

Alto Operations California LLC

DRIVER TRAINING PROGRAM

Alto Operations California LLC (“Alto”) has a comprehensive driver training program that each W2-employee driver applicant must complete after they are hired but before they can deliver rides in the Alto platform. Drivers on this platform must abide by the rules codified in the California Public Utilities Commission (“CPUC”). It is Alto’s responsibility to ensure all drivers are safely operating their vehicle prior to the driver being able to offer service.

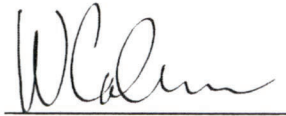
Before an Alto driver is able to access driver features through the app, they are required to complete educational sessions focused on safety and training. These safety and training measures include:

1. **Criminal background check:** Alto is determined to only allow drivers adequately fit to drive. To ensure that Alto drivers are fit, we do not allow a driver to operate a vehicle for our app if they have been convicted of any of the following within the **past seven (7) years**:
 - a. Sex offender
 - b. Driving under the influence of drugs and or alcohol
 - c. Fraud
 - d. Use of a motor vehicle to commit a felony
 - e. A crime involving property damage
 - f. Theft
 - g. Acts of violence
 - h. Acts of terror
2. **Driving record check:** Alto confirms each driver’s driving record complies with the CPUC standards to ensure driver and passenger safety at all times.
3. **Driver education:** Each driver must participate in a multi-day virtual and in-person training program to learn the fundamentals of Alto. Drivers will learn how to use the app, practice safe driving behaviors, and learn Alto’s standards for customer experience. Alto provides additional video-based training in our HR portal for continued learning and FAQs. During the orientation, Drivers will learn about the company, the community, and the history of Alto. Drivers must pass our training program to the trainer’s satisfaction (including passing both a written and driving test) before drivers are certified to operate the Alto service and provide passenger rides. Per our employment agreement with each driver, drivers are expected, and performance managed to comply with, the Alto policies and rules shared during the training program. Drivers also receive a copy of Alto antidiscrimination policy and zero tolerance policy.

4. **Inspection-** Before operating on the Alto platform, each vehicle will be independently inspected with a 19-point inspection.

I certify that the information listed above is true and correct.

Winton Lee Coleman III
CEO and President
Alto Operations California LLC



Signature

10/16/2020

Date