May Huddle

PODS Moving & Storage

2026

Confidential and proprietary

All Associates

May 2026

Pre-Trip Inspections

A pre/post-trip inspection helps identify potential mechanical issues or unsafe conditions and is critical in preventing accidents, injuries, and costly repairs. These DVIRs are **REQUIRED**.

Pre-Trip Inspections:

Reduce Accidents

A thorough pre-trip/post-trip inspection can reveal problems like faulty brakes, worn tires, or malfunctioning lights.

Prevent Breakdowns

Identifying issues early can prevent inconvenient and costly breakdowns on the road, saving time and money.

Protect Everyone

Commercial vehicles are large and powerful, and their malfunctions can have serious consequences for other drivers on the road.

Failure to conduct them can result in **fines**, **penalties**, an **impact to your bonus**, and even the **suspension of your commercial driver's license**.

If you are coded under 304 for part of your day and forklift certified, **you must also complete a forklift DVIR!**

Mark Your Calendar: International Roadcheck

PODS

Get Ready for International Roadcheck: May 12-14

International Roadcheck is the largest targeted enforcement program on commercial motor vehicles in the world, with **nearly 15 trucks or motorcoaches inspected, on average, every minute** across North America during this 72-hour period.

During International Roadcheck 2025:

- There were over **30,000** Level I, II, and III inspections conducted in the U.S.
- Of the 56,178 total vehicle inspections conducted, **18.1%** were placed out of service



This year's focus is on **Cargo Securement and ELD Tampering.**
During inspections, officers will verify:

- **Proper tie-downs**
- **Load stability and shifting risk**
- **Loose components and dunnage**
- **Accuracy of duty status logs**
- **Signs of tampering/manipulation**
- **Proper use of ELD and exemptions**

How to Inspect Tie Downs

Perform a visual inspection of the entire tie down to detect possible damage. Look for any of the types of conditions listed below.

The entire tie down must be inspected before each use. Remove from service if **ANY** of the following are detected:

- Holes, tears, cuts, snags or embedded materials
- Broken or worn stitches in the load bearing splices
- Knots in any part of the webbing
- Excessive abrasive wear or crushed webbing.
- Distortion, excessive pitting, corrosion or other damage to buckles or end fitting(s)
- Any conditions which cause doubt as to the strength of the tie down

EXAMPLES



Broken/worn stitches



Snags



Bad straps

Drivers

May 2026

2026 Clean Inspection Bonuses



CONGRATULATIONS

To Our March
Clean Inspection Bonus Winners!



LEVEL 1 ($100)

Michael Gibson
Willie Hammond
Vincent Holt
Leanid Klopat
James Lamb
Keith Linton
Moises Lopez

LEVEL 2 ($50)

Moises Duron
Rowland Holden
Denise Reamore

LEVEL 3 ($50)

Mark Alfano
Thomas Ammer
Cory Bridges
David Cintron
Anthony De Luco
Szymon Frackowiak
Emmanuel Igwe
Trevor Kazen
Floyd Knott
Matthew Martin
Jose Perez
Edward Perkins



The PODS Safety team is awarding spot bonuses for each clean inspection by state or federal DOT officers!

PODS®

Introducing INSIDER INSIGHTS

An anonymous way to help us reduce repeat issues

Share real-time feedback from your customer interactions:

- Identify pain points
- Close gaps
- Improve operations

SCAN TO ACCESS

LOOK AHEAD

Look ahead 15 seconds when on the highway, or 1-2 blocks when in the city

CHECK ALL SIX SIDES OF YOUR TRUCK

Front, back, both sides, below and ABOVE

Checking all six sides allows you to see potential hazards. In the pictures to the right, looking ahead and above may have prevented the crashes that occurred in these instances.



Low Hanging Trees ←

Low Clearance Bridge →





Low Hanging Trees ←

Low Hanging Wires →



Help Prevent Long Idling

- Gas prices are rising — we need your help to reduce long idles!
- Less idling means:
  - Lower fuel costs
  - Less wear on vehicles
  - More efficient operations
- This is a team effort — every minute counts!
- Small changes make a big impact across the fleet.



Turn off the engine if you're going to be parked for more than 3 minutes.

All Drivers MUST Obtain CDL License by December 31

All PODS non-CDL drivers are required to obtain a Commercial Driver's License (CDL) by the end of the year.

How PODS Helps

- PODS will cover **Class B CDL** training costs up to $3,650 per driver
- **Rate increase** to CDL rate will be applied upon completion and verification of the driver's license



Please contact your market manager with any further questions.

Storage Center Workers

May 2026

SNOW Ticket Process – Tire Order Assistance

STEP 1: Navigate to Service NOW and Select “Request Something”

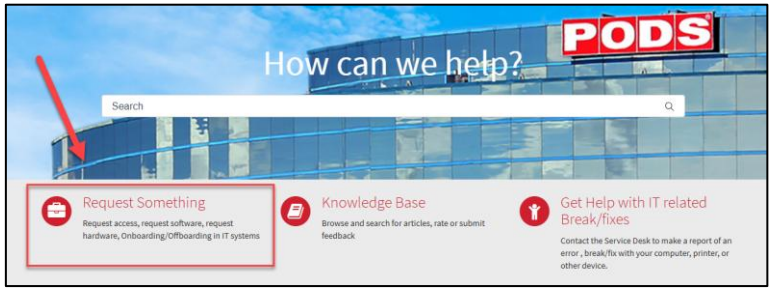
Step 2: Select “Fleet Services” then select the correct ticket type to open.

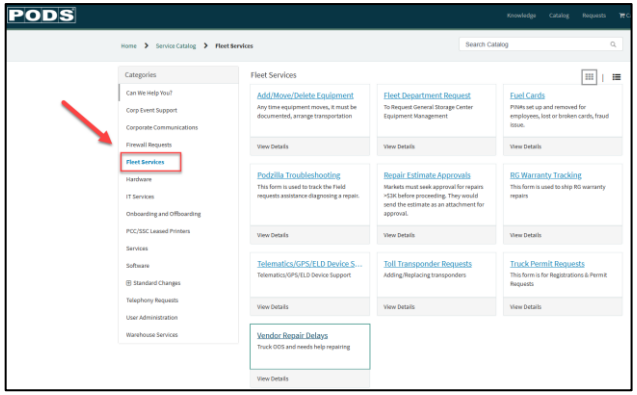
STEP 3: Select Tire Service Request

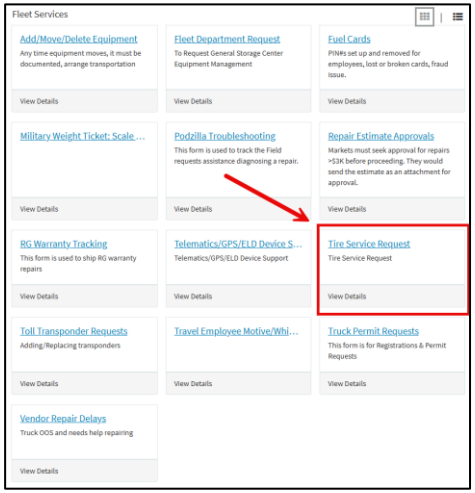
Step 4: Fill out the form with Location info and Asset Type you’re requesting tires for.

Forklift tires will require a picture of the data plate from the forklift if not on file in the asset wallet.

Fleet Department will action the ticket; you will receive confirmation once completed.







Stop All Steel Roof Replacement-Related Repairs

PODS

Effective immediately, we have placed a temporary **STOP** on all **steel roof replacement-related repairs**



All teams must stop the following repair types:

- Replacement of plastic roofs with steel roofs
- Any panel repair that requires removal of a steel roof
- Any repair that requires removal of a steel roof, regardless of scope

This temporary stop ensures that we **pause execution while we update and standardize training** to ensure the highest level of safety and quality across all markets.