July Huddle

2026

Confidential and proprietary

All Associates

July 2026

Celebrating National Logistics Day

National Logistics Day is celebrated annually to recognize and thank the logistics associates who help keep our operations at PODS moving!

At PODS, Logistics handles:

- The routing, scheduling, and efficiency of PODS' long-distance operations
- The management of vendor fleet optimization, asset utilization, and demand planning
- Container inventory, availability, and forecasting

Scan the QR code to see a special National Logistics Day message from COO James Shively

Don’t Forget Your Water This Summer!

PODS

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.

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

Drivers

July 2026

2026 Clean Inspection Bonuses



CONGRATULATIONS

To Our May
Clean Inspection Bonus Winners!



LEVEL 1 ($100)

Thomas Ammer
Roy Baldinger
Rebecca Baldus
Shawn Bielinski
Clark Bowman
Cory Bridges
Moises Duron
Eric Gettleman
Robinn Hathaway
Chazz Lewis
Michael Linabury
Steve Lynch
Martin Madrigal Garcia
Larry Maginniss
Francisco Marquez
James Moore
Edward Reid
Aleksandr Sribnyi
Clayton Williams III

LEVEL 2 ($50)

Richard Blau
Trevor Kazen
Jerry Pilcher

LEVEL 3 ($50)

Joel Allison
Michael Dillard
Blaine Duncan
Forrest Durfee
Michael Gamble
Jaime Jones
Christopher Kotchkoski
James Lamb
David Lucas
Sabino Martin
Brian Torrance
Keith White



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

Be Safe Around Independence Day

Tens of millions of Americans travel around Independence Day, so it's important to be vigilant and **practice defensive driving techniques,** especially with busier roadways anticipated.

- **Be Aware of Your Surroundings**
- **Look Ahead**
- **Look Around**
- **Leave Room**
- **Communicate**

Operation Safe Driver Week

Operation Safe Driver Week is scheduled for July 12-18, 2026.

During **Operation Safe Driver Week**, law enforcement agencies use educational and traffic enforcement strategies to target unsafe driving behaviors performed by passenger vehicle drivers and commercial motor vehicle drivers



Backing – Part I

Backing should be considered the **last available option** after all reasonable alternatives have been evaluated.

Drivers should:

- **Avoid backing** whenever possible. If you must back, back only far enough to get out of the roadway.
- Use **pull-through parking** when available
- Position vehicles to enable forward movement upon departure.
- Conduct a backing hazard assessment before reversing
- Operate at the **slowest reasonable speed while backing**
- **Stop immediately if uncertainty exists** regarding clearance or hazards.

If you must back in…. remember to **G**et **O**ut **A**nd **L**ook

GOAL

Get Out And Look before backing when:

- The backing path has not been recently verified.
- Conditions have changed.
- Sightlines are restricted.
- Clearance is uncertain.
- Pedestrians may be present.



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.

Storage Center Workers

July 2026

Steel Roof Certification Program is LIVE!

Effective immediately, only associates who have successfully completed **all three components** of the Steel Roof Certification Program are authorized to perform repairs requiring the removal or replacement of a steel roof**.**

To be considered certified, an associate must have completed **all of the following requirements**:

- The required **eLearning course**
- The **hands-on practical evaluation**
- Documentation uploaded and recorded in **UKG**

Associates who need to be enrolled in the Steel Roof Certification Program should **contact Sam Fresquez** to begin the certification process, or have their market manager do so for them.