June Huddle

2026

Confidential and proprietary

All Associates

June 2026

A Message from COO James Shively



As we enter our peak season together as one unified operations team, I want to recognize the hard work, preparation, and commitment to our customers that associates across the enterprise demonstrate every day.

Peak season always brings challenges – long days, unexpected issues, and moments that test our ability to adapt and respond quickly. But it also brings opportunity, and the foundation I've seen across the organization gives me great confidence in the season ahead.

In my first few weeks at PODS, one of the things I noticed was the passion our associates have for both the work they do and the experience they provide for our customers. I see teams focused on continuous improvement, strong execution, safe operations, and doing things the right way. These qualities will not only help us succeed this peak season but also strengthen our business for the future.

As activity increases, so does risk, and safety must remain at the center of everything we do. While results matter, no outcome is worth compromising the safety of our associates, our customers, or communities. The most important measure of success to me is that every associate goes home each night in the same condition they arrived.

I'm excited about where we are headed. We have a lot of work ahead of us, and we will continue learning and improving along the way, but I believe the preparation leading into this season has positioned us well.

Thank you for everything you do each day. Let's have a safe, strong, and successful peak season

Congratulations, Charlie Villemaire

Promoted to Hydraulic Lift Systems Manager



- Now overseeing fleet planning and maintenance for both PODZILLAs and forklifts
- Serving as PODS' subject matter expert for hydraulic delivery systems, process improvements, service quality, and cost management
- Please continue to include Brannon Hufstetler on all repair requests during the transition

Congratulations VIP Winners!

PODS

PODS VIP VALUES IN PRACTICE

Congratulations

Q1 VIP Winners!

Bryan Davidson – Mgr II, Ops Optimization
Tyler Beckwith – Driver I - Lead (Central)
Patrick Gilmore – Territory Manager II (West)
Sean King – Market Manager I (Canada)
Floyd Knott – Driver I - Lead (West)
Josh Koch – Market Manager I (Central)
Dexter Lopez – Driver - Class B (Southeast)
Jim Mattern – Market Manager I (Northeast)
Jonathan Rivera – Driver I – Lead (Northeast)
Luis Sanchez – Driver - Class B (Southeast)



The associates selected as VIP Summit Winners are seen by senior leadership as true embodiments of our values – we work as a team, we care, and we find a way.

Don’t Forget Your Water This Summer!

The summer heat is here – remember to stay hydrated!



DOT Hours

PODS

DOT 60-HOUR CLOCK

KNOW YOUR HOURS. STAY LEGAL.

Drivers may not drive after reaching **60** on-duty hours in a **7-day period.**





14-HOUR CLOCK

You may drive up to 11 hours after 10 consecutive hours off duty, within a 14-hour period.

34-HOUR RESTART

A driver who takes 34 consecutive hours off duty may restart their weekly clock and begin a new 60-hour cycle.

10-HOUR OFF BETWEEN SHIFTS

You must take at least 10 consecutive hours off duty between the end of one shift and the start of the next.

- Monitor your available hours daily
- Plan days off in advance
- Communicate potential hour shortages early
- Never exceed DOT Hours-of-Service limits

EXAMPLE

WITHOUT RESTART		WITH 34-HOUR RESTART	
MON	12 HRS	MON	12 HRS
TUE	12 HRS	TUE	12 HRS
WED	12 HRS	WED	OFF DUTY
THU	12 HRS	THU	12 HRS
FRI	12 HRS	FRI	12 HRS
SAT	0 HRS	SAT	12 HRS
SUN	0 HRS	SUN	0 HRS
TOTAL = 60 HOURS		34-HOUR RESTART COMPLETED	

At 60 hours, you cannot continue driving until sufficient hours are regained.

A 34-hour restart allows you to begin a new 60-hour cycle with a fresh clock.

KNOW WHERE YOU STAND

0 – 40 HRS	41 – 59 HRS	60 HRS
PLENTY OF HOURS	APPROACHING LIMIT	NO DRIVING BEYOND 60

Check your available hours before every trip.

DON'T RUN OUT OF HOURS – TRACK THEM DAILY

Plan smart. Stay legal. Get home safe.

Thank You for Driving SAFELY!

Drivers, thank you for your commitment to safety! The associates below have driven 1,000+ miles with Motive score of 100 with zero "events" over the past 30 days, as of June 3.

Central

- Rahmat Ahmadi
- Rebecca Baldus
- Joel Behm
- Warren Bostic
- Aaron Carter
- Nicholas Coles
- Charles Connolly
- Scott Cooper
- Gerson Cordero Martinez
- James Cunniffe
- David Duffee
- Larry Dunklin
- Wesley Dukes
- Moises Martinez Duron
- Windfield Ellis
- Roger Funk
- Trenayne Gordon
- Dustin Goldsberry
- Xiao Han
- Jon Jaschen
- Tyler Johnson
- Ryan Michaelson
- Jesus Mendoza
- Jeffrey Mouthey
- Weshton Oleszczuk
- Pedro Olvera
- Vincent Pallotta
- Daniel Penman
- Dennis Plass
- Santiago Reyna
- Joshua Rice
- Jason Robertson
- Sidney Rodrigue
- Joseph Scofield
- Tate Seacrest
- Ramsey Smith
- Christopher Snow
- Bradley Sparks
- Jasmine Stevenson
- Mark Stowe
- Cecil Thompson
- Nicholas Traylor
- David Turner
- Jeff Ullrich
- Robert Varn
- Mike Wager
- Ernest Wilds
- James Whitfield
- Joe Wishert
- Joshua Winchell
- Albert Woyna
- Hai Do

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Northeast

- Floyd Adams
- Eric Barrett
- Harrison Barnett
- Michael Booker
- Johnny Broaden
- Raymond Comas
- David Dutton
- Brian Faust
- Anthony Funkhouser
- Melido Garcia
- Brian Garner
- Courtney Gillespie
- Antoine Gulley
- Jennifer Gunter
- Calmon Heller
- Dean Herrmann
- Robert Jackson
- Michael Linabury
- Robert McClinton
- Bradley O'Brien
- Kenton Petit May
- Leonardo Parafita
- Stephen Quistgaard
- Edward Reid
- Raymond Ridge
- Axel Rivas Barrera
- Angel Sanchez
- Christopher Santos
- Travis Schermerhorn
- Christopher Schuss
- Marcelo Silva
- Nelson Vazquez
- William Wilson
- Hugh Wright
- Thomas Young
- Christopher Zona

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Southeast

- Juan Abreu
- Justin Andrews
- Pedro Alicea
- Stephana Bellamy
- Joshua Byrd
- Thomas Chontofalsky
- Jason Colon
- Julio Cruz
- Jarvis Devereaux
- Dakotah Do
- Michael Dillard
- Roy Driggers
- Jalen Epps
- Anderson Feliz
- David Jeff
- Nicholas Garrett
- Isaiah Gore
- Taj Glover
- Trent Gordin
- Bobby Hatchell
- Christopher Irons
- Travis James
- Alex Kurja
- B Maldonado
- Robert Meyer
- Kenterris Murray
- Erica Newsom
- Joe Nicholson
- Jose Perez
- Anibal Quinones
- Daniel Ruiz
- Deandre Sabb
- Peter Slavick
- Raul Cristancho Soto
- Emmanuel Santiago
- William Sears
- Thomas Tallent
- Lloyd Turner
- Keith White
- Billy Williams
- Samuel Whittington

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Canada

- Paul Antoine Gagnier
- James Kingsbury
- Christopher Joiner

West

- Christopher Aines
- Jose Arteaga Gonzalez
- Dana Chai
- Rufino Cervantes
- Richard Deza
- Cesar De La Mora Arciniega
- Raymond Jones
- Austin Kearns
- Steven Lee
- Yolanda Richielieu
- David Ortega
- Kevinte Thompson
- Tiona Thompson
- Aron Wortham
- Oscar Hernandez
- James Hammers
- Elias Juarez

Drivers

June 2026

2026 Clean Inspection Bonuses



CONGRATULATIONS

To Our April
Clean Inspection Bonus Winners!



LEVEL 1 ($100)

Kenneth Allen
Ramon Escalante
Calmon Heller
Emmanuel Igwe
James Moore
Edward Reid
Andre Wood Jr.

LEVEL 2 ($50)

Edward Brooks
Martin Garcia
Gregory Lange
Miles Kinney
Andres Ramirez Cordoba
Manuel Torres
Eugene Welsch
Inez Jones

LEVEL 3 ($50)

Phillip Banker
David Bramley
David Cintron
Carlos Ayon-Arredondo
Kenneth Justus
Ricardo Karoba Garces
Dangelo Miller
James Moore
Sidney Roberts-Martin
Travis Schermerhorn
Corbin Swindle
Albert Torelli
Nelson Vazquez



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

See What Our Customers are Saying!

The comments below were left by PODS customers. Thank you for continuing to provide our customers with the BEST possible experience during their moves!

Lynette Thompson – Syracuse, NY
"Lynette was very professional, did a fantastic job, was friendly and easy to work with. She was very concerned and took great care and attention to my driveway and basketball hoop."

Darren Moore – Little Rock, AR
"Darren treated me with respect and kindness. He is extremely nice, knowledgeable, prompt, professional, kept me informed, and efficient. Darren exceeds customer expectations and ensured I was satisfied. Teach others to use Darren as the great role model in customer service. Darren has outstanding interpersonal relationship skills and customer relationship skills. He stayed in touch as frequently as appropriate. He is prompt, efficient, professional, kind, knowledgeable and overall awesome! Darren should be involved in training the other employees to be customer-oriented."

Calvin Williams Jr. – Huntsville, AL
"The driver that delivered the container at the final location was outstanding and very cooperative. Calvin was really helpful and gave me confidence in using pods for our next move. Thank you!"

Christopher Zona – Rochester, NY
I was totally satisfied with the complete process. I especially liked the driver (Chris) for his expertise in getting the pod in a good location and picking it up. He was a very nice person and easy to work with. And he was very efficient in doing what was necessary.

Kevin Promnick – Edmonton, AB Canada
"I was happy with the whole experience. The size of the container was exactly what was needed. The delivery and pick up arrangements were accurate and in a timely manner. The container was clean, the overhead door worked well. In speaking with the staff and drivers, they were friendly and knowledgeable. Thank you PODS!"

Martin Madrigal Garcia, Steven Lee – Fresno, CA
The service was quick both for delivery as promised and for pick-up. The driver worked with me to find the best spot for the pod. My initial spot didn't work out due to an obstruction but we worked it out together as best we could.

Jacob Laurie, Cierra Walden – Fayetteville, NC
"All of our drivers were exceptional. My only regret is I neglected to give Cierra a tip."

PODS

School's Out for Summer

And that means **more kids are out**, especially in neighborhoods.

Stay alert and expect the unexpected.

- **Look for kids** playing near the street and scan between parked cars and other objects for signs that children are at play in the area



- **Make eye contact** with children who are about to cross the street and watch for their next step

- **Always obey speed limit signs** and be alert to changing traffic patterns



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.

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

Storage Center Workers

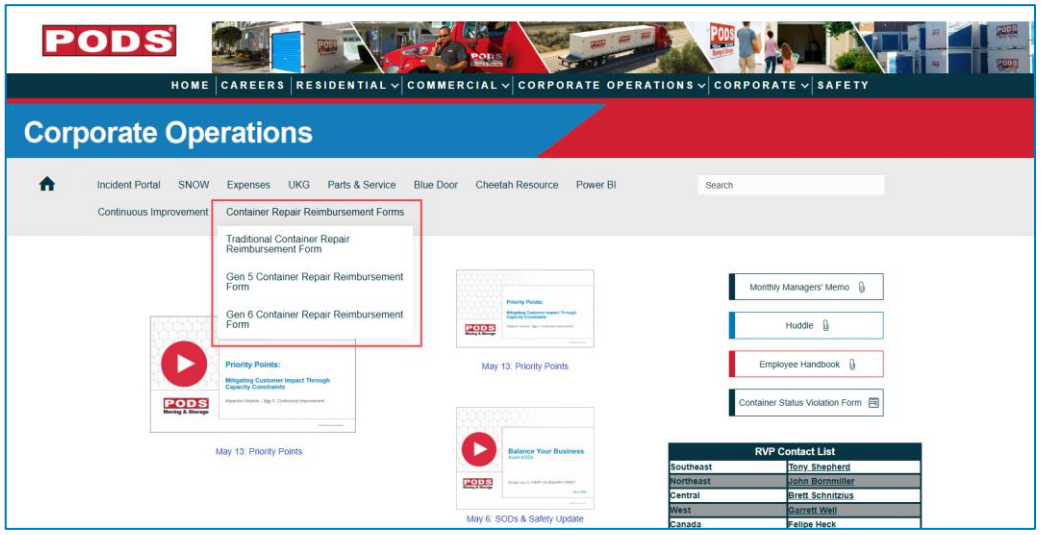
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New Container Repair Reimbursement Forms

Container Repair Reimbursement Forms are now available on the Corp Ops intranet.

Effective immediately, **discontinue the use of previous forms**.

To access the forms, hover over the “Container Repair Reimbursement Forms” tab shown below and select the appropriate form type.



As a reminder, please **do not save and reuse local copies of these forms**. Instead, download the forms directly from the intranet to ensure you are using the most current version.