Wingman Certification

Who would make a good Wingman?

Someone who is…

- **A Natural Leader** - Others look to them for guidance; they take initiative and lead by example.
- **A Clear Communicator** - Explains things simply and effectively; stays calm and professional when speaking.
- **A Supportive Teammate** - Encourages peers, offers help without being asked, and shows patience.
- **Safety-Conscious** - Always follows safety procedures and reminds others to do the same.
- **Customer-Oriented** -Handles customer interactions with care, professionalism, and a positive attitude.
- **Trustworthy & Accountable** - Admits mistakes, learns from them, and takes responsibility for their actions.
- **Observant & Thoughtful** - Notices when others are struggling and offers helpful suggestions.
- **Flexible & Willing to Learn** - Adapts to new situations and is open to feedback and growth.
- **Calm Under Pressure** - Handles unexpected challenges with composure and problem-solving skills.
- **A Team Player with Integrity** - Works well with others, respects diverse perspectives, and always does the right thing.

Wingman Qualifications	Certification Process
• Minimum 1 year of experience in the driver role. • Current on all company-required training. • Up-to-date and accurate forklift certification(s). • At or above average jobs per hour (JPH). • No at-fault incidents in the last 8 months. • Must maintain a current/valid driver license from the state in which position is assigned. • Possess a valid Medical Examiner's Certificate (DOT requirement) • CDL Class B License or Higher required in markets with more than 50% CDL trucks; non CDL in markets with less than 50% CDL trucks. • Must meet PODS Driver Qualification Standards which includes no moving violations during the past three (3) years (insurance requirement) • Must be currently employed with PODS to receive bonus	1. Submit name(s) of qualified associates to the Corp Ops Training Team at PODSU@pods.com. 2. COTT will verify with HRBPs that associate is in good standing. 3. COTT will enroll them in the Wingman Certification course. 4. The associate must complete the course and pass the 45-question Wingman Qualification Exam with at least 80% (they will have 3 attempts). a. **Note:** The exam is open book and associates should use both the Wingman Guide and the New Driver Participant Guide as resources. 5. Once the associate completes and passes the course, they are certified to begin training.

Compensation

Wingman bonuses are submitted by the Market Manager through the digital spot bonus form in HRSD. Go to UKG > Administration > Employee Admin > People Assist > Create a Request > Payroll > Spot Bonus Form.

1st Bonus - $100 – Submit with completed Driver Training Checklist (New Driver Participant Guide pgs 12 & 13)
2nd Bonus - $100 – Submit after New Driver Practical is completed and new hire reaches 90 days with PODS

Have questions? Need help? Reach out to Josh (jbonanno@pods.com) and Kara (kdelemeester@pods.com).