

Biometric Data Collection and Retention Policy

Marvin Keller Trucking, Inc. ("Company") may collect, store, and use Biometric Data for certain purposes described below, and it may disclose that Biometric Data in certain circumstances. This Policy explains what that means for you, and how you consent to Company's activities. "Artificial Intelligence Dash Cams" is a reference to AI technology providers such as Samsara & Netradyne. This Biometric Data Collection and Retention Policy was posted March 11, 2019 and amended February 1, 2021, September 3, 2021, March 1, 2025.

Definitions

"Biometric Data" as used in this Policy includes both: (i) "Biometric Identifiers", meaning a facial, retina or iris scan, fingerprint, voiceprint, or scan of hand or face geometry or other physiological traits. Biometric Identifiers do not include writing samples, written signatures, photographs, human biological samples used for scientific testing or screening, demographic data, tattoo descriptions, or physical descriptions such as height, weight, hair color, or eye color; and (ii) "Biometric Information", meaning any information, regardless of how it is captured, converted, stored, or shared, that is based on Biometric Identifiers, including a facial, retina or iris scan, fingerprint, voiceprint, or scan of hand or face geometry, that is used to identify an individual.

Data Collection and Purpose

The Company uses ("Samsara") & ("Netradyne") AI dash cams with software technology to manage our fleet and improve safety. The AI Dash Cams may include both a road-facing camera to capture video footage of critical events, along with an inward facing camera. The AI Dash Cam may include features that allow for audible alerts to be communicated to Drivers when the AI Dash Cam detects a driving event. *The inward facing dash camera technology may involve the collection of Biometric Data under Illinois law.* The technology allows the Company to use the data collected to analyze driving and Driver performance, analyze Driver distractions, improve customer service, optimize efficiency, improve safety, and analyze harsh driving events compiled on a Dashboard. Using the features of the AI Dash camera enhances safety by increasing the efficacy of Driver-based insights and also helps the Company maintain accurate hours of service logs as required by the FMCSA.

The data collected using the AI Dash Cams may be disclosed to Samsara & Netradyne and stored on their respective Cloud Dashboards, and each will have access to the data to perform the functions of its services agreement with Company. A copy of the privacy policies is available at <https://www.samsara.com> & <https://www.netradyne.com/>

Data Storage, Protection and Disclosure Policy

The company's policy is to protect and store Biometric Data in accordance with applicable laws and regulations, including, but not limited to, the Illinois Biometric Information Privacy Act. Specifically, Company shall use a reasonable standard of care to store, transmit and protect from disclosure any Biometric Data collected. Such storage, transmission and protection from disclosure shall be performed in a manner that is the same as or more protective than the manner in which Company stores, transmits and protects from disclosure other confidential and sensitive information, including personal information that can be used to uniquely identify an individual such as social security numbers.

Any Biometric Data collected from Drivers using the AI dash cameras will not be disclosed to parties other than the Company, Samsara, Netradyne, or another similar AI Dash Cam provider, except in the following circumstances: (1) after Company obtains appropriate written consent from the Driver(s); (2) when disclosure completes a financial transaction requested or authorized by the Driver(s); (3) when disclosure is required by federal, state, or local law; or (4) when disclosure is required by a valid subpoena or warrant issued by a court. Within Company, the Biometric Data may be shared with designated staff who has a need to know for a specific business purpose.

Retention and Destruction of Biometric Data

Company will retain any Biometric Data collected using the Netradyne and Samsara AI Dash Cams during the time that an individual is employed by Company in a role for which the AI Dash Cam is used. At the conclusion of the employment relationship, or upon a Driver's transfer to a position for which the AI Dash Cam is not utilized, whichever occurs first, Company will permanently delete the Biometric Data that it retained. In any event, any Biometric Data will be permanently deleted within three years of the Driver's last contact with Company. Absent a valid warrant or subpoena issued by a court of competent jurisdiction, Company will comply with this retention schedule and destruction guidelines.

Consent Form

Before you begin or continue employment with Company in a role for which the AI Dash Cam is used, you must execute the Notice and Consent to Collection of Biometric Data form accompanying this Policy.

I acknowledge receipt of Company's Consent to Collection of Biometric Data form along with Company's Biometric Data Collection and Retention Policy, and I acknowledge having fully read both this Consent and the Policy. I voluntarily consent to the collection, use, retention, and disclosure of my Biometric Data under the terms described above and in the accompanying Policy. I voluntarily consent to Company's collection, retention, and use of my Biometric Data through the Samsara, Netradyne, and all other Artificial Intelligence dash cam providers, and voluntarily consent to Company's disclosing and providing my Biometric Data to Samsara & Netradyne, and all other Artificial Intelligence dash cam providers. Full policy available at www.marvinkller.com

I understand and acknowledge that Company is providing this Consent and the Policy in a way that I can retain it for my records.

Signature: _____

Name: _____

Date: _____