

25 November 2020

TO: All Buchheit Logistics, Inc. Drivers
FROM: Buchheit Logistics, Inc. Safety Department
RE: Netradyne Driveri Video Event Recorders

Buchheit Logistics is very excited to announce that we are implementing Netradyne's Driveri Video Event Recorders (VERs) into our 2021 Safety Program, to exonerate **you** in a bad situation.

Why do we need a comprehensive VER system?

1. Exonerate our drivers and *reward* for safe driving habits.
2. Improve our fleet's safety just a little bit, every single day.
3. Identify what really occurred with motor vehicle accidents and motorist complaints.
4. Protect our team and the company from frivolous litigation and unwarranted claims.
5. Avoid rising Insurance Rates and Nuclear Verdicts which have become the "*new norm*" in the courtroom.

These are of universal importance across the industry, no matter the fleet. As a result, VERs have become the solution of choice to prove the driver was operating legally and safely. We as a company, have reached the point where a video safety program is no longer viewed as a "nice-to-have" investment, but rather a requirement to run a safe and profitable fleet. The safety of our team is our top priority, and our drivers face risks and challenges on the road every day, so having a top-notch safety solution in place is critical. That's why we chose Driveri.

Driveri provides an objective picture of what happens on the road, which can help protect you and the company from false claims. We view this as an investment in ensuring you get home safely as well as protecting your reputation and that of the company. Driveri is a video-based safety management system that captures critical seconds before and after an event trigger, such as a hard brake or a collision, which help identify coaching opportunities or when to recognize you for doing things right and helps exonerate you when you are not at fault.

- a) Our Safety Policy remains unchanged – we *still* expect our drivers to abide by federal, state and local laws/regulations as well as company policies and operate in a safe, legal and responsible manner.
- b) The Driver-facing camera will initially be set to "*off*" and a lens cap is available for your piece of mind. Please note that a driver can "*earn*" having the interior camera turned on, or volunteer to turn it on. In either event, it is important to understand that if enabled it cannot be remotely viewed or recorded in real time nor be accessed covertly to monitor you. However, if enabled, where an incident is captured that reveals inappropriate conduct that cannot in good conscience be ignored, obviously, we have to address it.
- c) No images or information will be retained except where a relevant incident has occurred. Recorded images and information are subject to appropriate security measures to safeguard against unauthorized access and use. Access to retained images and information is restricted to Designated Responsible Persons (DRPs) who may gain access, as out lined in our pending *Video Event Recorder Policy*.
- d) When relevant to do so, camera footage may be retained and used for future safety training, including the improvement in safety, quality and training of drivers – reference *Media Release*.

To find out more about our new safety technology, check out the following link: [Netradyne Driver-i](#)

Though you are welcome to call Ron, Jeff or myself to talk, I would like to invite you to attend a special virtual meeting, with me, on 11 December to discuss our Roll-out Plan and answer any questions you may have.

Brad Redden

Director of Safety and Human Resources