



A N O T H E R
ERBAN
REPORT
C O O L M O V E

THE NEWSLETTER OF THE ERB GROUP OF COMPANIES

Winter 2019 - Volume 33, Issue 1



We bring food to your family's table.

**THIS YEAR WE ARE CELEBRATING OUR
60TH CORPORATE ANNIVERSARY!**





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FOUNDER'S



Vernon Erb
Founder

I enjoy reminiscing and writing about things that I experienced many years ago.

At about ten years old I learned a lesson that I have never forgotten to this day. While growing up on our family farm and walking to our little country school about a mile away, I would see newly planted corn fields and placed in the middle of the field was what appeared as a person, but was called a scare crow which was a wooden cross dressed like a man wearing a straw hat. The idea for this was to scare the crows away from the newly planted corn seeds.

I was fascinated by these objects, so one day I came home from school and tried to persuade my dad by telling him we need to put one of those guys in our cornfield because I saw lots of crows in our field. He seemed very concerned as to where and when I saw them and was asking questions that I had to think about what my next lie would be. When I finally ran out of lies, he very gently, but firmly gave me a lesson on the sin and consequences of lying followed by a good strapping of my behind. This experience at a young and impressionable age is one that I am thankful my dad instilled in me: the importance of being honest at all times. I would be lying if I said I have never told a lie since. However, by God's help we try to practice honesty in all our dealings and involvement with everyone we are in contact with.

I am reminded of several issues in business where I was involved and encouraged to be dishonest. Before we started our company, I drove transport trucks for a local company. On one occasion I was dispatched to a processing plant early in the morning to load a shipment of fresh turkeys to be delivered to about ten grocery stores in Hamilton, Brantford, Welland, and Port Colborne. My load was not ready until about noon and when I finally left, the shipper instructed me to tell every receiver at the stores that I had major truck problems. Well, when I arrived at the receiver doors late in the afternoon and was told how many sales they had lost because of my late arrival, my answer to the late delivery was that the product was not ready until noon, which was the truth. Why should my transport company take the blame for something out of their control? Needless to say that because I didn't lie to their customers, I was in the shipper's black book for a long time after.

During the days of regulation in our industry I spent many days at the Ontario Highway Transport Board, either applying or objecting to applications to receive operating authority to haul certain commodities or carry goods over certain routes or from named cities or towns. At these public hearings the applicant or the objector swore on the Bible or affirmed to tell the truth while they were on the stand before the board who listened to the evidence.

I was amazed with the evidence coming from some of the lawyers and their clients to try to convince the board to favour their case when much of the testimony was false. I was thankful our company lawyer Gordon Mackay had represented us at our hearings and always encouraged me to be totally honest in my testimony before the board. Many times in being cross examined by our opposition we had to admit to issues which certainly did not

MESSAGE

support what we were trying to achieve. However most times the board ruled in our favour even though the evidence perhaps did not prove to be a strong case, but at least it was true. Mr. Ed Shonicker was the board chairman and ruled the board with an “iron fist” and things were either black or white. Many times after a hearing and after he had made a decision, he would thank Mr. Gordon McKay and Erb Transport complimenting and appreciating the honesty that was demonstrated during the procedures.

During our years of growth I was encouraged by our Auditor and Consultant Ian Tilley to bring in some outside management who were experienced in operating larger transportation companies to assist in our growth. We hired a very capable and experienced person who helped us with new ideas and introduced some changes which were necessary. No matter how well you plan, and how reliable your equipment may be, there are some human elements and unforeseen things that interfere with the good service we always strive to provide for our customers.

This was the case during one of our busy summer seasons. Apparently our service levels were not satisfactory for some customers. I was receiving complaint calls from customers who were concerned. They could not believe how much our company had changed in the last year and they were given information (which was in most cases totally false) so they lost a lot of respect and we lost our reputation, which customers had appreciated for many years. It was difficult for me to deal with this situation, but this particular person did not seem to share the same values such as the honesty and integrity that Erb Transport was known for from the very beginning and still is today. Since that experience, we have been very careful to select management people who possess and practice the same values that our company has always been known for.

I could relate to many more stories about the subject that I experienced during my time in this industry, but time and space does not permit at this time. Ephesians 4:25 says “*therefore putting away lying, each one speak the truth with his neighbour.*” There are many scriptures in the Bible that deal with the consequences and warn us of the sin of lying.

I am always encouraged when our customers and people we deal with tell me how they appreciate working with our drivers, dispatchers, sales and management people and know they can trust them and that they will do what they say. Honesty has been the foundation of building our business and we encourage everyone of our employees to continue to practice this in their everyday interactions within our own people and also the many customers and vendors who depend on us for honest relationships for many more years to come.

Until next time,
God bless.

-Vernon

Congratulations to our founder, Vernon Erb, on his induction into the Waterloo Region Entrepreneur Hall of Fame! The Hall of Fame celebrates local business founders who have made a “positive, lasting impact on our community”. On behalf of the entire Erb Community, we congratulate Vernon on his many years of success and on this special honour of being inducted into the Waterloo Region Entrepreneur Hall of Fame.



PRESIDENT'S MESSAGE



Wendell Erb
President & CEO

I want to start off this edition with a big thank you to everyone who helped us get through an extremely busy Christmas season. We were blessed with great trucking weather in the vast majority of areas we travel which greatly helps our service levels. This was the first December with GFS/M&M volume and our staff, along with GFS did a great job planning for the volume spikes. I purposely kept my schedule relatively open to be available for trucking, especially on the weekends, but operations had a plan to cover the loads. I did get out a couple times between Christmas and New Years on a strate truck doing Kitchener both times. I was able to first hand make some of the Vantage Foods deliveries to Food Basics stores. This has been a great fit to our DSD model and we have had zero service failures to date. Great job everyone!

This is our 60th year in business and in the past we wrapped some trailers in commemoration of the milestone. This time we decided to wrap some strates with retro logos and a 1959 vintage truck and a 2019 truck. Thanks to the Erb Marketing Department and Twin City Graphics for making this a reality on short notice.

Congratulations to Robert Roth on being named a finalist for the Truckload Carriers Association Owner Operator of the Year! For the record, both Robert and Tracy were nominated for the award. I

don't know the judging criteria, but Rob and Tracy are the epitome of teamwork and safe driving. I assume the winnings will go in one bank account so both will be winners. We will find out if Rob is named Owner Operator of the Year on March 12th at the TCA Convention in Las Vegas. Good luck Rob!

In November, I was named Vice Chairman of the Ontario Trucking Association. Previous to that I was the Treasurer and Secretary. Life was easy, a few meetings and conference calls throughout the year. Since moving up to Vice Chair, my job at the OTA has become a lot busier. Along with Chairman David Carruth of ONE for Freight, in Milton we have had meetings with the Minister of Transportation Jeff Yurek and the Minister of Environment Rod Phillips. This government is very interested in working with businesses to reduce red tape and make Ontario open for business. Agenda items are things like: electronic logging devices, speed limiters, tampering with exhaust emission devices and green fuel savings technology. Other subjects we are working on are Driver Inc. and the newest one is Facility Insurance for commercial vehicles. Driver Inc. is becoming the "go to" way to expand your fleet, undercut your competition and worst of all, contribute nothing to your tax obligations, federally, provincially, EHT or workers comp. All the while using all the social services this great country of Canada offers. Most of the largest carriers you see on Ontario highways you see today that were not here five years ago are using this business model. I assure you, Erb will never use this model and I have told our customers that Erb does business the right way both legislated and morally. Check out this website for more information. www.driverinc.ca.

Next issue I will talk about Facility Insurance which, six months ago, I did not know existed. Until then, drive and work safe.

-Wendell

SALES & SERVICE



Dale Bauman
V.P. of Sales

It's 2019 and we are looking forward to the year ahead. The sales department is dialed into getting more business in 2019, especially more DSD and LTL. The good news is we have a great brand and Erb is a respected name in the industry. Erb also has one of the largest sales departments of any trucking company! We have 1,500 employees and we are all in sales!

Our driver picking up the freight is the first face to face contact with Erb and their smile and courteous behaviour at the door builds our brand. Dock workers very rarely see the customer, but the way they treat the freight impacts the customer with less damages and customer complaints and this builds our brand. The people in customer service provide professional responses and quick service. Our dispatch responds accurately to customer inquiries. The list goes on and each and every one of us impacts the customer experience in a positive or negative way.

When we deal with people day in and day out it's so easy to focus on the negative interactions, let them get the best of us and jump to conclusions that all customers are difficult to deal with and not happy with Erb service. The good news is we have a lot of great customers who tell us we are partners and they, in turn, tell their friends that Erb is the company to deal with when it comes to temperature sensitive freight. The most powerful form of

advertising in our world is word of mouth. In fact, 85% of all sales take place after someone has heard something positive about the product or service.

Did you know customers buy benefits and solutions from Erb Transport? They buy a solution to their problem! This is why brand and customer experience is so important. Customers see the Erb brand and equate it with great service and reliability. Now you understand why we need all 1,500 employees on the sales team. When sales visit a customer and ask for business we have a higher degree of success because of you.

In closing, thank you to one and all for selling Erb, for building the Erb brand, for doing your job correctly and for being positive and courteous. Thank you for a job well done and because of you we can have a great year in sales.

- Dale



Photo:
Vernon's truck and antiques surrounded by the North Easthope Antique Tractor Breakfast club member's tractors!

CANADIAN OPERATIONS/



Kevin Cooper
Truckmate Project
Manager
(Former COO)

Chief Operating Officer Update:

At various times in life we go through periods of transition. Starting school, graduation, marriage, first job, promotions, moving, birth of children... and the list goes on. After eight years as head of Canadian Operations and two as Chief Operating Officer of the Erb Group, I am retiring from that position as of December 29, 2018.

From my first Erban Report as V.P. of Domestic Operations (Spring 2008)

"It is said that spring is a time of new beginnings and that is certainly true of me this year. After 30 years in accounting and finance exclusively, Wendell Erb asked if I would put on a new hat as the person in charge of Canadian Operations. After much thought and prayer it seemed and felt like a good fit. I could almost hear the folks in operations saying something like 'alright Mr. Bean Counter, you've had lots to say from the safety of your financial statements. Now put your money where mouth is. Step into the 'real' world of refrigerated transportation'.

In reality, in my 23 plus years with Erb I have had the privilege to work with, what I consider, the best in the business – and I don't just mean the best in terms of the knowledge of the business, although that is vast throughout the Erb network, but also the best people. People of high integrity and ethics in all aspects of their lives. People whose word was and is their bond. The values of any organization is set by those at the top and I cannot think of better mentors than Vernon and Wendell Erb. I have learned a lot from all of you. Thank you for this opportunity."

What I said at that time I feel even more deeply today. Not only have I had the support and mentorship of the Erb family, but the support and encouragement of all of the extended Erb (employee) family scattered throughout the Erb network. The talent, dedication and sheer determination of so many is unheard of in most places today. To you goes the credit for the success we have enjoyed. It has been a joy serving with you in both finance and operations.

The future of the Erb Group is bright indeed with the wealth of management talent we enjoy at all levels of the organization. With the mixture of new management additions with fresh ideas and initiatives and managers who have been nurtured from within, I am excited to see the future unfold. I believe we are on the verge of a period of profitable growth with a customer base who appreciates the outstanding service offerings and performance levels we provide which are unmatched in the industry.

However, while I will no longer be in the COO position I am still privileged to be part of the Erb family.

Truckmate Project Manager Update:

As many of you know, the Erb Group decided several years ago to install a new transportation management system (TMS). We have a fantastic team of dedicated individuals who have been diligently building the system and developing the processes and procedures to launch the software replacing our current TMS affectionately called Solomon. I will be coming alongside this group as the TMS Project Manager to help get us over the finish line and launch our new system. There has been no deadline established to 'Go Live' at this moment as there are several main challenges we are working through to get us in position:

- EDI – Our software needed tweaking so it can accurately receive the EDI data from customers. That has taken a long time.

TRUCKMATE UPDATE

- Mobile communication – Our drivers and dispatchers need to have effective messaging and status updates. That is nearing completion, but has also taken a long time.
- Information flow – Truckmate (the new software) processes the freight bills quite differently from Solomon. We need to redesign our flow of paper and information and get more from the customers to process thousands of shipments daily.

This system, when implemented, will improve our efficiencies, provide us with information we need and streamline our operations enabling us to grow into the future. It will be a challenge but, “The bigger the challenge, the bigger the opportunity for growth.” Have a great winter and spring.

-Kevin

INFORMATION TECHNOLOGY



Vic Thiessen
V.P. of I.T.

The internet is of primary importance to pretty well everyone today. The internet provides access to information and is a pipeline of communication (social media, email, messaging, etc.) for businesses as well as for us as individuals. Cyber threats (which attempt to disrupt our access to the internet in numerous ways) have also increased as our dependence on the internet has increased.

At Erb IT we are observing an increase in phishing (pronounced fishing) emails to Erb employees. Phishing emails attempt to deceive the person, to infect the computer, to disrupt the business and even to financially extort the person who has received the phishing email. **Clicking on a link inside a phishing email produces harmful results!** Everyone who receives email, at home or at Erb, is reminded to be on the look out for phishing emails. At one time it was easier to identify a phishing email, today it is becoming increasingly more difficult to recognize the difference between a normal email and a phishing email. Trust your instincts when reading an email. If it feels ‘different’ to you as you first read the email, let that be an indicator to you to stop any further action (like clicking the link provided in the email, or opening the attachment that was included with the email) until you are absolutely sure this isn’t going to harm you in any way. If you can’t be absolutely sure that the email is legitimate, don’t second guess yourself, just delete the email.

Safety covers many aspects of our lives today. Food safety, work safety, children safety, the list goes on and on. Starting in 2019, add cyber safety to your growing list of safety practices.

Erb IT welcomed Autumn Verellen for a 1-year co-op term starting in January 2019. Autumn is a third year student at the University of Ottawa. Autumn is working as computer operator and SQL developer.

-Vic

HUMAN RESOURCES



Dave Dietrich
V.P. of H.R.

1959 – that was sixty years ago! Many of us weren't even born then. What happened way back then? Well, the St. Lawrence seaway first opened to shipping; the Avro Arrow jet airplane project was terminated by the Canadian Diefenbaker government; the Montreal Canadiens won their eleventh Stanley Cup by defeating the Toronto Maple Leafs; Jacques Plante became the first ice hockey goalie to wear a protective face mask during a game; Fidel Castro claimed triumph in his revolution as leader of Cuba; Alaska and Hawaii were admitted to the Union as the 49th and 50th U.S. states; NASA selected 110 candidates for the first U.S. space flight; and the Barbie doll was first introduced and sold for \$3.00. More importantly and relevant for us, Mr. and Mrs. Erb commenced business as an owner-operator of one dump truck. Thus were the foundations of the Erb Group of Companies – 60 years of service later with 1,500 employees and owner-operators, 2,100 trucks and trailers and 2,750+ customers!

Milestones and anniversaries are important to celebrate and are important in life. They represent the culmination of hard work – a sense of satisfaction for pouring one's life into something, just as the Erb family has done over the last 60 years. It is important to celebrate milestones.

Our most senior team member will be celebrating 46 amazing years with Erb Transport this year! We have 160 employees who are quarter-century members (i.e. have been with our company for 25 or more years). We are so blessed to have so many long-term, loyal, dedicated employees. Your efforts, contributions, knowledge and experience are greatly appreciated!

During 2019, our 60th year, you will see and hear a lot of our new mission statement: “We bring food to your family's table”. It is our hope that we can all find a connection to this mission statement, no matter what our role here at Erb Transport. Drivers quite literally are delivering or “bringing” the food to families. Dock workers ensure that the product is processed, sorted and loaded onto the correct trucks, at the right temperature and on time so that the food gets safely to families' tables. Our fleet maintenance team ensures that our extensive fleet of equipment is well maintained so we can rely on it to get food to families' tables on time and at the right temperature. All of us in the offices play important roles to support our front line so that they can perform our mission statement. I challenge each of you to think of how you personally support our new company mission statement.

Happy anniversary everyone! Take time to celebrate our 60th year and to reflect on all of the significant achievements we have all helped in accomplishing. As I always say, we have the best team of transportation professionals in the industry here at the Erb Group of Companies!

-Dave



Vice President of Human Resources, Dave Dietrich (seated in the middle) represented Erb on the Best Practices, Innovation and Safety in Transportation Panel at the Fleet Safety Council annual educational conference. Dave says “I don't believe you can really achieve continuous improvement on your own.” The panel consisted of Dave and two others executives - each recognized through the annual Best Fleets to Drive For competition.

FLEET & SHOP

Sixtieth Anniversary Celebrations 2019



Jim Pinder

Corporate Fleet Director

As we embark on the 2019 celebration year of the 60th Anniversary of Erb Transport there are some elements that we should revisit to get an understanding of the magnitude of this accomplishment. First, think back 60 years, for those who have also accomplished this feat in life, such as myself. Sixty years ago I was four years old and, by all accounts, cute and happy, so as you know other than the added years nothing has changed.

Thinking of equipment, which is my passion and focus within the company there is a specific development that I want to review. The equipment that Vernon purchased over the years has been part of the development and progress that we, the transportation industry, continue to enjoy. We are totally amazed by the pace at which these developments occur.

Tires are the area of the greatest improvements from a safety, life cycle, ride enhancement and load carrying capacity to date. Invented in the 1950's, the radial tire is indication of a type of tire in which the cords and carcass plies are vertically arranged to driving direction. The radial tire also introduced the one piece rim that has saved lives in repair shops and on the roadways ever since the dreaded multipiece lock ring rim style was removed from service. Due to the lower deformation of the radial tire than that of the bias ply tire during driving, the radial tire has better fuel efficient performance. Uniform contact from tread in radial tire to road

surface allows for good driving stability, especially at higher speeds.

The radial tire opened up great developmental strides in the recapping of the original casing that had the tread face worn down but maintained a solid structure. These developments in recapping reduce the environmental impact of the transportation industry as the recap process uses 12 gallons of oil less than the production of a new tire.

Rim styles have changed from spoke type, to stud pilot and now to hub pilot with more security and simpler installations during an era of wheel separations and challenges on the roadways. Recent manufacturing developments are moving from steel to aluminum as it is a more common style with weight and cosmetic advantages.

The tire industry's continual improvement of the industrialized synthetic rubber over the earlier years enhanced these developments allowed the industry, which had been dependent on natural rubber, to increase tire quantity and quality, ramping in a turning point in tire production.

Drivers were trained and equipped with the tools to make repairs and change tires on the road or in situations where tires failed but customers needed to be serviced. The development of mobile tire repair and service trucks encouraged longer trips, overnight travel and support for the transportation industry like never before.

Since 2012, many manufactures have been developing an airless tire using new types of materials. The NPT (Non Pneumatic Tire) saves energy by reducing the production process by half, it can be 100% reused or recycled.

Tires carry the load, protect the drivers, absorb impact, give traction to start and stop vehicles as well as allow for the transportation industry to move the economy forward year after year. So, for the sixty years of Erb Transport we have seen great progress in the development of tires.

Thank you for your continued support, Happy New Year and see you on the sled trail!

-Jim



Cindy and Jim Pinder. "I was about 5 so this is 60 years ago, give or take. Cindy would have been about 2 years old. Cute and HAP-PY... nothing has changed ... hardly."

U.S. OPERATIONS



Kevin Erb

Director of U.S.
Operations

For this Erban Report, I thought I would include a few notes from my speech from this year's Erb Excellence Night. Although I attended the Baden event, I feel like these words are a reflection of the entire company and can be spread companywide. We have a lot to celebrate, and we wouldn't be able to celebrate any of it without the employees that keep this company moving.

"What a great turnout tonight. It is great to see everyone from K-DAC, Highland Road, New Hamburg and Baden, from all different departments, in one room. I would like to thank everyone for the great job you do every day. It's been said time and time again that we have some of the greatest people in our industry at Erb Transport. For me, that was really evident the end of this summer with our Mississauga "hiccup" where we saw all departments from all terminals coming together to help out. I think Customer Service deserves a special shout out for getting through it all with professionalism! I'm sure they didn't sign up for some of the calls they had to deal with, but it was much appreciated and noticed.

Congratulations to everyone receiving awards and recognitions and reaching milestones. They are all something you should be proud of. A special thanks to the drivers for dealing with all the elements they face week in and week out from the traffic, to the weather, to the long days. Also,

congratulations to the drivers receiving awards, you should be proud – these awards reflect your professionalism and hard work.

Finally, I'd like to say that I think tonight's turn out speaks to how much we all appreciate the company and the Erb family. I know the appreciation is felt both ways. Thank you!"

-Kevin

K-DAC OPERATIONS



Adam Jantzi

Operations Manager

Another Christmas season has come and gone. There are so many good things about Christmas like spending time with family, sharing presents and eating great meals. It can also bring a lot of stress in trucking, especially delivering food. This Christmas was one of the calmest that I can remember, from making sure customers loads are looked after to making sure drivers keep rolling as efficiently as possible. Nothing is ever perfect, but things seemed to come together quite nicely this year. This happened with a huge thank you to all of you drivers who are so dedicated to your work, you were out over Christmas and New Years trucking along. There was a fairly large number of drivers that worked and I am sure that our customers all recognize and appreciate this.

In 2018, we also welcomed a bunch of new drivers on our team. A warm welcome to the following drivers who came on board: Ray Renout in April, Dawna Jacobsen, Bill Brien in August, Wayne Stannell in Sept, Ron Allen, Cliff Steeves, Taz Palen and Wally Kolar in November. Dan Meads from Winnipeg also transferred over to K-DAC as a long haul driver. Welcome to the team everyone.

We also welcomed the following mechanics: Mark Wilson, Mark Beauchamp and Gavin Klatecki. I'm sure you all will help keep our trucks and trailers safe and on the road.

We were blessed this year to have Karen Kane make the trip down from Thunder Bay and join our dispatch team. She has decided to make the next step of her life and join her husband in retirement. How jealous are we! We all hope that Karen enjoys the next stage, it's well deserved. I'm sure she will stay busy volunteering her time or just enjoying life. It has been a pleasure working with her.

Stay warm and safe for the rest of the winter everyone.

-Adam

GIFTS OF LOVE

On December 10, K-DAC Driver Rob Kennedy volunteered his time to help the students at Waterloo-Oxford Secondary School in Baden with their annual Gifts of Love holiday hamper program. He, along with students loaded over 40 hampers and took them to the Wilmot Family Resource Centresorting station at the former arena site in New Hamburg.

Thank you to Rob and to all the staff and students whose contributions will bless so many families in this community during the holiday season!



2019: ERB'S 60TH ANNIVERSARY

The beginning of a New Year can be a symbolic time, acting as a milestone, a new chapter, or even a completely fresh start. This New Year is an exceptionally significant milestone for everyone here at Erb Transport, as we proudly step into 2019 by celebrating our 60th corporate anniversary.

A corporate anniversary symbolizes many different things. It symbolizes commitment, accomplishment, growth, balance, and gratitude. The behind-the-scenes work that is necessary to maintain a successful company for 60 years is unmatched, and as they say, it does take a village.

In the 1950's, Vernon Erb, our founder, had begun to actively pursue his dream of being a truck driver by following every job and opportunity possible. In 1959, Vernon's entrepreneurial spirit led him to venture out and create his own company, now known as Erb Transport. This anniversary milestone not only reminds us of our past, but propels us forward and shows us glimpses of a bright future. The longevity of a business can be its greatest testament.

Let's take a look back into the past 60 years...

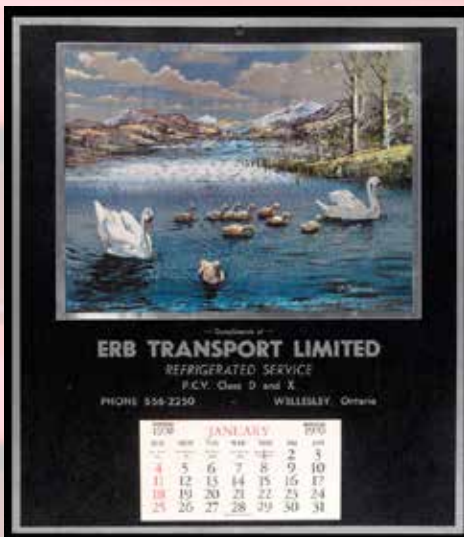
- Erb Transport actually originated as Vernon Erb Trucking
- Vernon left school at only 13 years old to help on his family's farm in the late 1940's.
- One of Vernon's early jobs paid just \$4.00 an hour. As the relentless and motivated man that he is, Vernon took the job, as "\$4.00 an hour is better than nothing"
- Vernon and Viola split the workload during the early years. Viola served as the business manager while Vernon was on the road; there was minimal separation between home and work as they actively invested their lives into the company.
- The 1970's saw growth and opportunity like never before, and are now referred to as the breakthrough years. It consisted of new technology, new partnerships, new drivers and equipment, new office staff, etc.

Through the many changes Erb Transport has faced, and will continue to face, our values and business ethics have always remained the same. Without the help of our customers, employees, drivers, partners, and every other individual stakeholder that we have connected with, we would not be where we are today.

Thank you to everyone who has played any role, no matter how seemingly small, in our success. Happy New Year; we can't wait to celebrate this milestone together.



THEN AND NOW



The progression of the Erb Wall Calendar.
(shown: 1970, 1990, 2019)



Our Founder Vernon Erb, then pictured at his first paying truck job, now about to get out on the road hauling a charity load in December 2018.

Vernon D.
ERB
WELLESLEY

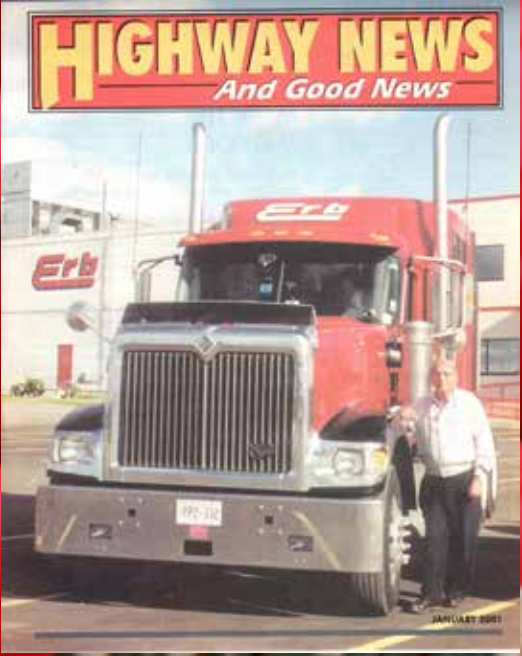
ERB
TRANSPORT LIMITED
Refrigerated Service
NEW HAMBURG, ONTARIO

Erb
refrigerated
LIMITED **Transport**

Erb

The progression of the Erb Logo.

#SIXTYYEARSSTRONG



#THROWBACKS



Awards



On September 21, 2018, Tomasz Karpiuk (Montreal Terminal) was driving on the highway when a 53 foot truck suddenly spun out of control in front of him. The truck did a complete 180 and almost dropped downhill from the highway. The truck then started smoking and Tomasz immediately jumped into action. He pulled off the road and ran over to help the driver, who was non-responsive. With the help of two other construction workers, he was able to free him from the truck. Thank you so much, Tomasz! While other cars were passing by and ignoring the situation, you selflessly stopped.



SUPERB
-AWARD-

We were so privileged to have been invited to the Top Fleet Employers Awards Gala on October 11, 2018, in Toronto, ON. The Top Fleet Employers Award was created by Trucking HR Canada, and recognizes companies within the trucking and logistics industry who go above and beyond in practicing effective HR initiatives and policies. The Erb Group has won this award for five consecutive years, which gives us the honour of being named a Top Fleet Employer with Distinction.



Erb International Inc. was awarded at the Infrastructure Health & Safety Association (IHSA) Achievement Awards!

The company received this award for operating with a lost time injury frequency well below the rate group average for three consecutive years.

On behalf of the entire Erb Group, congratulations and thank you for your continued commitment to safety!

The Erb Group of Companies was officially named one of the 2018 SmartWay High Performers by the Environmental Protection Agency (EPA). This title is awarded to trucking companies who go above and beyond in meeting and exceeding the requirements and challenges of the sustainable goods movement. Among the hundreds of companies who partner with the EPA, the selected recipients of the award have achieved “significant shipping and freight efficiencies that merit special attention”. The EPA reviews the annual emissions reports for all partners, and winners are then selected based on specific criteria that sets them apart from others. Way to go Erb!



Hello Erb and Happy New Year! The following is a quick look back at market activities throughout 2018, as well as a few ideas to keep yourself on your financial track for 2019 and beyond. First, a look back; after over two years of good market returns, low volatility, and low interest rates, 2018 ended a period of seemingly calm times. Let's review the numbers:

Index	2018 Full-year price return
S&P/TSX (Toronto Stock exchange)	-8.9%
Dow Jones industrial	-3.5%
S & P 500	-4.4%
Nasdaq	-2.8%
MSCI All Country World	-9.0%

Notably, during 2018, the Bank of Canada increased its overnight lending rate three times, by 0.25% each time, bringing the overnight rate to 1.75%. Although rates remain relatively low historically, consumer confidence as well as market enthusiasm has waned as the cost of borrowing increased. The political landscape both at home and globally, compounded by tough trade negotiations, and depressed

commodity markets, all contributed to the increased market volatility.

Our instinct during periods of market volatility is generally to sell and wait out rough markets on the sidelines. However, if you have an investment time horizon of five years or more this strategy tends to be counterproductive and destructive. Remember to take a long-term view with your investment strategy. The chart below shows how much better off an investor with an appropriate time horizon may be to remain invested in the market:

In the short-term, markets will continue to be volatile as an understanding forms on how rising interest rates, slower global growth, corporate earnings, and global trade relations will affect economies. The market deals with uncertainty by pricing in the worst-case scenario and then floating back up as reality becomes clear- this can take a few days or a few months. Be patient. Stock markets go up for longer periods and by higher amounts more often than they go down.



The biggest mistake investors make is thinking that they can only invest while markets are positive. The reality is that investors who try to time the market, only serve to reduce their odds of success and erode their gains over time. Over the past 40 years, investors who had tried to time markets gave up over 50% of their return. Yet, had they just stayed invested in the S&P/TSX index stocks over that period they would have made over **48 times their money** by continually participating.

When approaching retirement remember that the day you retire you **DO NOT** become a short-term investor. Odds are that you will be retired and need to live off your retirement savings for 20 to 30 years. So, while you may need 1/20th or 1/30th of your money each year, you will not spend much of your money for 20 or more years.

If you wish to discuss what is going on in the markets and how it affects your long-term financial goals, please give your Group Savings Plan Broker Wagner, Livock & Associates a call **1-800-567-0822** or e-mail us at ERBSavings@wagnerlivock.com.

Here are a few reminders for your 2018/2019 Savings Plan:

2018 RRSP Contribution Deadline:

- Investors have an additional 60 days in 2019 to make RRSP contributions that count towards your 2018 deduction room (see 2018 Notice of Assessment for your personal deduction limit).
- The RRSP deadline for the 2018 tax year is March 1, 2019. Additional Lump Sum RRSP contributions can be made online through your Sun Life group portal or through Wagner Livock & Associates for your convenience.

2019 Tax-Free Savings Account Contribution Limit Increase:

- The annual TFSA contribution limit has been increased for 2019. As of January 1, 2019, the maximum annual contribution is \$6,000, up from the 2018 contribution limit of \$5,500.
- The new life time contribution limit is \$63,500. You can keep track of your personal TFSA limit by registering for My CRA (www.canada.ca).



Wishing you a happy and healthy 2019. We look forward to speaking with you.

DRIVER NEWS

CONGRATULATIONS TO OUR 2018 PRO-DRIVE WINNERS!

The Pro-Drive program was created in 2008 to reward Drivers and Owner-Operators who go above and beyond fleet standards. Well done to all of this year's participants and congratulations to the winners!

Erb 2018 Pro-Drive Winners

Highway Driver of the Year – Dennis Hartog
Local Driver of the Year – Gary Clare
Owner Operator of the Year – Bernie Rolleman
Most Improved Highway Driver of the Year – Ken Clark
Most Improved Local Driver of the Year – Randy Novroski
Highway Rookie Driver of the Year – Abe Guenther
Local Rookie Driver of the Year – Monang Lumban Gaol
Top Performing Large Terminal - Baden
Top Performing Small Terminal – North Bay



K-DAC 2018 Pro-Drive Winners

Driver of the Year – Mark Vant Voort
Owner Operator of the Year – Leslie Rose
Rookie Driver of the Year – Robert Johnings

Congratulations to the following drivers who have achieved 100% in the 2018 Erb Pro Drive Program:

Debra Babony, Trenton
Gary Clare, Baden
Andrew Cleroux, Ottawa
Pat Etches, North Bay
Dennis Hartog, Winnipeg
Carl Jantzi, Baden
Stewart Jutzi, Baden
Paul Kroeker, North Bay
Scott Martin, Winnipeg
Brian Robertson, Thunder Bay
Stewart Robinson, Mississauga
Rick Roes, Baden
Lyle Rozendal, Baden
David Stocker, Baden
Mark Vant Voort, K-DAC
Warren Young, Trenton
Pierre Zili, Ottawa

Congrats to the following drivers who received a score of 100% during 8 quarters of the Pro-Drive Program:

Michael Yendruck, Baden
Rick Roes, Baden
Lyle Rozendal, Baden
Stewart Jutzi, Baden
Stewart Robinson, Mississauga
Brian Robertson, Thunder Bay
Pat Etches, North Bay
Pierre Zili, Ottawa
Guy Dion, Montreal
Bruce Wilcox, Montréal
Debra Babony, Trenton
Kim Charbonneau, Trenton
Warren Young, Trenton
Gerald Martens, Winnipeg
Dennis Hartog, Winnipeg
Scott Martin, Winnipeg

Thank you to all the drivers who filled out a 2019 Best Fleets to Drive For survey. With your help, we have been named a finalist! This year there is a new record for finalists, with 81 in total. That means that the scoring and compiling process will be more intense than ever, and also that the fight for the Top 20 will be even more competitive!



The announcement of the 2019 Top 20 Best Fleets to Drive For is currently scheduled for Tuesday, January 29th. As in past years, the Top 20 will be presented on stage during TCA's annual convention, March 10-12, in Las Vegas, where we'll announce the two overall winners.

FOND FAREWELLS

A LETTER FROM JOHN COMBER

Dear Wendell, Since today is my last day at Erb Transport, I wanted to take a moment and thank you for all the support I have received from the company. I have not always taken advantage of it, but it was good to know it was there for me.

It was always good to know that you would personally stop and give me a few minutes of your day to listen to my concerns and issues; it's not a common thing anymore. It was something I always told others... The "Big Boss" had the time to listen to every employee at every level.

I mostly wanted to let you know of some specific people who have made my job as a driver as pleasant an experience as trucking can be in this day and age. In no particular order: Tyrone went out of his way to try to make my last few months at Erb as good as could be. He knew I was working through pain and rather than see me leave, he did what could be done to ease the pain and the work load. This allowed me several more months of employment. It was good to see that The Boss was there for me when I needed it

All the dispatchers were excellent at their job; however a few stood out in my mind. Corrine Laking was always upbeat and brought a smile to the window. She, along with Tyrone, was instrumental in letting me work as long as I was productive, yet she made me feel I was still a valued member of the team. Paula (whose last name I never knew) always managed to balance that difficult load of what the company needed and what the driver needed. I always told my coworkers I was afraid of her... that if I did not do as I was told she would punish me. It was a running joke and I will miss her smile and cheerfulness. Liz and Scott in Local were always professional when I was asked to help out, making sure I understood how local worked and that I knew any tricky things ahead of time. There was always a thank you at the end of the day and I always knew they meant it. They are all the very best of the Erb idea of a family owned and operated enterprise.

While I was only with Erb eight years and a few months, I cannot think of a better company to have finished off a 46 year career in trucking. Wishing you and your extended family and everyone at Erb Transport the very best. Thank you for the time.

John Comber,
2027

A LETTER FROM STEVE HAUS



About a month has passed since my last day and I am gradually settling into the retirement mode. Numerous projects finished, but my sleep program still has a way to go and our 14 year old lab collie cross, Houston, is totally messed up. Anywhere from midnight to 4:30am he is at the end of the bed ready for his walk. All in good time I guess (and hope).

The main reason for this note though, was to say thank you. Thank you for the gifts, thank you for the best wishes in person and by phone and thank you for the moral support that my decision was the right one. Every day we go to work and do whatever we have to do to make this whole operation work but I never realized how many people's lives we touch. I must say I was overwhelmed, and had no idea.

Once again, to all the great folks at the Erb Group, thank you!

GOODBYE CHRIS FITZGERALD:

It has been bittersweet having to say goodbye to Chris Fitzgerald. A mentor to me, a leader to others, a friend to many, and one of the builders at Erb.

I believe that there are many people that contribute and sacrifice to make Erb one the best in our industry. I feel that most of this is attributed to the hard work and long hours, that is put into making Erb work. Chris was all of that, but stood out more than the rest. He had an understanding of Erb that intrigued me and others. This challenged us to be better each day.

Chris began at Erb working on the dock and moved his way through many positions all the way to operations manager. This is a huge source of my respect for him, as he came through the ranks and earned his position. Erb is built from these types of people, to my understanding. I have only known Chris for three short years, but in these years I admired his charismatic personality, his humour, and friendship.

As Chris moves onto something new, he will be missed by many at Terminal 2. We are happy for him, as he begins a new quest, and are confident in his success.

- Orlando O'Hare

New Mission

Erb Transport was originally created by combining a passion for trucking with an unwavering set of values, ethics, and uncompromising integrity. We, the employees, constantly strive to strengthen this combination and are truly the architects of our corporate culture. A culture that demonstrates unity, family and community in everything we do. We have taken these original values and have practiced them and revitalized them in order to provide the best possible service to our customers. Our company is not just trucking, but instead it truly revolves around bringing food to your family's table. Every position from customer service, to dock workers, to dispatch, to the truck drivers, enables this company to operate seamlessly and to the best of our ability.

We have held true to our one and only mission statement for almost 60 years, and now want to revitalize Erb and celebrate 60 years of evolving, flourishing, revolutionizing, and succeeding. We have evolved and grown significantly, and we need our mission statement to reflect this growth.

The new mission below demonstrates what it means to be a part of Erb Transport, and what we value today.

Please visit our Vimeo page (<https://vimeo.com/erbtransport>) to watch our new culture video (launched on Erb Excellence Night 2018). It will be available on Erb Connect in February.

NEW Mission:

We bring food to your family's table.

- Safely
 - Rewardingly
 - Professionally
- Employee-focused
- Accurately
 - On-time
 - Correct temperature
- Customer-focused
- Profitably
 - Efficiently
 - Cost-effectively
- Business-focused

Vision:

As a transportation industry leader we strive to improve the lives of our employees, customers and members of our community. We accomplish this through having engaged employees and providing excellent, unparalleled customer service; resulting in profitable business results.

Values:

- We are committed to providing a safe work environment for all of our team members
- We have respect and trust for our team members
- We achieve common objectives through teamwork
- We demonstrate excellence in everything we do
- We conduct our business with uncompromising ethics and integrity
- We are focused on, and committed to, environmental sustainability
- We encourage diversity and recognize different perspectives as a strength

REFERRAL BONUSES

In order to benefit you, our employees, the referral bonus program has been changed to enhance its effectiveness and streamline the payment process. The referral bonus program is a great program that we strongly encourage all Erb Group employees to take advantage of.

Effective January 1, 2019 we are implementing changes to increase the effectiveness of our referral bonus program. Below you will find a summary of the changes and a list of our recruiting events and upcoming job fairs. A copy of the full policy and procedure will be found on Erb Connect.

REFERRAL PROGRAM CHANGES SUMMARY:

- Removing the deferred payments to have the referral bonus paid out in a lump sum payment after the referred employee has completed a full two weeks of employment
- Referral bonus for the referral of a licensed mechanic, owner operator, and/or driver now \$2,000 (after source deductions).
- Referral bonus for referral of dock worker increased from \$750 to \$1,000 (after source deductions)
- Adding a referral bonus for referral of a shunter of \$1,000 (after source deductions)
- Any referrals received up to December 31, 2018 will remain at the old payment amounts and schedule. If referrals were received from January 1 until now, we will be contacting you directly to confirm payment amount and timeline
- Procedure is to be strictly followed or referral payment will be rejected.

UPCOMING RECRUITING EVENTS AND JOB FAIRS:

Feb 23 – Mississauga Job Fair (offsite)

March 2 – Mega Job Fair Event (Brampton)

March 9 – Baden Terminal Job Fair

March 16 – Trenton Terminal Job Fair

March 30 – Winnipeg Terminal Job Fair

April 6 – Road Today (Mississauga)

April 6 – Montreal Terminal Job Fair

September 14 – Road Today (Mississauga)



STAY CONNECTED

Have you checked out the new employee website, Erb Connect? Make sure you do and bookmark this page. It has replaced the Erb Engine and is your key place to find all company news. Here, you can find company announcements, new employees, health and wellness information, job postings, terminal fun and more. Since its launch, we've also added a new tab for driver specific information. Also, coming soon to Erb Connect are additional resources from Human Resources and Health and Safety.

Erb Connect is mobile friendly and can be accessed on any mobile device through Google Chrome. Check out Erb updates anytime, anywhere! If you have login issues or something to share, please contact marketing@erbgroup.com

ERBCONNECT.ERBGROUP.COM

KIND WORDS



"A great big thanks to Vernon Erb and Erb Transport for bringing food donations from the Southwestern Ontario Gleaners and the Plentiful Harvest UHC to the RFDA Thunder Bay Regional Food Distribution Association. The food will be distributed in Thunder Bay, Pickle Lake, and Sioux Lookout to feed those in need."

- Trucks for Change

Dear President and CEO of the Erb Group:

I have always enjoyed working here at Erb Transport. I feel I have been treated very well at this company and I expect to spend many years here before retirement.

I think it was Boxing Day when I was driving and just happened to be listening to CBC Radio, when I heard a familiar voice. It was Vernon Erb being interviewed by a reporter. Vernon was on his way to Thunder Bay with a load for the Food Bank. He said he volunteered to drive the load and the company donated the truck and trailer. Navistar donated the fuel. The reporter asked Vernon why he did this and his reply was, "I feel I am blessed, so I can help others."

As a proud employee I thought; what a testimony of integrity from a man who started out so many years ago with so little, to build this company with his family and many employees to what it is today and to care for the less fortunate.

Sincerely,
An Erb Employee

HIGHWAY TO HEALTH

Welcome 2019 and the New Year! Erb is celebrating 60 years of service and our health and wellness program, Highway to Health, is celebrating over 10 years of promoting Physical Activity, Healthy Eating, Work Stress/Mental Health, Sleep, Cancer Screenings, Tobacco Free Living, Hydration, Sun Protection, Substance Misuse and Prevention to employees and their families. Throughout these ten years, we have held fitness challenges, developed healthy eating cookbooks and established wellness policies.



In 2018, we held successful Health Fairs/Events at all terminals, providing wellness info and representatives from health agencies to answer employee's questions.

Magazine racks are placed at all terminals with health and wellness info available as an additional resource. Also, a *Health* tab is available on Erb Connect with weekly health tips. Some employees and managers have participated in workshops and symposiums regarding Mental Health and Workplace Wellness and have received additional training.

As we start this New Year, here are a few health resolutions you might wish to work on:

1. Set one health and wellness goal per month
2. Add "why" to your resolution – why do you want to achieve your goal? That is the result.
3. Choose a workout that suits your schedule. Create a workout calendar and every time you complete, give yourself a gold star
4. Pack emergency healthy snacks
5. Commit to taking the stairs where applicable
6. Measure your food (for now); measure portion distribution
7. Vow to wear sunscreen every day
8. Tuck away the treats so they are not tempting
9. Load up on low-carb veggies
10. Track and time your water intake
11. Sit stronger. Here's your checklist for sitting smarter:
 - a. Stretch the spine and pull in the belly button slightly
 - b. Elevate the computer screen to your eye level
 - c. Retract the neck to align it with the ears and shoulders
 - d. Have both of your feet flat on the floor and the knees positioned in a 90-degree angle
12. Upgrade your nutrition starting with one meal
13. Make lunch your biggest meal of the day
14. Close the kitchen by 8 p.m.
15. Brush your teeth three times a day
16. Prep for sleep success:
 - a. Stop using your phone, tablet or computer at least one hour before bed.
 - b. Go dark. Use blackout shades and cover or unplug any device with an LED lights in your bedroom. Don't ever sleep with the TV on.
 - c. Set a sleep alarm. Set a daily alarm to give you a 30-minute warning before bed so you can officially start winding down.

Watch for emails, posts on bulletin boards and on Erb Connect for upcoming health and wellness promotions in 2019!

If you have any suggestions for our health and wellness program, please contact Carolyn Vokes Reibeling in New Hamburg x 2274 or cvokesreibeling@erbgroup.com

Excerpts www.prevention.com

EMPLOYEE APPRECIATION BBQS





New Hamburg Office

As my fingers dance across the keyboard, for my last Erban Report Story, I try to think back over the 14 years and 28 issues where I have had the pleasure of delivering to you many events and traditions celebrated at Head Office. I kept you informed of Christmas celebrations, potluck lunches, fundraisers, summer celebrations, winter clothing and food drives, hot lunch fundraisers, and of course, our usual Halloween fun, Thanksgiving fun, Fun In The Sun and wearing themed clothing for many sports events and fundraisers!

We kicked off the summer of 2018 with our traditional Canada Day Pot Luck lunch and a quiz on Canadian facts. Did you know the license plate for cars and motorcycles in Nunavut are in the shape of a polar bear? We all had fun learning interesting things about Canada. I was one of the lucky ones to win a prize, along with Sue Gushue in the credit department, for having the most correct answers.

Traditionally at Thanksgiving we collect food for our local food bank members to give them the opportunity to make a turkey dinner with their families. This year in New Hamburg, Baden, Highland Road and K-DAC, for every food item we brought in we earned a ballot to win a gift basket. Jenn Weber was the winning name drawn from all the ballots in New Hamburg, Anne Steinacker was the winner in Baden, Brian Herr at Highland Road and Jim Bowman was the lucky winner at K-DAC. Each of them won a thanksgiving gift basket. Thanks to everyone for the great variety of food donations. The next day was our traditional Thanksgiving Pie Day. We had so many choices; pumpkin, cherry, pecan, apple, berry, chocolate cream or raspberry with ice cream or whip cream for topping!! #mmgoodpieday

We kicked off our holiday season with an Elf on the Shelf Christmas Contest. From December 3 to 24 each day "Erby the Elf" was hiding somewhere within Head Office. The first person to find Erby won the prize for that day!! It wouldn't be a true Erb head office Christmas without our traditional food and gift campaign and "famous for fantastic food" pot luck lunch. We always look forward to the abundance of wonderful food and fellowship we share at our lunch. Thanks to everyone for your yummy contributions to our luncheon table and for your Christmas spirit. It was evident by the numerous boxes of food and gifts we collected for the Wilmot Family Resource Center that the employees in New Hamburg are very generous people. Thanks again.

I am always pleased to share fellow employee's celebrations. Kacey Beck in Document Control and Jeff Hirlehey were married on August 25, 2018. The backyard at Kacey's mother's house was transformed into a wedding setting to celebrate the day. Congratulations to you both. Tara Waligorski in Document Control and Colten had a beautiful baby boy on October 20, 2018. Noah Dawson weighed 7 lbs. 9oz and is filling their lives with lots of love and happiness. A belated congratulation goes out to Jen Ditner and her husband Trevor. Their daughter, Alyson Miranda, arrived on January 8, 2018, with many smiles, cuddles and



Halloween at Head Office



Halloween at Highland Road

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In the Christmas Spirit!



Christmas Eve fun - Saran wrap ball game!



Erby the Elf!

New Hamburg Office

lots of love to give! On November 8, 2018, Pam Erb-Morden and her husband Phil experienced the feeling of becoming first time grandparents when their son Stephen and his wife Vicki had Thomas Stephen weighing 6 lbs 12 oz. Congratulations everyone! #bestfeelingever



Tom Boehler's special visitor, granddaughter Scarlett

Christine Battler began her career at Erb in July of 1993. She started in the Document Control

department and worked part time in that department for 25 years until August 30, 2018, when she decided it was time to join the relaxed, no deadlines or alarm crowd. Congratulations Christine we wish you much happiness in your retirement. You will be missed. Enjoy the extra time you will have to read and travel, but most of all more time to spend with your grandchildren.



Happy Retirement Christine Battler

On December 14th, 2018, many employees gathered in New Hamburg to celebrate Gail Musselman's accomplishments at Erb. Gail began her career at Erb on September 5, 1978, where she started out doing administrative tasks before moving to the Payroll department. She was hired by Mrs. Erb and worked alongside her for many years. Gail held the Corporate Payroll Supervisor position until the end of November 2018 when she decided it was time to start the next phase of rest and relaxation, or better known as retirement! After contributing 40 years to Erb, Gail is happy to leave the weight of processing, entering and meeting deadlines and welcome more time to spend in her gardens and with her grandchildren and family. Thanks for always having the answers we needed about payroll and your sense of humor. We wish you all the best Gail, you will be missed.



Kathy Schuitema and family at her retirement celebration

Friday, January 11, 2019, marked the beginning of retirement for Joanne McDonald. Joanne began at Erb in 1989 working in the Filing Department, then moved into POD's and from there joined the Credit Department, totaling almost 30 years as an Erb employee. She decided to join her husband Ross, who worked at the Toronto terminal until Friday, January 4, 2019, when he chose retirement as well. Congratulations to both of you as you begin this new exciting chapter of life. Thank you for the countless years you spent working at Erb.

In the Canadian rates department the desk belonging to Kathy Schuitema for 26 years has a new occupant. Kathy was next on the list of retirees from Erb. On Friday, January 11, 2019, we gathered to celebrate with Kathy and say

"so long". Congratulations Kathy, make sure you work just as hard at relaxing as you have in your long career at Erb. Retirement is the working person's wish come true. Our best wishes travel with you.



Patty Hobbs and granddaughter Marley

There are only a couple additions at Head Office to mention. Lisa Shaw joined the HR team as the Corporate Recruiting Supervisor in August 2018, to assist all department hiring needs. When Gail Musselman retired from Payroll, Kim Hurley moved into her position and Jill Nafziger, who was in Driver Services in Baden, filled the position left open by Kim. Timothy Adesoye, Tiffany Carruthers and Debi Fishback joined the Document Control department and Brady Wagler, Arti Lahoti and Grace DeGrout joined the Credit department, all in diverse roles as required in the departments. Welcome to Erb everyone!

When asked if I was ready to retire I always said not yet, however, ask me again when I have grandchildren; and now that I have a beautiful granddaughter I am ready. So folks I give you my last words as I sign off on my last story. By the time you read this it will be close enough to my retirement date, March 29, 2019, to say "so long". Thank you for reading my 28 issues of the Erban Report; I have thoroughly enjoyed bringing them to you.

- Patty Hobbs



Baden Terminal

This summer was filled with sunshine and barbecues at the Baden Terminal. On July 4, Johnsonville hosted a delicious barbecue for local employees. The weather was hot with a temperature into the 40's with the humidex. There was great food and company, thanks to the folks at Johnsonville for putting this event on for us.

Also in July, Altruck fired up the grill and treated us to a great spread. Congrats to Jesse Jantzi who won a golf bag at the draw.

Last on the agenda this summer was the Erb Employee Appreciation BBQ held August 23 and 24. It was another fantastic turnout and perfect weather. Thanks to Masterchef Wayne Baechler and the volunteers who work so hard making this event a success!

On November 23rd Erb sponsored our local Junior C Hockey Team, the New Hamburg Firebirds, Friday night game at the Wilmot Rec complex. Pizza and pop was served during the second intermission to all Erb employees and their families who attended. What a great night at the game!

Congratulations to all those who celebrated a retirement from the Baden terminal this past year: Don Yutzi, John Bourgaize, Dale Schnurr, Bruce Swartzentruber, Bruce Leis, Andy Koopman, Steve Haus, Robert Hart, Wayne Baechler, Elhami Shetti and Wayne Stock. Wishing you all the best as you begin your new chapter!

Our hard working and very creative customer service department in Baden hosted their very own gingerbread house making contest.



Happy 25 Years Heather Rees!



Wayne Stock retires after 40 years with Erb



ALTRUCK Barbecue fun!



Happy 40 Years Bill Koebel!



Gingerbread Decorating Contest in Customer Service!



Baden Terminal

In teams, the department created three stunning and scrumptious looking houses. The winner was the tribute to the National Lampoon's Christmas Vacation. SupErb job team!

Also in December was the Annual Erb Skating Party! Erb employees and their families gathered for a fun night on the rink followed by snacks, gifts and, of course, the man in red, Santa (or as some of you know him Nathan Roth)! Thank you to everyone who came out, it was a blast!

Also this December, the Marketing and Communications Department were onsite filming with International Trucks and Engine Works Films who came all the way from Chicago to capture our fleet in action. The video is a testament to International and our relationship we have built with them over the past 60 years. A very special THANK YOU to everyone who helped out during this filming, your efforts and help are very appreciated. Be sure to check Erb Connect this February once the final video is released.

Announcement – Stephen Bentley

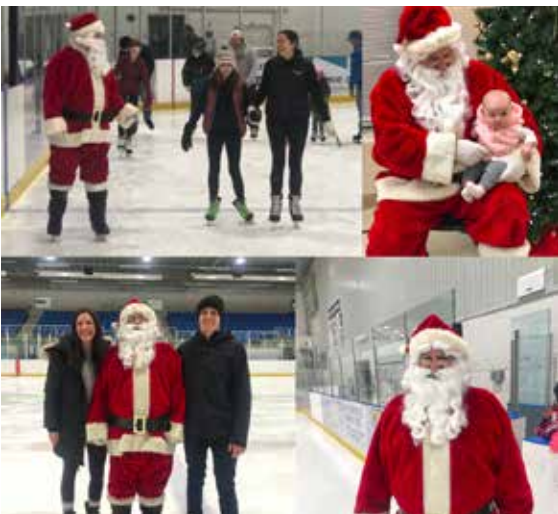


The Driver Supervisor and Trainers meeting. This group meets twice a year to discuss new policies and regulations, opportunities and have training on important and upcoming topics.



It is with regret that we announced the passing of Stephen Bentley on September 4, 2018. Stephen worked as an International Driver at our Baden Terminal since 2001.

Our deepest sympathies go out to his family and friends.



Erb Skating Party!



Driver Services Christmas Potluck!

BECOME AN ERBAN REPORTER!

We are looking for someone to capture the Baden news for the Erban Report! Anyone interested in showing off their writing and photography skills? No prerequisites needed. It's just a fun activity to represent your terminal! Contact marketing@erbgroupp.com if you are interested or for more details.



North Bay Terminal

Hello everyone! Happy New Year from the Gateway to the North!

Like everywhere else in Erbland, we too had a busy summer and fall. We had the same challenges as most terminals with regards to freight volumes and not enough drivers to handle the workload. As most other terminals, enough cannot be said about how we all just bare down and keep on pushing. Don't get me wrong, we whine and complain but we get 'er done! We have a great team here that knows what needs to be done and everyone works together to make it happen. Thanks to all.

We had a few of the usual events since the last report. Our golf tournament or "The Hank and Slash Invitational" as some of us call it drew a few less "players" this year, but as usual a great time was had by all with only a few having to go to the hospital!

The Christmas team put on another great Feed for Family and Friends this year, feeding over 200! As always, this great outing brings not only Erb staff, but we also have some outsiders joining for a cheap, but great meal along with prizes for young and old and dancing for all.

The Erb Excellence Night was a lot of fun this year! The evening was filled with the celebration of many milestones and dinner with good food. This year we had the pleasure of Wendell and Cheryl Erb, Katie and Ted, and Terry and Carol Woody joining us for our festivities. The evening was followed up this year with something a little different – bowling! I have to admit that I was a little disappointed with the blatant cheating that went on, but it was fun having Wendell thinking he was winning all night!

We have already had a pile of snow this year so far so we are very grateful for the new loader. The equipment seems to keep getting better up here, therefore making the job(s) a lot easier and better. From lift gates to pups we have been able to handle the new M&M's freight with great success. Our area has some of the busiest stores in the chain making Conestoga Cold a hard act to follow for sure.

Over the last few months we have seen many staff changes. Randy Edgerton decided to retire after over 30 years of service, we wish him all the best in his new journey in life. Mike Smith also made a life change by transferring south to the Cold Storage dock in Kitchener. We will miss him when it comes to loading our loads and although it has taken a while to find a replacement, we finally did! We would like to welcome Cyril MacPhee (former driver) to the dock crew.

Another area we had a hard time keeping up on this summer was the washing of trailers. Since our existing washbay guy was off we needed to hire a replacement. In the end, it was decided we actually needed two washbay guys. What makes things a little confusing is that they both have the same name! Someone figured it looks good on paper because it appears that this Mark guy is able to do the work of two guys (hahaha)! We would like to welcome both Marc Lemire and Mark Livingstone to the Erb team.

Also since our last report we have added seven new drivers. Never in all my years have I ever seen this many drivers hired in one year! We would like to welcome Local Drivers Hector Laperriere, Kevin Gilchrist, Barry Tremblay and Jamie Farquhar. Welcome also to Regional Drivers Mark Clarke and Steve McNulty and International Driver Chad Coughlin.

That's about it for this report up here. We hope to have continued growth and have a safe ride into spring. All the best!

-John Walsh



Claude Mantha at the North Bay BBQ



Toronto Terminal

Being that it is mid-January; it sure doesn't feel like it. We have seen some mild temperatures this season which has helped us make it through the increased volumes we experienced.

We had some major challenges this past summer and with those challenges we have seen a tremendous commitment from our employees here in the terminal and from outside the Mississauga terminal in helping us get past our hurdles. Sincerely, we thank each and every one of you.

The new Goreway facility has opened and is trucking along, thanks to all our staff who make the freight flow in and out of this facility a success. We look forward to utilizing this terminal as we expand and grow the capability of the GTA terminals.

Welcome Kevin Brazier as our Driver Services Supervisor. He brings new life and ideas to our driver services department. Also, a big shout out to Randy Steckly, Tom Boehler and all the other driver services folks around Erbland for their help and support during our transition to a full staff in Driver Services.

Unfortunately, we have had to say goodbye to some employees and friends this year at the terminal. Goodbye to Christopher Fitzgerald, Priyanka Talwar (moved to the Driver Services Department in Baden) and Tharsha Tharmarajah, you will all be greatly missed. Also, happy retirement to Chet Maszkowski and Ross McDonald, best wishes to you in your new adventures.

-Steve Arthur





Winnipeg Terminal

There is not much to report here in Winnipeg. We have the usual snow and the “lovely” cool temperatures. Please make note, the “lovely” is said with a heavy dose of sarcasm.

Happily we welcome new mechanic Charles Langelier here who started his Erb career on Jan 2nd. He is excited to be here.



Congrats Brian Woolcox (L) pictured here receiving his \$2000 Grand Prize cheque for winning the bi-annual Safe Worker Award .

On another bright note, we have two employees who welcomed new members to their families:

Karl Warmbier and his spouse Courtney welcomed a baby boy on Oct 23rd, whom they named Hudson.

Also, Palvinder Aulakh and his wife Amandeep welcomed a baby boy on Jan 1st, at a healthy 7.65 lbs and they have named him Agam.



Agam

-The Winnipeg Team



Elverson Terminal

The Elverson Terminal welcomed two new company drivers in October, Robin Hartman and George Podotas. Robin and her husband live about 20 minutes from our terminal and George also has family close by, but chooses to stay out on the road as much as possible. Both came to us with lots of driving experience and have been a welcome addition to our team!

We transport a load of Christmas wreaths every December for an organization called Wreaths Across America. This year, Robin Hartman drove the load from Columbia, Maine to three veteran cemeteries in PA. Robin is in the middle of this picture taken at one of the deliveries, wearing a white sweatshirt.

My dog Lizzie has become the unofficial third member of our office staff. Her main job is alerting us to anyone pulling into the yard, but she will do just about anything we ask to get a dog treat! As soon as she masters filing, we'll be sure to update everyone. :)

So far, winter has pretty easy on us and that is fine! After the wet spring and summer we just experienced, a dry winter is absolutely what we need.

- Bonnie Beam



Ottawa Terminal



Hello from Ottawa, Happy New Year everyone!

In September of last year, Ottawa was hit with a pretty severe tornado that damaged many houses and buildings. The terminal got away pretty lucky if you compare it to our neighbours on each side of us. We had two dock doors blown out and the large wash bay door was also blown away. The sign on the front lawn was twisted and it needed replacing. The fence in the back compound also needed replacing. Our neighbours completely lost their roofs.

Our new sign should be up by the time this goes to print. We have moved it off of the front lawn and now have it mounted on the south facing wall. It's much more noticeable and much brighter.

Let there be even more light! We have our new lighting on our dock; we have done away with our old fluorescent bulbs and moved in to the modern era with bright LED lighting. We are now in complete compliance with food safety regulations and just as important, the dock is much brighter and cleaner.

Our Erb Excellence Night was a great success. We held a murder mystery this year and it turned out really well. There were great actors and they had us all laughing, we are already looking forward to next year. Thanks to Jim and Barb Pinder for making the trip to Ottawa.

New faces in Ottawa include: US Drivers Steve Lloyd and Martin Reitbauer, Local drivers Eric Gervais and Tim Kirby and we also added Jimmy Talbot and Jim Mukuta to bolster our dock staff. Also welcome to Carl Jagmohansingh who is our new Apprentice 310T Mechanic. We were also busy at the trade deadline with a deal involving the Trenton terminal. We received Richard Fantinato from Trenton for future considerations.

I'd like to finish up with congratulating Ken Clarke on winning Pro Drive's Most Improved Driver Award. It should be pointed out that Ken started taking his wife with him full time last year. Coincidence? Well done Mrs. Clarke for keeping Ken in line.

Finally, congratulations to the Erb Group of Companies on its 60 year anniversary.

-Marc Lamarche



Ken Clark (left) and Marc Lecavalier



Wash bay door blown off



Our only nice tree we had out front



A/C unit that blew off neighbour's roof



Our back compound fence



Thunder Bay Terminal

Hello Everyone. We hope everyone had a lovely Christmas and a good New Year. It has been a snowy start here in Thunder Bay.

We would like to thank Dave Dietrich for all his help at our annual BBQ. Dave was cooking up a storm and everyone enjoyed the food. The day was beautiful for September, with lots of delicious food and great people. Thanks to everyone for their hard work in putting on the BBQ, it was fun!

We would like to congratulate Brian Robertson and Keith Vickery on 20 years at Erb Transport. Also, congrats to Jeremy Gatz as he celebrated 10 years at Erb.

Welcome to our new Walmart Driver William Wilson and to our new Apprentice Mechanic Justin Kilborn.

Thanks to Vic Thiessen and his wife Irene for joining us at Erb Excellence Night. They were very good sports and wonderful singers. We would like to thank Doug Salatino, Gerry Erb and Jamie Bortolon for all their help in planning and executing another fun Erb Excellent Night.

Another special thanks to Jamie Bortolon for his excellent Halloween decorations and his Christmas display (he built the deer himself). Jamie even decorated his dog for Christmas. We like Christmas in Thunder Bay, even the drivers get decorated!

We would like to wish everyone at Erb Transport a fun and safe New Year!

- Ann Marie Williamson



Jamie Bortolon's Halloween Display!



Jamie Bortolon's Christmas Display!



Jamie Bortolon's Devil Doggy



Snapping pics before the BBQ



Snowfall in Thunder Bay



Darryl Ward and his Christmas beard ornaments with his son Nathan



Trenton Terminal

Happy New Year Erbland! Hope everyone had a safe and wonderful Christmas holiday.

We have had some changes in the office since the last repost. We said goodbye to our afternoon Dispatch Assistant Jayden Adams and Tim Grieves from the midnight shift moved into Jayden's position. We welcomed Kirsten Maracle as the new midnight Dispatch Assistant. Kirsten jumped at a new job opportunity in Baden as a US Dispatch Assistant, so after the Christmas holidays we said good luck to her and welcomed Dale Brooks as her replacement. Busy time! LOL

In the driver pool we welcomed; Jon Stuart, Mike O'Brien, Terry Brant, Blair Sarasas, Andrew Gunton, James Kerr and Brad Eadie. On the dock we have Sean Barriault, Colin Semple and Brandon Zurosky. Welcome everyone!

In November, Sherrill Lamoureux started a collection for the Quinte Humane Society in memory of her cat, Cordelia. Many people donated supplies for the animals in the Quinte area. Dog and cat food, toys, medical and cleaning supplies, etc. At the beginning of December, we took all the supplies down to the Humane Society. As they are a non-profit organization, they depend a lot on donations from the community, and were very thankful. Great job Sherrill, and thank you to everyone who donated!



Don't worry, Mikey isn't actually missing!

Also in November, one of our drivers, Bill Riddell, went in for a pretty big surgery - open heart. We here at Erb Trenton decided to do a raffle to try and raise some money for Bill and his family as he was going to be off work for up to six months. I am happy to say that Bill came through his surgery strong, and is on his way to a full recovery. We can't wait to have him back to work. We were able to raise just over \$1700.00 for Bill and his family. What an amazing team effort this was to help one of our own. Thank you so much to everyone who donated. Bill and his family were so surprised and very grateful. I am very proud to be a part of such a caring and compassionate team. I would like to send out a special thank you to Keith Noble and Kim Bowman for helping put this together.

The new fuel island is up and running here in the Trenton drop yard. It has new LED yard lights and a new generator to run the drop yard if the hydro goes out. Volumes were heavy here heading into the Christmas season with LTL and M&M freight.

Erb Excellence Night was a success. The food was great, and the Yuk Yuks w good entertainment for everyone. Thanks to everyone for coming!

The annual family Christmas was as usual a hit. A big thank you to Terry Bowness for all she does year after year to make this happen for the employees. The kids got to enjoy free skating, pizza for lunch, have a visit with Santa (Thanks Dom!!) and a gift to wrap things up.



Sheldon congratulating Warren Young on his Pro-Drive achievement

Well, I think this is about it for this time around. Hope everyone has a safe and warm spring and summer.

- Amanda Joly



Naughty & Nice list in Trenton

Lake Erb

Al getting ready for Christmas

Halloween fun!



Montreal Terminal

Hello once again Erbar readers,

The past few months have been rough, as things have been picking up here at Erbar Montreal. With people moving around in the new locations, there have been some small bumps, but now that everyone is finally settled in their new positions things are looking good.

We have a few new faces here in Montreal, from the dock, office to drivers. We would like to welcome: James Hamilton – Afternoon Leadhand; Alexandra Veilleux – Night Dispatch; Bradley Demers-Gauthier – Night Shift Dock Worker; Tomasz Karpiuk – Human Resources.

The dock has been doing some cleaning up on their free time. They have done some reorganizing and working together as one big team. This has been a timely effort, but has been successful in working together between all shifts.

Now that winter is with us we have been busy with plowing the yard to cleaning the sidewalks, but the newest addition to our yard is a trailer scraper to take off the snow from the trailer in a timely fashion. We use to have our snow trailer and an outside company to clean the trailers off, but now that we have the scraper we can save on driver time cleaning off the trailers.

The Vaudreuil cold storage has been very busy with filling their inventory and pleasing their customers. Some of the employees have been working 40+ hours 6 days a week. The cold storage has over 1657 locations in the warehouse and is filled to the fullest every day. They have gotten new customer to fill the locations, some with a few skids here and there, to full truckloads. Even though the location is full to the max, every day skids come and go to keep their inventory full.

-Ryan Burkinshan

Bonjour encore une fois lecteurs Erbar,

Les derniers mois ont été difficiles, car les choses se sont améliorées ici à Erbar Montréal. Les gens se déplaçant dans les nouveaux locaux ont connu quelques petites difficultés, mais maintenant que tout le monde est enfin installé dans ses nouvelles fonctions, les choses vont bien.

Nous avons quelques nouveaux visages ici à Montréal, du quai, du bureau aux chauffeurs. Nous aimerions souhaiter la bienvenue; James Hamilton - chef d'équipe de l'après-midi; Alexandra Veilleux - Répartiteur de nuit, Bradley Demers-Gauthier - Travailleur de nuit; Tomasz Karpiuk - Ressources humaines

Le quai est en train de nettoyer leur temps libre; ils ont réorganisé et travaillé ensemble pour former une grande équipe. Cela a été un effort opportun, mais a réussi à travailler ensemble entre toutes les équipes.

Maintenant que l'hiver est avec nous, nous sommes occupés à déblayer la cour pour nettoyer les trottoirs, mais la dernière nouveauté de notre cour est un racleur pour enlever la neige de la remorque en temps opportun. Nous avons l'habitude d'avoir notre remorque à neige et une entreprise extérieure pour nettoyer les remorques, mais maintenant que nous avons le grattoir, nous pouvons gagner du temps de conduite pour nettoyer les remorques.

La chambre froide de Vaudreuil a été très occupée à remplir son inventaire et à satisfaire ses clients. Certains employés travaillent plus de 40 heures 6 jours par semaine. L'entrepôt frigorifique a plus de 1657 emplacements dans l'entrepôt et est rempli au maximum chaque jour. Ils ont eu de nouveaux clients pour remplir les emplacements, certains avec quelques patins ici et là, des camions complets. Même si l'emplacement est rempli au maximum, chaque jour, les patins vont et viennent pour garder leur inventaire plein.

-Ryan Burkinshan



Tomasz and Denis at a mechanic event



Happy 1 Year Anniversary Veronique Dicaire!

Terminal de Montréal



Another year is upon us. Not only is it Erb's 60th anniversary, it is the Montreal Terminal's 15th anniversary since our move to Vaudreuil-Dorion from Dorval, QC. There have been lots of new faces over the past 15 years as we continue to grow within the Erb Group. Everyone is very busy with lots of challenges. We are looking forward to 2019!

Quebec City – Business continues to grow with lots of inbound freight from this area. Good work Quebec Team!

Ottawa Terminal – Volumes increased this past year with lots of exciting happenings. The mini-tornado that ran by the terminal blew out a few doors and damaged a few other things. We are lucky to have knowledgeable staff working from this terminal with years of experience, from Operations to Dock / Yard and Mechanics. Good work team!

The 18th Annual Golf Tournament was held at Club du Golf – Saint Cesaire Quebec on July 9, 2018. 132 golfers enjoyed a fabulous day on the Lynx. Proceeds from this event are donated to the Cultural Hockey Exchange in Bedford Quebec, where Pee-Wee hockey players (boys and girls) make the trip to Kensington, PEI every year. 2018 was our 50th Anniversary. This, by the way, is the longest ongoing Cultural Hockey Exchange in Canada. Funds raised this year were \$13,865.00. Thanks to Erb Transport and suppliers for their generosity!

Scott Jones Another year is upon us. Not only is it Erb's 60th anniversary, it is the Montreal Terminal's 15th anniversary since our move to Vaudreuil-Dorion from Dorval, QC. There have been lots of new faces over the past 15 years as we continue to grow within the Erb Group. Everyone is very busy with lots of challenges. We are looking forward to 2019!
- *Scott Jones*

Une autre année est à nos portes. C'est non seulement le 60e anniversaire de Erb, mais aussi le 15e anniversaire du terminal de Montréal depuis notre déménagement à Vaudreuil-Dorion de Dorval, Qc. Il a eu beaucoup de nouveaux visages au cours des 15 dernières années alors que nous continuons à nous développer au sein du Groupe Erb. Tout le monde est très occupé avec beaucoup de défis. Nous attendons avec impatience 2019!

Ville de Québec – Les affaires continuent de croître avec beaucoup de fret entrant en provenance de cette région. Bon travail à l'équipe Québécoise!

Terminal d'Ottawa – Les volumes ont augmenté au cours de la dernière année en raison de nombreux événements passionnants. La mini-tornade qui s'est dirigée près du terminal a fait éclater quelques portes et endommagée quelques autres choses. Nous sommes chanceux de pouvoir compter sur du personnel expérimenté travaillant depuis ce terminal avec des années d'expérience, depuis les Opérations jusqu'au Quai/Cour et Mécaniciens. Bon travail d'équipe!

Le 18ième Tournoi de Golf Annuel a eu lieu au Club de Golf St-Césaire, Québec le 9 juillet, 2018. 132 golfeurs ont profité d'une journée fabuleuse sur le Lynx. Les recettes de cet événement sont versées à l'Échange Culturelle de Hockey de Bedford, Québec, où des joueurs de hockey Pee-Wee (garçons et filles) font le voyage à Kensington, IPE à chaque année. 2018 a été notre 50ième anniversaire. En passant, il s'agit de la plus longue Échange Culturelle de Hockey du Canada. Les fonds amassés cette année s'élevaient à 13 865.00\$. Merci à Erb Transport et aux fournisseurs pour leur générosité!
- *Scott Jones*



Avis de décès - Pierre Dufault

C'est avec regret que nous annonçons le décès soudain de Pierre Dufault, Mardi le 24 juillet. Pierre a travaillé avec Erb de 2007 à 2015 en tant que chauffeur de camion et a récemment été réembauché en juillet 2018. Nos plus sincères condoléances à sa famille et amis.

Announcement - Pierre Dufault

It is with regret that we announce the sudden passing of Pierre Dufault, Montreal Driver, on Tuesday, July 24th. Pierre worked with Erb from 2007-2015 as a straight truck driver and was recently rehired in July 2018. Our deepest sympathies go out to his family and friends.



Halloween Fun!

Erb Profiles



Carlos Majano
Check-in clerk
Toronto

How long have you worked at Erb?

2 months

Invite four famous people to dinner, who would you choose and why?

Paul Rudd – funny actor

Jon Stewart – pretty interesting and honest insight

Dave Chappelle – calls things as what they are, also funny

Sidney Crosby – humble and gracious person, great player

What did you want to be when you grew up?

Animator (drawing)

If you could have one superpower what would it be and why?

Teleportation, because I can explore any place at any time, especially if I'm bored

Where in the world do you want to travel to most? Or, where is the best place you've already visited?

Rome or Paris, they have a lot of history.

If you could go on a long-haul drive with any person, dead or alive, who would you take?

Stan Lee



Kim Bowman
Dispatch
Trenton

How long have you worked at Erb?

Erb for 6 years

What is your best Erb/K-DAC memory?

My first night at Erb with Tyrone Downs, he sat me down in a chair and said, "You want to learn this job? Let's get started". I was on placement for college.

If you could go on a long-haul drive with any person, dead or alive, who would you take?

I would love to take my mom. A conversation with her is never boring.

If you could have one superpower what would it be and why?

Read minds, being a dispatcher this would be helpful!

Would you rather go without television or fast food for the rest of your life?

I could live without either one except Tim Hortons

Invite four famous people to dinner, who would you choose and why?

I would take dinner with my family and friends over famous people any day.

Would you prefer to visit Earth in 2100 or travel back to 1900? Why?

Travel back to the 1900's. I love history and to be able to maybe see historical events would be awesome

What was your favorite childhood toy?

My bike



Jason Poon
Afternoon Dispatch
Ottawa

How long have you worked at Erb?

3 years

What is your best Erb/K-DAC memory?

When I "lost" my watch at the Erb Excellence dinner

Name the top two items on your bucket list.

To retire wealthy and travel the world

If you could have one superpower what would it be and why?

I would want to be able to predict the future. It'll make it a lot easier to complete my bucket list.

What did you want to be when you grew up?

Police officer

Would you rather go without television or fast food for the rest of your life?

I would rather go without fast food; gotta take care of my beach body.

What is your favourite hobby or pastime?

Collecting antiques

Erban Profiles



George Mazlounian
Traffic Operation
Supervisor
Toronto

How long have you worked at Erb/K-DAC?

2 years on Feb. 1st 2019

What is the craziest or most spontaneous thing you've ever done? Tell us about it.

Flying to Hong-Kong on the May 2-4 long weekend in 1998

Invite four famous people to dinner, who would you choose and why?

Barack Obama – inspirational leader

George W. Bush – Advocate of democracy around the world

Larry King – enjoyed Larry King Live

Jay Leno – very funny guy

If you could have one superpower what would it be and why?

Wisdom – bring back common sense and kindness

Where in the world do you want to travel to most? Or, where is the best place you've already visited?

Thailand, Bangkok. Best place. I want to travel to Armenia, my ancestors land.

What did you want to be when you grew up?

Pilot of a 747



Gerald Gagnon
Truck Driver
Ottawa

How long have you worked at Erb/K-DAC?

Since March 2018

What is your best Erb memory?

Getting the M&M's contract

What is your favourite hobby or pastime?

Playing guitar and singing

Would you rather go without television or fast food for the rest of your life?

I hardly get fast food

Invite four famous people to dinner, who would you choose and why?

Drew Barrymore, Luke Bryan, Morgan Freeman. I'd just like to hear about their lives.

What was your favorite childhood toy?

My bicycle

Where in the world do you want to travel to most? Or, where is the best place you've already visited?

Florida



Karl Caldwell
Dedicated,
Dependent Erb Broker
Vaudreuil

How long have you worked at Erb/K-DAC?

Official start date October 6, 1994

What is your best Erb/K-DAC memory?

Working as a team (Lionel Pepin, Dave Leroux, Don Young, Mike Lee, Christopher Hogan, Dave Lalonde, Robert Ratkiewicz, Steve Ouellet, Neil and Kim on dispatch). These people made coming to work a pleasure! We were a team. A fantastic group. Hand bombing, working, driving, helpful team. So I would say, the United Spirit we had made working gold. Thanks everyone.

If you could go on a long-haul drive with any person, dead or alive, who would you take?

Jimmy Carter, 39th U.S. President. One of the most interesting people I have ever read about. Absolutely amazing personal profile. This man has heart!

What is the craziest or most spontaneous thing you've ever done? Tell us about it.

It's also the best. Going out with my wife! When we met she spoke hardly any English, and I did not speak French. But 30 years later we are still in love

What did you want to be when you grew up?

A barrister for human rights or an architectural engineer. Still growing and learning every day.

Erb/K-DAC Profiles



Ross McDonald
Driver Supervisor
(retired Jan 4)
Toronto

How long have you worked at Erb/K-DAC?

45 Years

What is your favourite hobby or pastime?

Watching car racing

Name the top two items on your bucket list.

Scuba diving, drive a race car

What is your best Erb/K-DAC memory?

Moved a new 9400 tractor to the Winnipeg Terminal. Left Friday afternoon, arrived there 11am Sunday, flew back at 2pm Sunday, back home at 6pm.

If you could go on a long-haul drive with any person, dead or alive, who would you take?

My Dad, at Nithview, loves to travel

Invite four famous people to dinner, who would you choose and why?

Chris Hadfield – Great Canadian Icon; Prince Harry – would like to meet him, royalty and humanitarian; Captain Sullenberger – He is a hero landing the jet on the Hudson River 10 years ago, saving all the people; Shania Twain – Country and Western Canadian Icon



Mark Barber
Regional Driver
North Bay

How long have you worked at Erb/K-DAC?

5 years

What did you want to be when you grew up?

Tractor-trailer driver

What is your favourite hobby or pastime?

Doing fine wood working (making clocks)

What was your favorite childhood toy?

My dad's Snow Jet 1972

Where in the world do you want to travel to most? Or, where is the best place you've already visited?

Louisiana (to see my pet alligators)

What is the craziest or most spontaneous thing you've ever done? Tell us about it.

Putting grease on the back side of an outside door handle on a friend.

What is your best Erb/K-DAC memory?

Switching from local to regional



Tajinder Singh
Owner/Operator
Mississauga

How long have you worked at Erb/K-DAC?

3 Months

What is your best Erb/K-DAC memory?

Enjoy working every day since I've started, but when I was training the trainer Moe and Alan were really nice and helpful so training was the best memory so far; very helpful and knowledgeable.

What is your favourite hobby or pastime?

Music and driving

Invite four famous people to dinner, who would you choose and why?

Nikola Tesla, I would get to know more of his ideas and vision.

Kevin O'leary, to learn more about investing and business.

Warren Buffett – learn to make good financial decisions.

Jack Ma – learn how to stay focused on my goals.

What did you want to be when you grew up?

Business owner

If you could go on a long-haul drive with any person, dead or alive, who would you take?

My uncle who passed away when I was 9 years old

Erb/K-DAC Profiles



Scott Moxam
DZ Driver
North Bay

How long have you worked at Erb/K-DAC?

Approaching 5 years

What is your best Erb/K-DAC memory?

Standing on a dock fishing in Algonquin Park waiting for the barge to cross the lake to make my delivery.

What is your favourite hobby or pastime?

Fishing, drawing, playing guitar, singing, writing music, collecting comic books

If you could go on a long-haul drive with any person, dead or alive, who would you take?

I'd take my grandfather who drowned in 1967. I never got a chance to meet him so I'd take that opportunity.

What is the craziest or most spontaneous thing you've ever done? Tell us about it.

Have 5 kids!

Name the top two items on your bucket list.

Arctic fly in fishing trip with my father and brother; Own little house on a lake to retire in.



Shayne Patterson
AZ Local Driver
North Bay

How long have you worked at Erb/K-DAC?

1 year and 10 months

What is your best Erb/K-DAC memory?

Coming back to the terminal with the pup trailer and day cab and all my three daughters start giggling while waiting for me and saying the baby Erb was cute.

What is your favourite hobby or pastime?

I have a few favourite hobbies which include HO scale electric trains, off roading in my old car and now new truck. Also, seeing how much I can annoy my wife and three daughters and collecting light sabers.

What is the craziest or most spontaneous thing you've ever done? Tell us about it.

I jumped in a car with some friends and drove 12 hours, went to Montreal and went to a Guns N' Roses concert which ended in a riot so we jumped the security railing and hid under the stage.

Name the top two items on your bucket list.

- 1. Race a Subaru WRX STI in a world rally championship race*
- 2. Drive the Autobahn in Germany*

What did you want to be when you grew up?

I wanted to be a police officer but never got around to doing it.

If you could have one superpower what would it be and why?

Jedi Powers to go with my light saber collection!



Paul Kroeker
Driver – International –
Western Canada
North Bay

How long have you worked at Erb/K-DAC?

10 ½ years

What is your best Erb/K-DAC memory?

When I won the Pro Drive Award for Driver of the Year

What is your favourite hobby or pastime?

I enjoy travelling. My wife and I try to take a large trip every year.

Name the top two items on your bucket list.

To travel to Africa and to Australia/ New Zealand

What was your favorite childhood toy?

My brothers and I had electric race car sets. We would put them all together and make a large track.

Where in the world do you want to travel to most? Or, where is the best place you've already visited?

Australia/ New Zealand.

Would you rather go without television or fast food for the rest of your life?

I would go without fast food

Acts of Teamwork

BADEN TRACTOR FIRE

On November 19, 2018, an Erb tractor at the Baden Facility suddenly caught fire. Nathan Gascho, the Baden Terminal overnight shunt driver, quickly alerted a team of shop employees about the crisis. Together, they moved all of the surrounding trucks to ensure the fire didn't spread, and Dispatch called 911. Their quick thinking and teamwork skills prevented what could have been a disastrous situation.

Thank you to the team of men who worked together and saved the day: Nathan Gascho, Kris Neibergall, Paul Musselman, Adam Gerber, Johnny Ward, Brian Gilbert, Norm Horst, Jamie Rowland, Ben Divita, Jose Aylagas, Tom Lewis, Chris Hutchinson, Steve Lachance, Kyle Chaplinsky, Dave Schluete, and Ken Snider.



THANK YOU JOHN WALKER

In the midst of a challenging and busy start up with so many changes taking place at deliveries, just one conversation can change an entire day! Shout out to John Walker, an Erb driver from the Baden terminal. His customer was extremely complimentary about him, and when he was spoke to briefly on the phone, you could tell he was going above and beyond to assist our customers at deliveries. His efforts are definitely appreciated. Way to go John, glad to have you on the Erb Team!

Good Cheer Club

"A great adventure is about to begin!"

MARRIAGES

Kasey Beck and Jeff Hirlehey - August 25, 2018 (Baden)
Keith Noble and Janet - August 18, 2018 (Trenton)
Jim Shaw and Shawna - August 25, 2018 (Trenton)
Don Crowther and Tracy - September 15, 2018 (Baden)
John Van Der Ven and Brigitta - September 29, 2018 (Trenton)
Tim Jennings and Sophie - October 6, 2018 (Ottawa)

BIRTHS

Lauren Heise and Jason Hart welcomed a baby girl, Madeline on September 24, 2017 (Baden)
Karl Warmbier and Courtney welcomed a baby boy, Hudson on October 23, 2018 (Winnipeg)
Kevin Spry and Melissa welcomed a baby girl, Abigail on November 8, 2018. (Baden)
Josh Yarrow and Mackenzie Laisma had a baby girl, Violet Georgina on November 18, 2018 (Trenton)

A View from the Driver Seat

Roger Zehr is one of our International Straight Truck Drivers working out of the Baden Terminal. He does a weekly run to the New York City area. Roger is also actively involved in his local church with various church ministries.



As we embark on a brand new year, this is a good time to look back and reflect as well as look ahead and plan. What a great time to determine where improvements need to be made in our personal lives. Recently I came across a verse in the Psalms in my Scripture reading that caused me to pause and think hard about my life being lived out in today's world. Psalm 46:10 (NLT) says, *"Be still, and know that I am God! I will be honored by every nation. I will be honored throughout the world."* When was the last time you can remember feeding your mind nothing but still silence for any considerable length of time?

Today's bombardment of media and technology makes 'buzzaholics' out of all of us as we wait for the next ping, vibration, or buzz from our smart phones. In the book *"Reset"* by Dr. David Murray (which I am presently reading), he states that Pablo Picasso has been reputed to have said, "Without great solitude, no serious work is possible."

Smart phones have enabled us to be connected to everything and everyone in the world 24/7, yet we experience less genuine relationships. In this it seems that more is actually less, as we experience greater isolation and loneliness. Our brains are fed information non-stop, forcing them to listen, process, then formulate a response to all the information coming in. Even when we talk to people, the presence of a smart phone (along with eyes that look at you only briefly then dart back to the phone) determines a level of disconnect in the conversation. The result is a less thoughtful and meaningful conversation as the degree of focus on you is lessened because of having to share that focus with a competing object in the room (i.e., the phone!).

If we were to exercise only one muscle in our body to that same degree day in and day out, the inevitable result would be damaging. Yet we continue to bombard the brain and refuse to give it a rest or a break. Even an elastic band stretched between two points for an extended period of time makes it disintegrate more quickly. Might this explain some people's "short fuses" or quickness to "snap back" or just simply to snap? What has conditioned us to feel angst if we were to experience stillness and silence for even just a couple of minutes? How many of us can state truthfully that silence is actually our friend? It is the discipline of stillness and quietness that enables one to facilitate concentration and focus in order to listen, understand, think, process, and reason.

Psalm 46:10 exposes a wonderful truth about the precious gem of silence and being still – that God can be found and known as we put aside distractions and truly seek Him. *"If you look for me wholeheartedly, you will find me"* God says in Jeremiah 29:13 (NLT). That is my goal in life. To really know this God who created and sustains me. In the Old Testament the prophet Jeremiah records the following. *"This is what the Lord says: "Don't let the wise boast in their wisdom, or the powerful boast in their power, or the rich boast in their riches. But those who wish to boast should boast in this alone: that they truly know me and understand that I am the Lord who demonstrates unfailing love and who brings justice and righteousness to the earth, and that I delight in these things. I, the Lord, have spoken!"* (Jeremiah 9:23-24, NLT)

This then becomes the object of my pursuit—to know and understand God. How about you? What is the goal of your pursuit this year?

- Roger

Roger's Thoughts for the Day:

"Research has determined that the shelf life of fruit cake is longer than the shelf."

"Exercise works best early in the morning, before your brain figures out what you're doing."

"Nothing is worse than that moment during an argument when you realize you're wrong."

EXCELLENCE NIGHT 2018





Erb Shutter Bugs



Olivia Anne Pinder enjoyed the Baden BBQ and checking out the sweet rides!



Kathy and Katerina at the Baden BBQ



Vic Theissen at Disney World!



A picture from Chris Faulhafer from December 22nd when he went out with driver Jon Walker on an Owen Sound M&M run



Cool photo from Dale Moeser, Local Baden Driver



Great photo by Anton Sivarajah



Lindsay Higgins' daughter Izzy at the Baden BBQ



Driver Tony and wife Teresa were out on a boat on White Lake when they shot this great photo of an Erb truck. He's spotting #coolmoves even while on vacation!



Bob Stewart - Looking out the window stopped in traffic wishing I was home



Henry Maier 2019 Volvo VNL860



Belleville Christmas parade! Photo by Edward Bencic



K-DAC Toronto Driver Martin McLaren broke down on highway 401, just short of Bowmanville. From there he was towed to his final delivery at the Bowmanville Hospital and then back to the Mississauga terminal. Doing whatever it takes to get the job done for one of our many hospital customers! #AnotherCoolMove



ALTRUCK BBQ in Baden!



Jim Pinder checking out the equipment at the Honda Indy



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