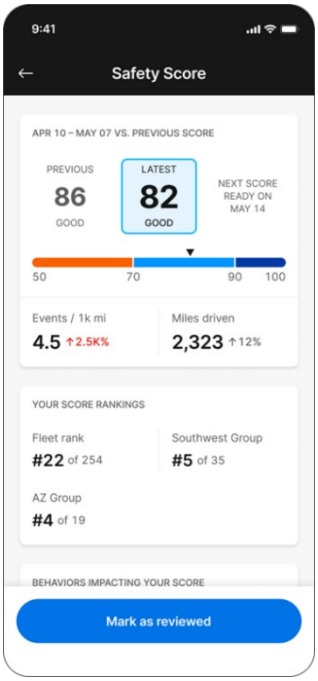


Figure 3 - Safety Score Insights

In-Cab Alerts Are On

In-cab alerts in Motive are real-time notifications delivered directly to drivers via the **AI Dashcam** and **Fleet Dashboard settings**, designed to improve safety and compliance by addressing risky driving behaviors as they happen. These may vary based on current safety initiatives and the focus set by leadership.

- **In-cab alerts** are **real-time audio and visual warnings** triggered when a driver crosses a predefined threshold for unsafe behavior (e.g., speeding, cell phone use, close following).
- These alerts are meant to **give the driver a chance to self-correct** before the behavior escalates or is logged as a coachable event.
- **Coachable events** are then generated if the behavior continues or meets the severity criteria defined in the system.

Audio & Visual Feedback

When unsafe behavior is detected, the AI Dashcam provides **instant feedback** using:

- **Audio alerts** (spoken warnings)
- **Visual LED indicators** on the dashcam

These alerts are designed to **coach drivers in the moment**, helping them self-correct without needing immediate manager intervention.

AI-Detected Coachable Behaviors

The system uses artificial intelligence to detect and respond to:

- **Speeding**
    - Audio: “Slow down. Company speed limit exceeded.”
    - LED: Blinking red
- **Close following**
    - Audio: “Please keep your distance.”
    - LED: Blinking red
- **Cell phone usage**
    - Audio: “Please keep your eyes on the road.”
    - LED: Blinking red
- **Harsh events** (braking, acceleration, cornering)
    - Audio: “Harsh event detected.”
    - LED: Loading red bar