

## **BIOMETRIC POLICY AND CONSENT**

Stevens Transport, Inc., Stevens Transport TL, Inc., Stevens Transport CD, Inc., Paragon Leasing, L.P., Stevens Driving Academy, L.P., Alliance Leasing, Ltd., and those acting pursuant to their authority (collectively, “Stevens”) use a camera system in Stevens’ trucks to prevent unlawful or unsafe driving practices, promote public safety, to improve driver safety, and to ensure compliance with Stevens’ policies. The purpose of this system is to reduce accidents, injuries, and the number of safety-triggered events. We partner with service providers such as Netradyne and Lytx (“camera system vendors”) to provide and maintain the camera systems.

This Policy applies to all employees and independent contractors who have been approved to operate a Stevens’ vehicle, and supersedes all prior policies addressing this topic. All Stevens’ employees and independent contractors should assume that a camera system will be in use when they operate a Stevens’ vehicle. If a passenger is in a Stevens’ vehicle, you agree to inform the passenger of the camera system, including the information the camera system may collect about them. Employees and passengers should have no expectation of privacy when driving or riding in a Stevens’ vehicle when the truck engine is running.

### **Policy**

Stevens’ camera system uses exterior facing cameras as well as inward facing cameras to record 180° from the first seat driver’s perspective while the truck engine is running. Besides the video images, the system records the vehicle’s GPS location, as well as vehicle telematic information, such as speed, braking and other safety measurements. The camera system analyzes vehicle/telematics signals and still images of the vehicle’s interior using machine vision and pattern recognition to predict whether an event has occurred. The camera system may generate: (i) real-time in-cab audio/visual alerts; (ii) event flags with associated video clips and metadata; and (iii) safety metrics, such as counts of flagged behaviors (collectively “camera system data”) which may contribute to a driver risk profile maintained by Stevens. When vehicle motion and camera signals meet predefined thresholds or patterns consistent with an event (for example, visual indicators of a phone in hand while the vehicle is moving, or seatbelt latch status inferred from visual posture and sensor context), the system may flag an event and capture a short video with audio around the time of the event.

Camera system data is subject to review at any time, and may be used for business and safety purposes, including: (i) identifying, monitoring, and addressing unsafe driving habits, such as cell phone use while driving, not wearing a seatbelt, inattentive driving, tailgating, rolling stops, swerving, cornering, or crashes; (ii) reviewing with and coaching drivers; (iii) improving the safety of Stevens’ drivers; (iv) supporting investigations, claims, and internal matters, including internal reviews, insurance claims, traffic citations, and potential litigation, by providing evidence to confirm or refute fault, defend Stevens or its drivers, and assess the scale of damages; and (v) complying with applicable laws or legal processes. Camera system data may be used as part of an employee investigation where Stevens reasonably believes there may have been misconduct, a breach of safety procedures, or a violation of company policy.

Stevens' personnel will review all incidents of unsafe driving detected by the camera system that may result in employment action to determine whether misconduct or a breach of Stevens' policies or procedures has occurred, and to provide coaching as appropriate. Stevens may take corrective action based in whole or in part on information obtained from camera systems. Stevens may disclose camera system information to its camera system vendors as necessary to operate and maintain the camera system, and to other service providers and third parties when appropriate for operational, legal, or safety reasons and as permitted by law.

### **Retention and Destruction of Camera System Data**

Stevens' policy is to protect, store, and retain camera system data collected from its drivers, including anything that might be deemed a biometric identifier or biometric information (collectively "biometric data"), in accordance with applicable laws and regulations. Camera system data will typically be retained until the first day of the month following 90 days from the recording date, then deleted; however, Stevens may retain certain data for a longer period to assert or defend Stevens' rights or in connection with litigation, such as to comply with a court order or legal process. Some camera system data that is collected or otherwise processed to predict distracted driving, excluding the final prediction result itself, is immediately and permanently destroyed once the process above has occurred.

### **Contact and Questions**

If you have any questions or concerns regarding this policy and consent form, please promptly communicate your questions or concerns in writing to [StevensDriverSafetyDepartment@StevensTransport.com](mailto:StevensDriverSafetyDepartment@StevensTransport.com). If you are a resident of Illinois and wish to request reasonable accommodation relating to our use of the camera system, please inform [StevensDriverSafetyDepartment@StevensTransport.com](mailto:StevensDriverSafetyDepartment@StevensTransport.com) of your request. You acknowledge that this policy is available to you, at any time upon request from the Stevens Driver Safety Department or via <https://www.stevenstransport.com/Legal/Privacy>.

### **Consent**

The undersigned hereby consents to the collection and use of camera system data as described herein. Further, although the camera system is not used to uniquely identify you as an individual in the traditional sense of biometric data, in the interest of transparency, we are asking you to consent to the use of the camera systems, including if the camera system now, or at any time in the future, collects, stores, and processes the undersigned's biometric data, the undersigned acknowledges that she/he has received notice of this data collection and authorizes Stevens and/or its vendors to use camera system data, including any data that might be determined to be biometric data, consistent with this Policy.

The undersigned acknowledges that they have read the foregoing Biometric Policy and Consent, understand the Policy, agree to abide by it, and voluntarily consent to the collection, storage, use, disclosure and retention of any camera system data including any data that is deemed to be biometric identifiers or biometric information, effective the first date they operate a vehicle with an inward facing dash camera.

The undersigned releases and discharges Stevens and its vendors supplying the camera and services from any and all liability for any and all claims and causes of action that may arise from or that are related to this consent and the use of their likeness within the parameters described herein and to the fullest extent permitted by law.

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Driver Code: \_\_\_\_\_

Date: \_\_\_\_\_