



DRIVING WITH PURPOSE

*WeDriveU's passion
to serve America's
communities*



Dear valued team member,

At WeDriveU, our purpose goes beyond transportation. Every day, if you're behind the wheel, maintaining a bus, providing customer service, or on our corporate team, **you have an important role** connecting passengers to everything that matters in their lives.

This book celebrates the mission, vision and values that are our foundation for leadership, service and growth. These principles have guided us for over 100 years and shape how our team members at more than 40 U.S. locations serve our customers.

With every smile, trip and decision, you make a positive impact. Thanks to you, WeDrive communities. WeDrive economies. Above all, **WeDrive with purpose.**

We appreciate all you do,

Erick Van Wagenen

President and CEO
WeDriveU



Our Mission

Deliver transportation solutions that seamlessly connect people to the places and moments that matter most



Our Vision

Transform mobility
into exceptional
experiences



Everyone's a
safety ambassador

afety

Prioritizing Safety

Everyone's safety-focused at WeDriveU. **We prioritize the well-being of our passengers, team members and the public** through rigorous safety training, advanced technology and key performance indicators (KPIs).

WeDriveU's safety culture is built around "Driving Out Harm." This framework emphasizes **awareness, action and preparedness** reinforced through robust instruction, coaching, best practices and proactive measures. You'll see engaging safety campaigns and fun, friendly competition including location leaderboards and opportunities to saddle-up for local bus "rodeos."

We also champion the important **connection between mental health, physical health and all-around wellness** for our team members through our global BeWell program. Watch for well-being tips, downloads and inspiring stories.

Welcoming you as a WeDriveU safety ambassador!





Thriving on
exceptional service

Operational E★cellence



Putting Customers First

You've joined a talented team that holds ourselves to the highest standards for operating **safe and reliable** transportation systems.

Every day, your contributions give passengers greater **freedom and independence** by making it easy to access employment, healthcare, education, leisure activities, friends and family.

From our fixed-route bus and paratransit services to microtransit and commuter shuttles, the transit agencies, universities and employers we work with coast-to-coast tell us they value the vital connections we provide for their communities, campuses and workplaces.

Our **passion for going above and beyond** sets WeDriveU apart. This fuels a culture of continuous improvement and exceptional performance you'll be proud to be a part of.

We're excited you're here raising the bar even higher!



How are you putting WeDriveU's values into action?
Share your story for an upcoming spotlight.

Collaborating with
customers to
delight passengers

Teamwork

A Stellar Team

Teamwork is at the heart of our workplace culture and customer-centric approach.

We value each team members' unique perspective and contributions. We encourage **collaboration and open communication** to work towards **common goals**.

From "High 5s" for your fellow team members to our customer survey and Values in Action awards program, there are many ways to say thanks for all you do. This team spirit builds confidence and trust, fosters synergy with our customers, and enhances problem-solving by drawing on the **strengths, talents and positivity we all bring to WeDriveU**.

We're one, unified team that embodies the passion and entrepreneurship that are part of our legacy and our future as we solve complex local mobility challenges, together.

WeWelcomeU to the best team on the planet!





A passion for
solving problems
imaginatively

Innovation

Let's Innovate!

A defining trait at WeDriveU is our intense curiosity. We look beyond data to focus on opportunities it reveals, and we eagerly embrace new technologies and business practices to **drive efficiency and create value for our customers.**

With roots in Silicon Valley and communities across the U.S., **being agile, inquisitive and proactive** is in our DNA. This mindset enables us to be creative and eager to help customers embrace innovations ranging from electric vehicles and alternative fuels to artificial intelligence and analytics.

As a core value, everything we do is about evolving, growing and helping customers anticipate and capitalize on what's around the next curve. We listen closely to their needs and encourage our team members to bring fresh thinking to achieve their vision.

Got an idea? Let's hear it!

Together, we're re-imagining how America moves!



We hear, value, respect
and support our teams
and local communities

Community

You're the Heart of WeDriveU

We care deeply about our team members and the passengers we welcome aboard, which makes each day at WeDriveU a journey of **purpose and connectedness**.

You'll see empathy and kindness shine in how we treat one another and those who rely on our mobility services to get where they're going.

At WeDriveU, **community means feeling supported, appreciated and fulfilled** at work and in service to others. As part of our initiatives called WeCelebrateU, we champion individuality, cheer for our stars, and offer exciting opportunities to accelerate your career path and give back. From our Employee Resource Group (ERG) networks to employee awards, volunteer efforts and giving programs, our dynamic environment will inspire and nurture your career ambitions.

We're off to an exciting journey ahead!





Leaving the world
better than we found it

Sustainability

Fostering Resiliency

At WeDriveU, **caring for the environment is more than a slogan**; it's a commitment we fulfill in our operations and across our business every day.

From our front line to maintenance and corporate, we keep America moving with transportation options that remove single occupancy vehicles from roadways, reduce emissions and runoff, promote sustainable sourcing and make getting there seamless and worry-free.

Our team members demonstrate sustainability leadership in many ways. We share our expertise as speakers at industry events, advise customers on transitioning to electric vehicles and alternative fuel fleets, partner on community initiatives, and host customers and industry experts at WeDriveU's Zero Emission Leadership Coalition live and virtual events.

We're excited to create cleaner, more liveable cities with you!





Wilson
NBA

CRYSTAL
CREATION LAB

Medford
Stuff the Bus
Get the bus
filled now
through December 18

www.wedriveu.com



Are you or a teammate our next honorees?
Tell us how you're bringing WeDriveU's values to life.