September Huddle

PODS® Moving & Storage

2026

Confidential and proprietary

All Associates

September 2026

SEEING THE DEFECTS AROUND US

Continuous Improvement starts with noticing when something doesn't happen the way it should. We call that a **defect**.

A defect could be...

- A missed ETA
- Incorrect order information
- Equipment that isn't ready
- An avoidable extra trip
- Unsafe conditions



Talk about it!

- What are some defects you regularly encounter?
- Are there things we have become so accustomed to working around that we now consider them "normal"?
- Which of those defects seem to happen repeatedly?
- How could we start keeping track of how often they occur?

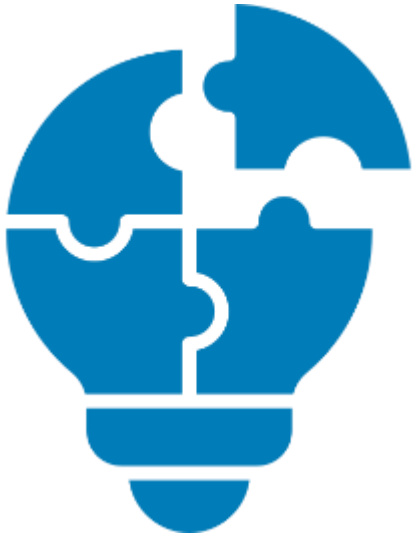
THIS MONTH'S CI CHALLENGE

When you encounter something that doesn't happen the way it should...

- Notice it
- Name it
- **Quantify** it
- Talk about it

The more clearly we can see our defects, the better we can identify the problems that are worth solving!





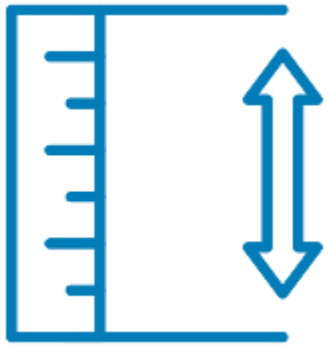
Watch for Overhead Hazards

As a driver, it is critical to be aware of **overhead hazards**.

Remember these crucial tips when faced with low bridges, underpasses, or other hazards:

- Know your vehicle's clearance height
- Look ahead for risk
- Slow down before you reach a potential overhead hazard

If you are approaching a low bridge, underpass, or narrow road, make sure that you **slow down**, **turn on your hazard lights**, and **be aware of signs indicating clearance height**.







PODZILLA Safety Reminders

Keep these in mind next time you operate a PODZILLA!

Request customers and others maintain 25’ clearance from the operating area



Always follow the Property Damage Prevention Policy



When backing the truck under PODZILLA, try to position for a straight back and back slowly to avoid motor mount impact into the cab protection device

When in doubt of clearance, stop, settle the PODZILLA (lower the container to the ground so there isn't a suspended load), then go over and look at the overhead obstruction

When operating near wires, ensure you have 15’ of clearance and remember that wires droop more in high heat

When doing a container flip, ensure you have adequate room. If you do not, contact your manager for direction on how and where to complete the container flip safely

Don’t Forget Your Water This Summer!

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The summer heat is here — remember to stay hydrated!



Drivers

September 2026

2026 Clean Inspection Bonuses



CONGRATULATIONS

To Our July
Clean Inspection Bonus Winners!



LEVEL 1 ($100)

Jonathan Eardley
Micheala Edwards
Joseph Graham
Eugene Hahn
James Hammers
Cheyenne Haynes
Terrance Jones
James Lamb
Darren Naaktgeboren
Cesar Quijas Aranda
Michael Robinson
Felipe Silva

LEVEL 2 ($50)

Isamar Castro
Ramon Escalante
Rowland Holden
Sabino Roman Martin

LEVEL 3 ($50)

Chance Ackerson
Jimmy Ramento
Axel Rivas
Christopher Schuss
Spencer Vickers



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

Construction Zone Speed Limits

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Stay aware of speed limit changes in construction zones!

Watch for temporary signs indicating a reduction in the speed limit through construction zones.

In addition to the danger that speeding in these areas creates, your speed may be noticed by Motive or Law Enforcement—potentially causing a direct hit to your **Safety Score**, your **wallet**, and your **driver's license**!



Distracted Driving

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DISTRACTED DRIVING

What to look for

- Did I take my eyes from the road for an extended time, or multiple times over a short time?

Tips to avoid distracted driving:

As a general rule, if you cannot devote your full attention to driving because of some other activity, it's a distraction.

Snack smart! Eat meals or snacks before or after your trip – not while driving.

Store loose gear, possessions, and other distractions that could roll around in the truck, so you do not feel tempted to reach for them on the floor or the seat.

Make adjustments before you get underway. This includes adjusting your seat, mirrors and climate controls before hitting the road.

If another activity demands your attention, pull off the road and stop your vehicle in a safe place instead of trying to attempt it while driving

WHAT NOT TO DO



VISUAL
Looking at something other than the road



AUDITORY
Using devices that keep you from hearing the road



Manual
Manipulating something other than the steering wheel



Cognitive
Thinking about something other than driving

THE "WHY"

Each day, approximately **9 people are killed** and **1,000 people are injured** in crashes reported to involve a distracted driver. A recent study found that **71% of large-truck crashes** occurred when the truck driver was doing something besides driving the truck.