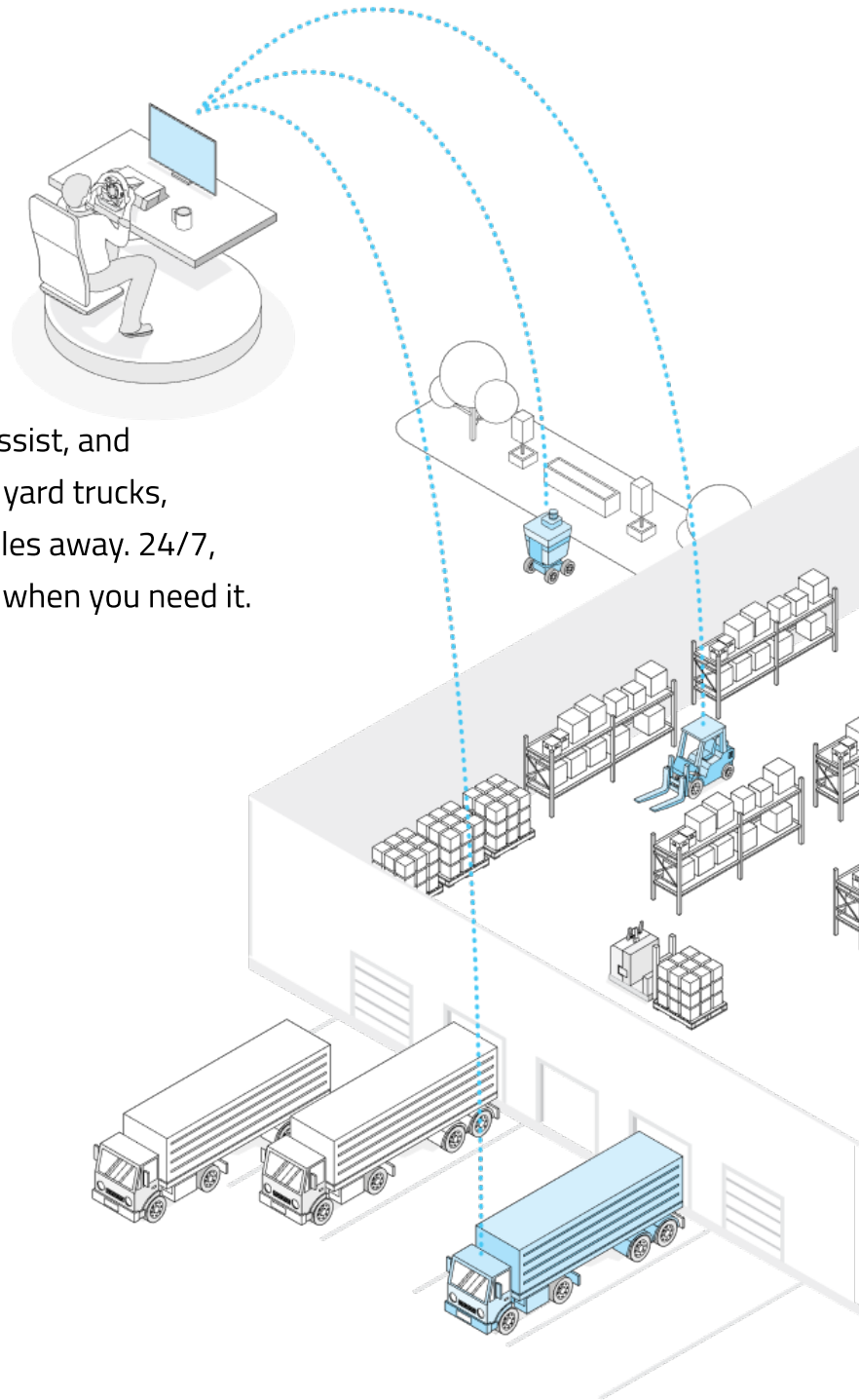


Solving the labor shortage in logistics with human-centered remote operation

Decoupling labor from location

Phantom Auto's multi-vehicle remote operation platform addresses the labor shortage in logistics by expanding labor access, enhancing safety, and increasing flexibility across the supply chain.

With Phantom, remote operators can drive, assist, and supervise vehicle fleets — including forklifts, yard trucks, robots, and more — all from thousands of miles away. 24/7, low-cost, flexible labor — where you need it, when you need it.



Visit phantm.co/demos to speak with an expert from our team



We Provide the Technology *and* the Labor

Deploy labor where and when you need it with the click of a button

Logistics operators can now hire 'digital drivers' to remotely operate vehicles from thousands of miles away, matching people who want to work with jobs that need to be filled.

Phantom recruits, trains, and certifies remote operators who can be dynamically staffed anywhere from up to thousands of miles away, with the click of a button. By eliminating the need to be within commuting distance of the warehouse, you can scale up your labor force with drivers that can be hired from anywhere.

73%

of warehouse and distribution center managers can't find enough labor

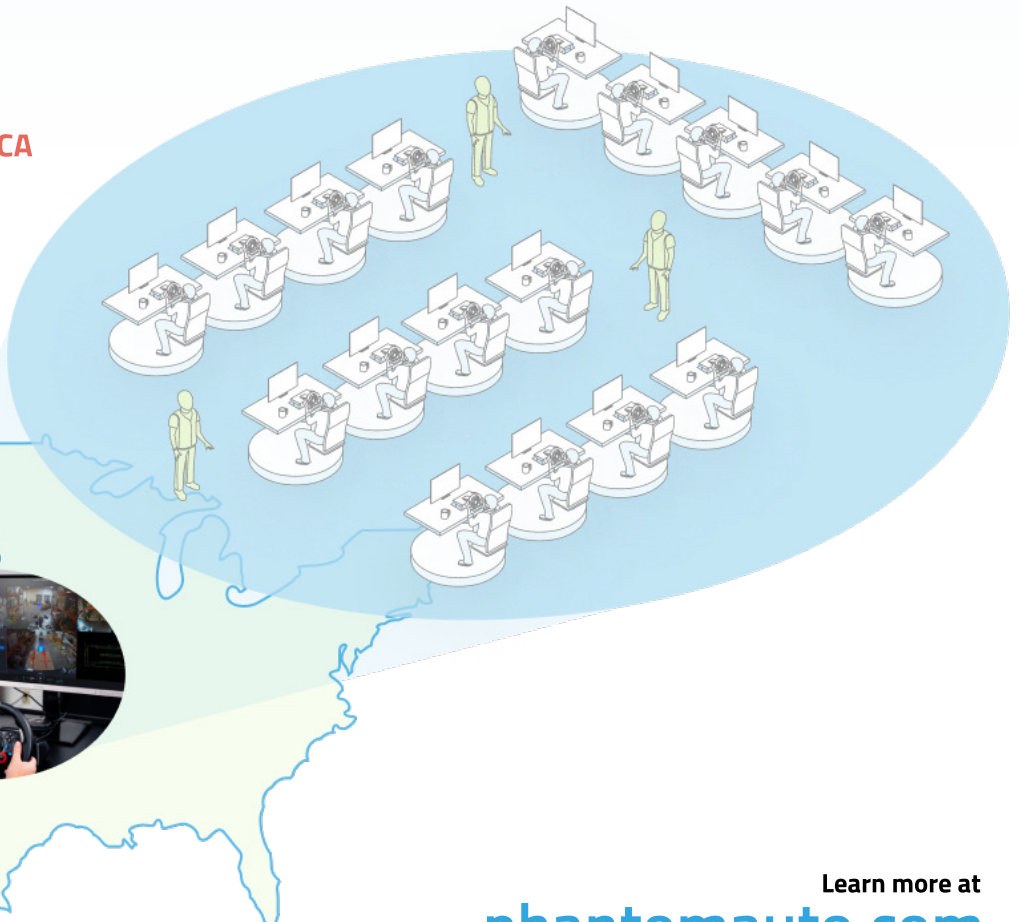
Source: Freight Waves

This paradigm-shifting approach aims to **solve the labor shortage** with remote operation:

- **Reduce Labor Costs** by increasing operator supply
- **Improve Safety** by getting operators out of the warehouse
- **Increase Operational Flexibility & Efficiency**

Broomfield, CO to San Bernardino, CA
2,299 miles

Broomfield, CO to Kent, WA
2,404 miles



Learn more at

phantomauto.com



Reduce Fully-Burdened Labor Costs

Primary cost benefits of shifting to remote operations

Today, logistics operators must hire labor within commuting distance of the warehouse. By hiring remote operators, companies can **expand the labor pool** to access employees in regions that are less expensive — while adding **flexibility** and **resiliency** to their supply chain operations.

90%

Reduction in workers' comp insurance premiums by relocating drivers from the warehouse to office environment

Source: Insurance of America, Compline, WCIRB Data

Workers' Comp

1.5x - 2x

Overtime wage increase for as much as 30% of total employee hours

Source: Industry Partners

Overtime

- Absenteeism
- Paid leave for injuries/accidents
- Damage to equipment
- ...and more

All Other Costs

>46%

avg. annual employee churn rate in warehousing

Source: US Bureau of Labor Statistics

Turnover

\$8k+45 days

avg. cost & time to hire & fill new forklift driver roles

Source: MHI Industry Report

Recruiting, Onboarding, and Training

71%

require more than a month to onboard workers (i.e. "time-to-value")

Source: Medium: Next Generation Training

Labor Costs



Visit phantm.co/cost-benefit to schedule a customized cost-benefit analysis for your organization with an expert from our team

Learn more at phantomauto.com



Milliseconds Matter

Unlocking remote vehicle operation with reliable, ultra low latency streaming

Phantom's proprietary real-time streaming software delivers **secure, low-latency communication** over volatile and constrained wireless networks, enabling reliable sensor streaming and safe control of vehicle functions in highly-variable network conditions.

The core technology platform seamlessly aggregates all available networks — including **5G/4G LTE, WiFi, and more** — and dynamically adjusts to network fluctuations in real-time, with redundant safeguards, to deliver the most stable remote operator experience.



What Our Customers Are Saying

1 in 3

of the Top 12 3PLs in North America already work with Phantom

ITS ConGlobal

"Remote operation increases our enterprise-wide operational resilience so that we can better serve the needs of our customers now and into the future."

Brant Ring, CEO

ArcBest

More Than Logistics

"Having worked with Phantom for multiple years, we've seen firsthand how their technology unlocks new use cases for remote work and accelerates the deployment of automation. Phantom's solutions are a game changer for the entire logistics industry."

Michael Newcity, Chief Innovation Officer; President, ArcBest Technologies

KENCO

"Think about warriors that have been wounded on the battlefield. They cannot sit on a lift truck and drive it in a warehouse, but with Phantom's technology, they can."

Kristi Montgomery, Vice President

NFI

"With the elimination of having to physically be on site, we can attract more diverse candidates that do not live within driving distance of the warehouse, live in alternative time zones, or who may not have been interested in working in a warehouse environment."

Sid Brown, CEO