August Huddle

2026

Confidential and proprietary

All Associates

August 2026

Beat the Heat!

PODS

What should you do to stay safe and healthy in the summer heat?



- Be sure to **have enough fluids on hand and drink regularly** throughout the day. If you wait until you are thirsty, you may already be dehydrated.
- **Use the hydration station and/or water fountains** during operational hours.
- **Avoid caffeinated drinks during the day** and foods rich with sugar. When off duty, minimize alcoholic drinks as they can contribute to dehydration.
- **Take advantage of time in the shade or in air-conditioned areas** to give your body a break from the heat.
- Be sure to **get enough rest**.
- Monitor yourself and co-workers and notify a manager when you need a break from the heat.
- Wear loose-fitting clothes.

Beat the Heat!

What are the risks to those in cities?

- Without time to adjust to the heat, you will feel more physical and mental fatigue.
- Cities can be up to 10 degrees Fahrenheit (6 degrees Celsius) hotter, since concrete and asphalt hold and radiate heat.
- Higher humidity adds to the heat load and makes it harder for sweat to cool the body.

What are the risks to those working in the warehouse?

- Poor air flow. Keep fans running and bay doors open for cross ventilation.

Be sure to take frequent breaks and communicate with management if you need anything (longer breaks, more items to hydrate with, etc.)

Beat the Heat!

PODS

COMMON HEAT-RELATED ILLNESSES

HEAT RASH



Signs & Symptoms

- Red clusters of pimples or small blisters
- Typically in neck, chest, groin

- Move to a coooler, dry environment
- Keep area dry and clean

HEAT CRAMPS



First Aid measues

- Muscle spasms (legs, arms, abdomen)
- Heavy sweating during intense activity
- Stretch gantly

- Stop activity ad rest
- Drink water or electrolyte beverages
- Stretch gently

HEAT EXHAUSTION



Signs & Symptoms

- Heavy sweating
- Weakness or fatigue
- Dizziness or fainting
- Nausea/vomiting
- Cool, moist skin

- First Aid measurten
- Move to shaded/cool a
- Loosen clothing
- Sip cool water

HEAT STROKE (MEDICAL EMERGENCY!)



First Aid measures

- Call 911 immediately
- Move to a cooler area
- Cool rapidly with ice packs/wet cloths
- Do not give flaids if unconscious

- Call 911 immediately
- Cool ro a cooler area if unconscious

WRT Not Locked Properly – Driver Responsibilities

PODS

Drivers

1. Upon arriving at a location, inspect the WRT container's latch and lock to **ensure that it is secured appropriately**
2. If the container is unlocked/improperly secured, attempt to notify the customer on-site or by phone
3. If you are unable to solve the issue on-site, document the following items with photos in Cheetah:
   - Photos of unsecured door **with latch and lock visible**
   - Photos of container contents from container door, **with the container number visible**
4. Use a cam buckle strap to **secure door from latch to the base of the container**
5. Transport the unsecured container back to the storage center and **notify your Storage Center Worker** of the issue

WRT Not Locked Properly – SCW Responsibilities

SCW

1. Unload container and place it in a safe workspace
2. Remove existing lock with a cutting tool, slide latch to properly secure the container, and replace the previous lock with a new combination lock
   - Set the combination lock code with any random combination
3. Place the newly-secured container in the Storage Center/POD Hunter
4. **Communicate the issue to your market manager**, and the steps you've taken to solve the issue
   - Provide your market manager with the **container number**, the **customer ID number**, and the **new lock's combination number**

Drivers

August 2026

2026 Clean Inspection Bonuses



CONGRATULATIONS

To Our June
Clean Inspection Bonus Winners!



LEVEL 1 ($100)

Benjamin Andrade
Joshua Boulanger
David Cunningham
Moises Duron
Alex Kuria
James Moore
Vincent Rivera
Sidney Rodrigue
Jaquon Wilkerson

LEVEL 2 ($50)

Matthew Narsiff
Cheryl Murray
Kenneth Smith
Lynette Thompson
Jermaine Washington

LEVEL 3 ($50)

Cheyenne Haynes
Miles Kinney
Ka Lee
Andre Marshall
Corbin Swindle
Timothy Taylor
Stephen Wallace
Jaiquawn Williams



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

Backing – Part II

PODS

On Road Safety

Before Backing, Drivers Should:

Stop

Bring the vehicle to a complete stop

Survey

Assess:

- Pedestrian traffic
- Children and pets
- Customer activity
- Other vehicles
- Fixed objects
- Utility structures
- Trees and landscaping
- Overhead obstructions
- Ground conditions
- Driveway and pavement integrity
- Surface slopes and grades

If a hazard cannot be fixed, ask your manager for help.

Avoid backing when you can. If you must back, go only as far as the job requires. First, complete a Pre-Backing Hazard Assessment and note any hazards you may face.

Backing – Part I

PODS



Brake Safety Campaigns

CVSA's **Operation Airbrake** program will hold two annual brake safety campaigns throughout 2026.

- The next **Brake Safety Week** is scheduled for **Aug. 23-29, 2026**
- There will also be one **unannounced one-day brake safety enforcement initiative**, which may take place at any time

During both the announced and unannounced brake safety enforcement campaigns, commercial motor vehicle inspectors conduct brake system inspections on large trucks and buses throughout North America to identify brake-system violations.

Operation Airbrake



Driver Ancillary Fulfillment Process

Before Leaving the Yard

1. Review Driver Log & Route

- Pick up driver log from Market Manager
- Review all jobs for ancillary requirements
- Check driver notes for locks and blankets needed
- Escalate any unclear requests to Market Manager before departure

2. Verify Truck Inventory

- Minimum **10 locks** on every truck at start of shift
- Confirm inventory meets route requirements
- Ensure adequate blankets are available if required
- Report inventory shortages before leaving

Onsite Deliver & Additional Sales

1. Deliver Purchased Ancillary Items

- Open the Cheetah app for the current job
- Confirm items and quantities purchased
- Load requested items into the container
- Fold and place blankets neatly
- Document fulfillment with photos in Cheetah

2. If Customer Wants Additional Items:

- Add requested locks/blankets through the **Driver Report** in Cheetah
- Enter quantity and select **Done**
- This automatically triggers customer billing
- No Market Manager action required

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

