

DATE OF DEPOSIT

Secretary
Pennsylvania Public Utility Commission
400 North Street, Second Floor
Harrisburg, PA 17120
717.787.3834
www.puc.pa.gov

JUN 24 2026

PA PUBLIC UTILITY COMMISSION
SECRETARY'S BUREAU

**Application for Motor Common Carrier or Motor
Contract Carrier of Household Goods in Use.**

THIS APPLICATION IS REQUIRED TO REQUEST A CERTIFICATE OF PUBLIC CONVENIENCE (FOR COMMON CARRIERS) OR PERMIT (FOR CONTRACT CARRIERS) TO OPERATE AS A COMMERCIAL CARRIER OF HOUSEHOLD GOODS IN USE.

1. **Legal Name of Applicant** (Individual, Partnership or Corporation)

Flex Storage inc

- If you are an individual who has not formed any type of corporate entity, you should enter your name **as it will appear on your insurance documents**.
- If you are filing for a partnership, but **not a limited liability partnership**, the names of all partners must be entered on this line. Those names should be entered **as they will appear on your insurance documents**. This includes husbands and wives filing jointly.
- If you are filing for a corporate entity (corporation, limited liability company, or limited liability partnership), **even if you are the sole shareholder member**, you must enter the name **exactly as it appears on the registration papers from the Corporation Bureau of the Pennsylvania Department of State**.

2. **Trade Name** (Attach a copy of fictitious name registration if applicable)

This is any name which you will be operating under which differs from the **LEGAL NAME OF APPLICANT**. A **TRADE NAME** is considered a **FICTITIOUS NAME** if the identity of the applicant cannot be readily determined. *EXAMPLE: John Doe is the applicant and wants to use the name "Johnboy Trucking" as his trade name. People cannot readily determine that John Doe is the actual operator; therefore, the name is fictitious and must be registered as such. Trade names such as "John Doe Trucking" or "J. Doe Trucking" are not considered fictitious and would not have to be registered.*

3. **Do you currently hold PUC Authority?** NO **Previous Authority?** Yes NO

If YES, at PUC No. A- 8927949

4. **Are you a business entity registered with the PA Dept. of State?** Yes NO

If NO, you must register (see checklist on how to register)

If YES, provide your PA Corporation Bureau Entity ID Number 14181101

(See checklist and indicate type of business entity registered)

5. If either a Corporation or Limited Liability Company, please list members (LLC) or shareholders and officers (Corporation).

Tal Bar	CEO
Chris Griffenkranz	COO
Yaniv Rosenberg	EVP N. America

6. **Mailing Address**

1065 SW 8th st PMB 5012
Street Address

Miami , FL 33130	Miami Dade
City, State and Zip Code	County
626-463-3114	rosenberg.y@flex.storage
Telephone Number	E-Mail Address

This is the e-mail address to which the Commission will send all official documents issued by the Commission until further notice.

7. **Physical Address** (if different from Mailing Address. Do not use a PO Box.)

2980 NE 207th St
Street Address

Aventura , FL, 33180	Miami Dade
City, State and Zip Code	County
626-463-3114	rosenberg.y@flex.storage
Telephone Number	E-Mail Address

The address entered here should reflect the actual location of the business. This is the address the Commission needs in order to dispatch Enforcement Officers to inspect equipment. If left blank, it will be assumed that the **PHYSICAL ADDRESS** is the same as the **MAILING ADDRESS**

8. **Attorney** (if applicable)

Attorney's Name & Telephone Number for this Filing

Attorney's Address	E-mail Address
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An attorney's name should only be entered if an attorney is filing the application for a client and the application is being sent under the attorney's cover letter.

9. **Does applicant have a USDOT Number?**

☐ No ☒ Yes, at No. 4148650

10. **Describe the service area proposed by this application.**

(Use the space below or attach additional sheet if space provided is not sufficient).

We are a smart mobile storage and moving solution. We intend to operate across all of PA. to transport household goods in use between points in PA.

Examples:

- *To transport household goods in use between points in Pennsylvania.*
- *To transport household goods in use from points in Centre County to points in Pennsylvania, and vice versa.*

11. **Certification:**

Applicant certifies that it is not now engaged in unauthorized intrastate transportation for compensation between points in Pennsylvania and will not engage in said transportation unless and until authorization is received from the Pennsylvania Public Utility Commission.

Applicant further certifies that it understands the requirements of the Pennsylvania Public Utility Commission, especially as they relate to safety and insurance and that it may be subject to civil penalties, suspension or cancellation of the Certificate for failure to comply with Commission requirements.

Applicant further certifies that it understands that it is subject to an annual assessment based upon its reported gross Pennsylvania intrastate revenues; said assessment to help defray expenses incurred in regulating Motor Common Carriers of Household Goods in Use; and acknowledges that failure to report revenue and pay its annual assessment may result in civil penalties, suspension or cancellation of the certificate.

Verification of Application

I/We hereby state that the statement(s) made in this application is/are true and correct to the best of my/our knowledge and belief.

The undersigned understands that false statements herein are made subject to the penalties of 18 Pa. C.S. Section 4904 relating to unsworn falsification to authorities.

Tal Bar

(Print Name)



(Signature)

06/23/26

(Date)

The verification of the application must be completed by the applicant appearing on Line 1 of the application by the named individual, all partners if a partnership, a member (if a limited liability company), or by the President or Secretary (if a corporation).

VERIFIED STATEMENT OF APPLICANT

THE FOLLOWING INFORMATION IS REQUIRED BY THE COMMISSION TO DETERMINE THE APPLICANT'S FITNESS TO OPERATE. STATEMENTS SHOULD BE TYPED OR PRINTED. ILLEGIBLE STATEMENTS WILL DELAY YOUR APPLICATION:

Flex Storage inc			
Legal Name of Applicant			
Trade Name, if any			
1065 SW 8th st. PMB 5012	Miami	FL	33130
Street Address (principal place of business)	City or Municipality	State	Zip Code

The Verified Statement of the Applicant factual details about your proposed transportation service. Your Verified Statement must answer all of the items listed below and on the following pages. Provide as much information as possible to prevent delay in processing your application. If you need more space to provide your answer, please attach additional pages identifying the appropriate item number.

1. Identify the person making the Verified Statement on behalf of the applicant. If an employee/officer of applicant is making the statement, give name, title, business address and telephone number.
Yaniv Rosneberg, Executive vise president
100 N 18th street, suit 308, Philadelphia, Pennsylvania
Phone - 626-463-3114
2. List the applicant's affiliation (owner, manager, controls) with any other carrier, with the description of affiliation.
No Affiliation
3. Please provide evidence of minimum of two-years' experience with a licensed household goods carrier or the equivalent as required by 52 Pa. Code §3.381(c)(1)(iii)(A)(II)(-I-).
Flex Storage Inc operates in multiple states currently (FL, TX, CA, NC, MI, TN, GA to name a few).
We have been operating in Florida for over 3 years.
4. Describe your facilities, record maintenance plan and your communication network. Please include a description of your physical location, to including office machines that will be utilized, and the facility to house vehicles. As a carrier of household goods in use, applicant should include a description of storage facilities, if applicable. Please include an explanation of your plan to maintain records required by the PUC, as well as normal business records. In regard to your communication network, please explain how you will receive customer requests for transportation, how you will dispatch the vehicles to fulfill the request, and how you will maintain continuous communication with your drivers.

5. Please state the number of drivers you intend to use or hire in your business and explain why that number of drivers is appropriate for the size of the territory you will be serving. In addition, please explain:

- a. Your hiring standards for drivers;
- b. Your system for conducting criminal background checks;
- c. Your driver training program;
- d. Your system for conducting driver license checks;
- e. Your policies regarding alcohol and drug use by your drivers.

6. Please state the number of vehicles you plan to use in your business and why that number is appropriate to provide reasonable and efficient service to the territory you will be serving. If you have already obtained vehicles for your business, please list them in the chart below.

YEAR	MAKE	MODEL	SEATING CAPACITY*	VEHICLE ID #	MILEAGE
2022	Dodge	Ram	5	1C6RREJT9NN358184	121,000

7. Describe your vehicle safety program. Please include the following in your explanation:
- a. Your periodic vehicle maintenance plan
 - b. Your system for ensuring your vehicles will continuously comply with applicable Pennsylvania vehicle equipment standards (67 Pa. Code, Chapter 175).

. Addition to question 6 -

We plan to use a fleet of about 3-4 vehicles, when demand peaks mostly using short term rental pick up truck which we believe is appropriate to provide reasonable and efficient moving services throughout the territory we intend to serve in Pennsylvania. This number is based on a combination of projected demand, geographic coverage, and operational capacity.

Specifically, we considered the following factors:

- Anticipated volume of moves per week based on comparable numbers from last year.
- Operational efficiency, with a goal of maintaining minimal wait times for customers and reliable scheduling. We believe this number of vehicles will ensure consistent service quality while maintaining cost-efficiency and responsiveness.

Our model works with a pickup truck and enclosed cargo trailers. We strive to run a lean business model in all locations we work in. Operating in many states (FL, TX, NC, TN, GA, AZ, CA, MI, CO, MO to name a few). Our model has proven successful and our lower operational cost structure would flow as a direct savings to the customers.

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**PA PUBLIC UTILITY COMMISSION
SECRETARY'S BUREAU**

8. Please explain what steps you have taken to determine if you can obtain insurance and pay the required insurance premiums.

We are currently insured with higher rates than the licenses requirements.

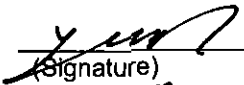
9. State whether the applicant has been convicted of a misdemeanor or felony. If applicant is partnership, limited liability partnership, corporation, or limited liability company this question applies to all members, officers, and/or shareholders. If "YES", explain.

____ YES x NO

10. Financial Data. Complete the "Statement of Financial Position", which follows this page. Please feel free to also provide additional information explaining why you believe you have sufficient funds to ensure your transportation business can provide reliable service to the public in a safe manner.

Verification of Statement

The undersigned deposes and says that he/she is authorized to and does make this verification and that the facts set forth therein are true and correct to the best of his/her knowledge, information, and belief. The undersigned understands that false statements herein are made subject to penalties of 18 Pa. C. S. Section 4904 relating to unsworn falsification to authorities.


(Signature)
Yaniv Rosenberg EVP. North America
(Name and Title, printed or typed)

06/23/26
(Date)



0014181101



COMMONWEALTH OF PENNSYLVANIA
Department of State
Bureau of Corporations and Charitable Organizations
PO Box 8722
Harrisburg, Pennsylvania 17105-8722
FOREIGN REGISTRATION STATEMENT
Fee: \$250

Pennsylvania Department of State

-FILED-File #: 0014181101
Date Filed: 3/13/2025

B0798-7797 03/13/2025 7:48 AM Received by Pennsylvania Department of State

DSCB:15-412 (rev. 2/2017)

In compliance with the requirements of 15 Pa.C.S. § 412 (relating to foreign registration statement), the undersigned foreign association hereby states that:

Foreign Business Type		
Filing type	Foreign Business Corporation	
Association Name		
The full and proper name of the foreign association as registered in its jurisdiction of formation is	FLEX STORAGE INC.	
Business name in Pennsylvania	FLEX STORAGE INC.	
Effective Date		
The filing shall be effective when filed with the Department of State		
Additional Information		
Jurisdiction of Formation	DELAWARE	
Select one of the following	The association may not have series.	
The street address of the association's principal office.		
Principal Office Address	1065 SW 8TH ST MIAMI, FL 33130-3601	
The mailing address of the association's principal office.		
Mailing Address	1065 SW 8TH ST. MIAMI, FL 33130	
Home Jurisdiction Addresses		
Select one	The association's home jurisdiction does not require the association to maintain a street and mailing address in that jurisdiction.	
Registered Office		
The name of the commercial registered office provider and the county of venue is		
Vcorp Agent Services, Inc.		
Commercial Registered Office Provider		
Venue and Publication County	DAUPHIN	
Additional provisions, if any		
Additional provisions		
☐ I qualify for a veteran/reservist-owned small business fee exemption (see help)		
Electronic Signature		
IN TESTIMONY WHEREOF, the above-named association has caused this Foreign Registration Statement to be signed by a duly authorized representative		
Full Name	Title	Date
Tal Bar	CEO	03/13/2025



Flex Storage Inc.
Parent Company : Flex Storage Inc.

Balance Sheet

End of May 2026

Financial Row	Amount
ASSETS	
Current Assets	
Bank	
10010 - Bank of America x1618	\$10,093.08
10020 - Bank of America x1647	\$147,719.66
10030 - SVB Checking x3507	\$30,275.34
10040 - SVB MMA x8666	\$2,236.72
10041 - SVB MMA x9721	\$220,017.31
Total Bank	\$410,342.11
Accounts Receivable	
12000 - Accounts Receivable	\$20,269.41
12020 - GoFlex I/C Receivable	\$1,131,084.58
Total Accounts Receivable	\$1,151,353.99
Other Current Asset	
12050 - Stripe Clearing Account	\$428,856.73
13050 - Prepaid Expenses	\$91,422.29
Total Other Current Asset	\$520,279.02
Total Current Assets	\$2,081,975.12
Fixed Assets	
13999 - FA WIP	\$887,689.19
14000 - Trailers	\$12,250,139.21
14010 - Smart Kits	\$1,313,597.33
14020 - Vehicles	\$158,255.22
14050 - Other Fixed Assets	\$2,273.62
15000 - Accumulated Depreciation - Trailers	(\$2,963,757.19)
15010 - Accumulated Depreciation - Smart Kits	(\$337,725.02)
15020 - Accumulated Depreciation - Vehicles	(\$58,534.55)
15050 - Accumulated Depreciation - Other Fixed Assets	(\$1,001.36)
Total Fixed Assets	\$11,250,936.45
Other Assets	
16050 - Security Deposit - Rent	\$20,522.33
Total Other Assets	\$20,522.33
Total ASSETS	\$13,353,433.90
Liabilities & Equity	
Current Liabilities	
Accounts Payable	
20000 - Accounts Payable	\$1,103,460.53
20020 - GoFlex I/C Payable	\$37,854,000.00
Total Accounts Payable	\$38,957,460.53
Credit Card	
20101 - WEX Credit Card	\$953.47
20105 - Ramp Card - Flex Storage Inc.	\$233,907.84
Total Credit Card	\$234,861.31
Other Current Liability	
20200 - Accrued Liabilities	\$162,074.00
20250 - Deferred Revenue	\$5,064.88
20280 - Stripe Disputes Recoverable	\$44,968.53
20300 - Sales Taxes Payable-FL	\$6,718.44
20310 - Sales Taxes Payable-DC	\$234.79
20320 - Sales Taxes - TN	(\$71.64)
20350 - Sales Taxes Payable - TX	\$696.45
Total Other Current Liability	\$219,685.45
Total Current Liabilities	\$39,412,007.29
Long Term Liabilities	
21000 - Capital Note	\$16,219,910.00

Financial Row	Amount
21050 - Coromandel Capital Loan	\$10,097,578.21
22000 - Flex Mobile Storage LTD - Convertible Loan	(\$1,234,259.09)
Total Long Term Liabilities	\$25,083,229.12
Equity	
31000 - Common Stock	\$15.00
32000 - Additional Paid-in Capital	\$2,064,940.84
Retained Earnings	(\$42,084,372.26)
Net Income	(\$11,122,386.09)
Total Equity	(\$51,141,802.51)
Total Liabilities & Equity	\$13,353,433.90



Driver Safety Training Manual & Acknowledgement

Introduction

Safety is a top priority at Flex Moving & Storage. As a driver representing our moving company, you play a critical role in ensuring the safety of yourself, your team, our customers, and their belongings. This manual outlines essential safety practices, vehicle maintenance protocols, and safe driving techniques to minimize risks and maintain a high standard of safety during every job.

General Safety Guidelines

Pre-Trip Inspection:

Before starting any job, it is essential to conduct a thorough pre-trip inspection to ensure that your vehicle and equipment are in safe operating condition. This practice helps prevent breakdowns, ensures compliance with safety regulations, and reduces the risk of accidents on the road.

Steps for a Comprehensive Pre-Trip Inspection:

1. **Exterior Vehicle Check:** Walk around the vehicle to inspect the overall condition. Look for any visible damage, leaks, or obstructions around the vehicle.
2. **Tires and Wheels:** Check tire pressure, tread depth, and look for signs of wear or damage. Ensure all lug nuts are securely fastened.
Lights and Signals: Test headlights, brake lights, turn signals, hazard lights, and reverse lights to ensure they are functioning properly.
3. **Fluid Levels:** Check engine oil, coolant, brake fluid, windshield washer fluid, and transmission fluid. Top off any low fluids as needed.
4. **Brakes:** Test the brakes for responsiveness and listen for any unusual sounds when applying pressure.
5. **Mirrors and Windows:** Ensure all mirrors are clean, properly positioned, and free from cracks. Windows should be clean and fully operational.
6. **Trailer and Towing Equipment:** Inspect the hitch, chains, electrical connections, and safety devices to ensure they are secure and in good working order.
7. **Interior Check:** Verify that all dashboard warning lights turn off after ignition. Check seat belts, horn, wipers, and climate controls.
8. **Emergency Equipment:** Ensure that safety equipment such as fire extinguishers, first aid kits, reflective triangles, and spare tire tools are present and in good condition.
9. **Load Securement:** Confirm that any cargo or moving equipment is properly secured to prevent shifting during transit.

Safe Driving Practices

- Wear appropriate safety gear, including non-slip footwear and gloves, as needed.
- Stay hydrated and well-rested to ensure alertness behind the wheel.
- Obey all traffic laws and speed limits.
- Avoid distracted driving: No cell phone use while the vehicle is in motion.
- Use seat belts at all times.
- Maintain a safe following distance from other vehicles.
- Adjust your driving to weather conditions, such as rain, fog, or ice.

Load Securement

- Properly distribute and secure cargo to prevent shifting during transit.
- Use straps, ropes, or other securement devices as needed.
- Double-check all fastenings before departure.

Customer Interaction and Safety

- Always greet customers professionally and explain the moving process before starting.
- Be mindful of safety when loading and unloading, keeping pathways clear and free from hazards.
- Communicate clearly with team members to coordinate movements and avoid injuries.

Emergency Procedures

- In the event of an accident or breakdown, remain calm and follow the emergency protocol.
- Contact your supervisor immediately to report the situation.
- Use hazard lights and safety cones to alert other drivers.

Following these safety protocols helps ensure that every move is completed without incident, protecting both you and our customers. Always prioritize safety, follow company guidelines, and communicate any concerns to management. Needs to be more robust with detailed training explanations under each bullet

Employee Name

Employee Signature

Date



Driver Hiring & Employment Policy – Flex Storage Inc.

Purpose & Regulatory Reference

This policy has been developed to comply with the requirements of the Pennsylvania Public Utility Commission (PUC), specifically:

- **52 Pa. Code § 37.204:** Driver qualifications and compliance.
- **52 Pa. Code § 31.134:** Criminal background and history review.
- **49 CFR § 391.25:** Annual driver record (MVR) review and documentation.

This document outlines the standard procedures used by Flex Storage Inc. to hire drivers, maintain accurate records, and ensure compliance with all state and federal regulatory requirements. The goal is to ensure a qualified, professional, and safety-conscious driver workforce.

1. Driver Staffing Model

Flex Storage will utilize a flexible number of drivers based on regional demand. Initially, 1–3 drivers will be hired to service the designated territory, with adjustments made as operations scale.

2. Hiring Standards

All drivers must meet the following minimum criteria:

- Valid Commercial Driver's License (CDL) where applicable.
- Minimum 2 years of professional driving experience.
- Clean driving record (no major violations in the last 5 years).
- Ability to pass a DOT physical exam, if required.
- Strong customer service and communication skills.

Interview Process:

- **Step 1:** Phone screen for basic qualifications and availability.
- **Step 2:** In-person or video interview evaluating experience, safety awareness, and professionalism.

Sample Interview Topics:

- Customer service in challenging situations
- Safe loading/unloading techniques
- Pre-shift vehicle safety checks
- Violation/accident history and lessons learned



3. Criminal Background Checks

All candidates must consent to a criminal background check, performed via Checkr. The screening includes:

- National criminal database
- Sex offender registry
- Identity and employment verification
- Review of relevant convictions (e.g., theft, assault, DUI)

If a record is flagged, Flex Storage's leadership team conducts a structured review using a decision matrix. If the charge may impact job performance or safety, the adverse action process is initiated in accordance with FCRA requirements.

4. Motor Vehicle Record (MVR) Checks

- Initial MVR check is required for all driving positions.
- MVRs are reviewed using services such as Embark Driver License Monitoring.
- Evaluations consider traffic violations, suspensions, accidents, and license status.
- Disqualifying histories result in removal from consideration.

Annual Review Requirements:

- Annual MVR checks are performed for all active drivers.
- Each review includes documentation of:
 - MVR copy
 - Signed/dated review summary
 - Notes on any corrective actions taken

All records are retained for at least 3 years and stored securely for inspection at Flex Storage HQ.

5. Driver Training Program

Flex Storage provides new hires and current drivers with comprehensive training:

- Safe loading, securing, and unloading
- Customer interaction best practices
- Regulatory compliance and company expectations
- Maneuvering trailers
- Required review and acknowledgment of our Driver Safety and Dash Cam Policies

6. Alcohol and Drug Policy

Flex Storage maintains a zero-tolerance policy:

- Pre-employment drug screening is mandatory
- Random drug/alcohol testing throughout employment
- Immediate removal from duty if under the influence
- Support is available for employees seeking substance abuse assistance

7. Policy Linkage

This employment policy is linked with the following operating documents, which all drivers must acknowledge:

- **Dash Cam Standard Operating Procedure**
- **Vehicle Safety and Driver Accountability Policy**

8. Complaint Procedure

All complaints regarding hiring, employment, or safety policy enforcement should be submitted to:

Javier Walden

Vice President of Operations

Flex Storage Inc.

Support@Flex.Storage

Policy Review

This policy will be reviewed periodically to remain in compliance with evolving regulatory requirements and operational needs. Updates may be issued at the discretion of company leadership.

Acknowledgment & Signature

I, _____, have read and understand the Flex Storage Inc. Driver Hiring & Employment Policy. I agree to comply with all outlined requirements and acknowledge that violation of these standards may result in disciplinary action, up to and including termination.

Employee Name (Printed)

Employee Signature

Date

Javier Walden
Vice President of Operations
Date: _____



Dash Cam Standard Operating Procedures

This policy sets out the position of Flex Storage Inc. on the use of on-board incident capture devices (Dash Cams) in vehicles and its effect on employees.

The primary uses of Dash Cams are to assist in the protection and safety of persons and property, prevention or detection of criminal offenses, defense of legal claims, and most importantly, driver training. It is not Flex Storage's intended purpose to use Dash Cams for monitoring the work of employees.

PRINCIPLES.

The following principles apply:

- (A).** Dash Cams will be installed when appropriate in company vehicles, (i.e. pickups, trucks & tractors).
- (B).** Dash Cams are set up in a way that ensures that there is minimal intrusion of privacy, and that any intrusion is fully justified.
- (C).** All employees are required to review and sign the acknowledgement sheet for this policy prior to operating or entering a company vehicle. Employees may come across multiple situations and vehicles with dash cameras installed, and should be aware that an event or violation can occur at any time while in/around any piece of equipment.
- (D).** Violations will be accumulated for each individual on a one calendar year basis. Violations will not roll over from one year to the next, but data will be collected for the driver's year-to-year internal record with Flex Storage while driving a company vehicle.
- (E).** No images or information will be stored except where a relevant incident(event) has occurred. Dash Cams typically only retain up to 12 seconds of the incident(event). However, it is possible to review up to 100 hours of video if deemed necessary to determine fault in the case of a complaint, citation, or incident that did not get saved as an Event. This is an inside and outside view.
- (F).** Drivers are responsible for their actions as well as the actions or violations of any passengers in the vehicle while they are operating, therefore it is the driver's responsibility to make sure the passenger is abiding by laws as well (such as wearing a seatbelt). Violations can occur at any time while operating a company vehicle, even after hours or while not on the clock. Drivers and passengers in company vehicles must adhere to and abide by all local and federal laws at all times while operating company vehicles.
- (G).** The Dash Cam will not typically be monitored by an agent of the company at all times and the camera will usually remain in an automatic "ready to record" status. However, there is a Live

view feature on each camera. This will be used in accordance with the company's Standard Operating Procedures.

(H). The Dash Cam will not be accessed covertly to monitor the quality and amount of work completed by employees. However, where an incident is captured that reveals inappropriate conduct that cannot in good conscience be ignored, Flex Storage Inc. reserves the right to use corrective/disciplinary action in the business interests. This may include grievance, or disciplinary proceedings, defense or litigation of a legal claim, and/or driver training.

(I). When relevant, Dash Cam footage may be retained and used for future Health & Safety training, including the improvement in Safety Quality and Training of drivers. Flex Storage will acquire explicit permission given by the employee to utilize and/or publicize any photos, recordings, and information gathered before use in other applications such as training.

EMPLOYEES

When Dash Cams are deployed, they are likely to capture pictures of employees and potentially citizens/non-employees. Dash Cam evidence may be used as part of an employee investigation where, in the reasonable belief of management, that there may have been misconduct, or a breach of Health and Safety. Where footage is used in disciplinary proceedings, it may be retained for a further period of up to five years. The employee may be permitted to see and respond to the images, in addition to the employee's right to request a copy, in which a written request should be provided within one month of the date of the incident.

Under appropriate circumstances the footage may be provided to Police (or other Competent Authority) with the intention to prosecute for criminal offenses. In defense of legal claims, or in pursuance of civil recovery, footage may also be provided to our legal representatives with the intention of providing evidence before the courts.

NON-EMPLOYEES

Where an incident involves a third party, the relevant insurers will be informed of the details. Although the third party may be made aware that there is recorded evidence in the form of Dash Cam footage, a copy of the recorded material can only be obtained if requested by the subject themselves. Third Parties should also be aware that under appropriate circumstances the footage may be provided to Police (or other Competent Authority) with the intention to prosecute for criminal offenses. In defense of legal claims, or in pursuance of civil recovery, footage may also be provided to Riverside Contracting's legal representatives with the intention of providing evidence before the courts.

VIOLATIONS

Below is a list of commonly triggered events and their corresponding violation levels (if any) recorded by the dash cameras installed in company vehicles.

Level 5 Violations	Level 2 Violations
Falling Asleep	Failed to Keep an Out
Aggressive Repeat Offender	Cell Phone Hands Free - Distraction
Level 4 Violations	Level 1 Violations
Near Collision	Other Communication Device - Distraction
Following Distance: <1 second	Electronic Device - Distraction
Too Fast For Conditions	Passenger Distraction
Unsafe Lane Change	Other Distraction
Failed To Stop	Incomplete Stop
Ran Red Light	Not On Designated Roadway
Posted Speed Violation	Not Scanning Roadway
Drowsy	Lack Of Intersection Awareness
Aggressive	Improper/Inadequate Mirror Use
ER (Electronic Recorder) Obstruction	Driver Conduce Concern
Other Violation	No Seat Belt
Level 3 Violation	Level 0 Violations
Following Distance: <1 sec to <2 sec	Following Distance: <2 sec to <3 sec
Late Response	Driver Smoking
Blank Stare (Fatigue)	Following Distance: <3 sec to 4<sec

Misc Violations
Near Collision - Unavoidable
Possible Collision
Collision (Violations accumulated for follow distance, late reaction etc.)
Cell Phone Hands Free - Observation
Camera Use

DISCIPLINARY ACTION

Each driving violation will be accumulated on the driver's internal record with Flex Storage across a rolling calendar year. Drivers will receive disciplinary action of varying degrees based on their accumulation of violations.

Disciplinary action up to and including termination of employment will be taken against any employee who is involved in any of the following actions.

1. Destroying, dismantling or unplugging the camera (device).
2. Deliberately blocking the view of the camera inside the cab or outside the cab of the vehicle. This will include clothing items, tape, sun visor, etc.
3. Exhibiting unsafe behavior that endangers the lives of other workers and the traveling public.

ACCESS TO DASH CAM RECORDINGS

Access to retained images and information will be kept confidential within the agents of Flex Storage Inc. with appropriate security measures to safeguard against unauthorized access and use. Access is approved on an incident -by -incident basis. Once access is approved by the authorized agent of the company, recorded footage can be reviewed (not deleted or amended) by:

1. CEO

2. C-Suite Leadership
3. Executive Vice President Of Operations
4. Vice President Of Operations
5. Statutory bodies such as Police, HSE, etc.

Any other person with interest must obtain authority from the EVP or VP Of Operations to view recorded footage, providing reasons and justification. Any persons whose images are recorded have a right to view those images, and to be provided with a copy of those images upon request within one month of the event. Availability of images will be subject to the retention period. Employees making such a request should do so in writing, providing the relevant time and date of the image, so that they may be easily identifiable. The request should be made to Support@Flex.Storage

The EVP or VP of Operations may automatically send the images or information to the employee for review without a written request being needed. In that event, the information will be sent to the employee's email on file. It is the employee's responsibility to keep the office and their employee file up to date with correct contact information.

COMPLAINTS

Complaints about the operation of the Dash Cam system should be addressed to Javier Walden, Vice President Of Operations, Flex Storage, Inc.

MONITORING AND REVIEW

This policy will be regularly reviewed for potential edits or legislative change. This policy forms part of employees' terms and conditions of employment and may be subject to change at the discretion of Flex Storage, Inc.

ACKNOWLEDGEMENT

I, _____, have read the Company's Dash Camera Policy and agree to abide by it. I understand violation of any of the above terms, dismantling, destroying, or altering the view of the camera inside the cab or outside the cab may result in discipline, up to and including my termination.

Employee Name (Printed)

Employee Signature

Date

DATE OF DEPOSIT
JUN 24 2026
PA PUBLIC UTILITY COMMISSION
SECRETARY'S BUREAU

ORIGIN ID: TMBA (626) 463-3114
FLEX STORAGE INC

2980 NE 207TH ST
3RD FLOOR
AVENTURA, FL 33180
UNITED STATES US

SHIP DATE: 24JUN26
ACTWGT: 1.00 LB
CAD: 257708134/INET4535

BILL SENDER

TO SECRETARY PA PUBLIC UTILITY
COMMISSION
400 NORTH ST
2ND FLOOR
HARRISBURG PA 17120

58KUS6457484B

(626) 463-3114

REF:

INV:
PO:

DEPT:

FedEx
Express



J261126601200100

TRK#

0201

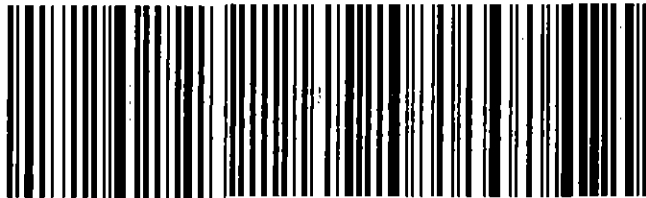
8734 6396 3881

THU - 25 JUN 8:00A
FIRST OVERNIGHT
ASR

17120

X1 MDTA

PA-US MDT



RECEIVED

JUN 25 2026

PA PUBLIC UTILITY COMMISSION
SECRETARY'S BUREAU

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