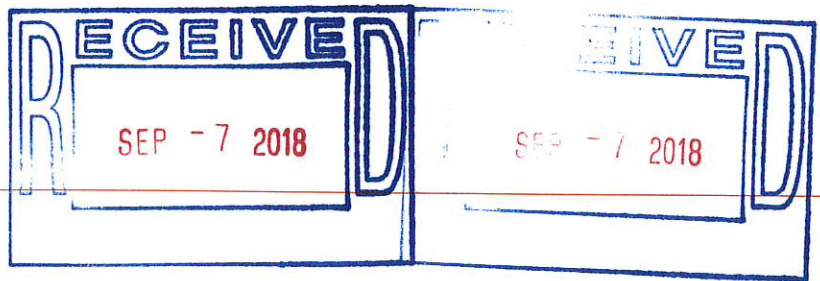


LABOR RELATIONS



August 31, 2018

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in further reference to our August 3 notice concerning the purchase twenty commercial (off the shelf) right-hand drive vehicles to evaluate the feasibility of using the vehicles on different types of delivery routes.

Please be advised that a video camera will be installed in the cab area of the subject vehicles to assist in making determinations regarding safety and ergonomics. We have enclosed a copy of the release form which will be used by employees operating the vehicles.

Also, Geographical Positioning System (GPS) technology will be installed in the vehicles to capture the number of starts, stops, driving distance, fuel efficiency and location. This information will be used for evaluation purposes.

The equipment is scheduled for installation during the week of September 17.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policies and Programs

Enclosure

RELEASE FOR USE OF USPS EMPLOYEE STATEMENT AND/OR VIDEO

Printed Name: _____

Address: _____

Citizen of What Countr(ies): _____

Employee Title: _____ Years of Service: _____

Department: _____

I understand that the United States Postal Service ("USPS") is interested in videotaping USPS employees using the Ford Connect & Mercedes Metris (the "Work") where the goal is to review the use of these vehicles by USPS, for ergonomic and training purposes as well as for other purposes. In order to assist USPS in the preparation of the Work, I have agreed (a) to be interviewed, (b) to the recording and Use of the video in any form and in any media, and (c) to provide information and other written and oral materials to be used in connection with the Work ("the Video Materials").

Definitions:

- "Likeness" means all parts of my identity, including but not limited to, my name, image, photograph, signature, voice, mannerisms, biographical information, quotations, recordings and other aspects of my right of publicity.
- "Use" means reproduce, print, publish, display, distribute, sell, prepare derivative works, broadcast and such other activities as to engage in public dissemination and dissemination through internal USPS channels.

In exchange for the intangible value I will gain by participating in the Work and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, I agree as follows:

1. I grant USPS the right to Use the Work and Video Materials, or parts thereof, in perpetuity throughout the world in connection with the Work, and in related promotion of the Work, in any medium or format whatsoever now existing or hereafter created, including but not limited to, Use on the USPS intranet, LiteBlue, usps.com, any USPS website, and other USPS communications.
2. I represent and warrant that the Video Materials are accurate, not confidential, not in violation of any contractual restrictions or other third party rights, and are my original work.
3. I hereby irrevocably transfer and assign to USPS my entire right, title and interest, if any, in and to the Video Materials and all copyrights in the Video Materials arising in any jurisdiction throughout the world, including the right to register and sue to enforce such copyrights against infringers.
4. I do not object to, and hereby consent to, USPS's Use of all parts of my Likeness in connection with any Use of the Video Materials.
5. I understand and agree:
 - a. My Likeness may be Used as reference material and also may be colorized, cropped, edited, paraphrased, manipulated, miniaturized, caricatured, animated and otherwise changed.
 - b. I will not be paid for signing this Release or allowing my Likeness or the Video Materials to be used. I will, however, have the chance to be part of the Work. Nothing in this Release changes my current or future employment status with USPS.
 - c. USPS is a business and is fully in charge of its branding, marketing and the Work. Because of that:
 - i. USPS will own any materials in which it uses my Likeness and Video Materials.
 - ii. I will not have any pre-approval rights over how my Likeness or Video Materials are used.
 - iii. USPS is not obligated to use or continue to use my Likeness or Video Materials if it decides not to do so.

- iv. USPS is relying on this Release to do business efficiently and cost-effectively and I cannot revoke it once my Likeness or Video Materials are used.
 - d. I will not sue, dispute, challenge, raise objections to or institute proceedings against USPS for using my Likeness or Video Materials in connection with the Work and I hereby waive all legal and equitable rights I may have as well as all claims, demands, damages and expenses arising directly or indirectly from the same.
 - e. I am under no obligation to sign this Release, but if I do sign I do so voluntarily, without duress, fully understanding my rights and having had the chance to consult an attorney.
 - f. This Release is binding on, and shall benefit, USPS, me and our respective (as applicable) heirs, devisees, legatees, representatives, guardians, conservators, administrators, successors, assigns, agents, transferees and estates
6. I understand that if I'm under a Bargaining Agreement, nothing herein waives any rights I may have pursuant to the Collective Bargaining Agreements and the grievance procedures under those Agreements between my union and USPS or under the National Labor Relations Act, 29 U.S.C. §§ 151-69.

Signature

Date