



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 2021 - Volume 35, Issue 1



Cover photo by Philip Wagler

We bring food to your family's table.

- NEW - ERBAN MARKETPLACE
- Essential worker thank yous
- Company awards and much more!



Another Cool Move

Erb

Erb

NEW HANDBLING
CHICAGO

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US DOT 32222
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PRESIDENT'S



Wendell Erb
President & CEO

I was pleased to see the results of all the serious work on rates that began mid-summer. It was disappointing to not see immediate results considering the work that goes into rate increases. Volume certainly plays a role in our profitability and volume has gradually been increasing. It has been a team effort to analyze the data and then sell the new rates to our customers. Regardless of the role you play, your contribution has been necessary and appreciated. Providing great service that is reliable and problem-free for our customers makes the decision more difficult for our customers to consider another carrier.

On the International side, rate increases for TL business is becoming tougher to attain. While our neighbours south of the border have been enjoying a great spot market environment for the last four months, it has not spread to Canada. Cross border freight rates are as competitive as ever.

Today, we are about halfway through our latest lockdown. Surprisingly, our volumes are not bad. In my opinion, this time there has not been a shock or swift adjustment required in the supply chain industry like we had to work through in April and May of 2020. Let's keep our fingers crossed that the volume numbers stay decent; we still have a way to go to make up for our losses during last summer.

I have been going through papers at mom's house and discovered the bill of sale for dad's first truck he bought on June 26th, 1959, for \$2,425.00 from Herron Motors on the corner of Dixie and Dundas, in Mississauga. I guess now we have an official birthday for the start of Erb Transport. If you are interested in a printed copy, contact marketing@erbgroupp.com and we will forward one to you.

A driver asked me last week if my job at the OTA (Ontario Trucking Association) was going to take a lot of my time. I should give you a little summary of the position and the history. Erb has been a member of the OTA since the sixties. We have also been members of the TCA (Truckload Carrier Association, Washington, DC) since the late nineties. We pay dues based on our size to be members of these organizations. The OTA represents for hire carriers based in Ontario. The OTA staff also have double duty with the CTA (Canadian Trucking Alliance), which is an alliance of all the provincial trucking associations across Canada. The OTA's staff represent the interests of the carrier members, which have about 70 members of the board of directors.

To be a part of the OTA Executive team, you need to start as a member at large and upon being nominated, you can become an officer. Officer positions are two-year terms as Secretary/Treasurer, Vice-Chairman and Chairman. So, I knew four years ago when I would become Chairman of the OTA. I was mentored by David Carruth of One for Freight. Following myself is James Steed of Steed Standard Transport and Mark Bylsma of Spring Creek Carriers. How has life changed as



MESSAGE

Chairman? In normal times I would be travelling with Stephen Laskowski, President & CEO of the OTA, to various political events and press conferences representing the OTA and trucking interests. Because of our Covid lockdowns, everything so far has been virtual meetings, which has only been a few hours per week. I do miss getting together with all the other carriers on a regular basis. I have many friends in the industry and although some are competitors, we all share the same goals. I get many great comments about our company.

Thank you all for how you represent Erb. Thank you to the drivers on the road who carry themselves with professionalism and camaraderie, for the attention to safety and maintenance from our fleet department, the damage-free freight from our dock employees and to our billing department for their accuracy. From our dispatchers, to customer service representatives, human resources personnel, sales team and all the other amazing individuals we have here at Erb, thank you all. You are all responsible for our reputation and doing a great job. Thank you!

- Wendell Erb


Sales & Service: ATwater 9-1453 Service Station: ATwater 9-4801

 **HERRON MOTORS LTD.**
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Parts & Service 24 Hours a Day **TRUCKS ARE OUR BUSINESS**

SOLD TO: VERNON DAVID ERB DATE JUNE 26 1959
ADDRESS WELLFLEY, ONT YOUR ORDER No. _____
TERMS _____ CASH _____ CHARGE _____

QUANTITY	PART NO.	DESCRIPTION	UNIT LIST	UNIT NET	UNIT TOTAL
<u>1</u>		<u>1956 INTERNATIONAL S-184</u> <u>SERIAL # 4690-C</u> <u>ENGINE # 2976-C</u> <u>LICENSE # F3258 A</u>			<u>2425 00</u>

RECEIVED BY _____ TOTAL 

ANY ADJUSTMENTS MUST BE MADE WITHIN 30 DAYS AND WITH THIS INVOICE. WE RESERVE THE RIGHT TO CHARGE 10% FOR HANDLING CHARGES ON RETURNED GOODS.

Nº 20787 **CUSTOMER'S INVOICE**

The bill of sale from Vernon's first truck purchase

HUMAN



Dave Dietrich
V.P. of People & Culture

I'd like to share a short story (source unknown) with you for my submission to this edition of the Erban Report:

"A man found a cocoon of a butterfly. One day a small opening appeared. He sat and watched the butterfly for several hours as it struggled to force its body through that little hole, until it suddenly stopped making any progress and looked like it was stuck.

So, the man decided to help the butterfly. He took a pair of scissors and snipped off the remaining bit of the cocoon. The butterfly then emerged easily, although it had a swollen body and small, shriveled wings.

The man didn't think anything of it and sat there waiting for the wings to enlarge to support the butterfly, but that didn't happen. Unfortunately, the butterfly spent the rest of its life unable to fly, crawling around with tiny wings and a swollen body.

Despite the kind heart of the man, he didn't understand that the restricting cocoon and the struggle needed by the butterfly to get itself through the small opening were God's way of forcing fluid from the body of the butterfly into its

wings to prepare itself for flying once it was out of the cocoon."

The moral of this story is: Our struggles in life develop our strengths. Without struggles, we never grow and never get stronger, so it's important for us to tackle challenges.

The world, Canada and all of us here at Erb Transport have endured a year of significant struggles due to the COVID-19 pandemic. However, as in the story above, I believe that these struggles have made us stronger and better.

We have had to adapt and find different ways of interacting and doing business. Some of our team members are working remotely and no longer have the same daily contact with coworkers. Our drivers have significantly reduced the contact they have with shippers and consignees and in some cases, stay in the cabs of their trucks throughout the entire pickup or delivery process. We are wearing masks to protect ourselves and others in close proximity. We have never washed and sanitized our hands so much in our lives!

Resilience is the ability to positively adapt to adversity. It's being flexible and adaptive to change. Certainly, we have experienced much change and adversity over the last year, but our resilience has helped us get through these difficult and challenging times.

So, pat yourself on the back and feel good about how you are stronger having had to adapt and work through the challenges of this last year. Celebrate your resilience and flexibility during these rapidly changing times.

RESOURCES

I am extremely proud of our excellent team of transportation professionals here at the Erb Group of Companies. We're not through this yet, but everyone has been extremely cooperative and helpful since the pandemic started. While some of the measures we have had to implement are not familiar nor welcomed, you have understood the reasons for these changes and complied. This experience has made us all stronger and better and when we get through this – and we will get through this – we will be stronger, more resilient, flexible and kinder people.

Thank you for your continued commitment, efforts and loyalty. You are all front-line, essential workers and heroes! You bring food to our families' tables and for that we are truly appreciative!

Please continue to follow all COVID-19 protocols and stay healthy and safe!

- Dave Dietrich

INFORMATION



Darryn Nafziger

Senior Director of
Information Technology

In October, my predecessor Vic Thiessen retired after nearly 40 years with Erb. That is quite an accomplishment! I very much valued my 10 years working with Vic, and I want to wish him all the best in this next chapter of his life; filled with happiness and relaxation... and no more losing sleep at night worrying about Solomon going down, that is my job now!

This past year was a very challenging one, one that we all want to forget. I look forward to years ahead without masks and the fear and limitations of a pandemic. It has also been challenging for many companies outside of the pandemic. Cyber attacks on companies and specifically, transportation related companies, have been a huge issue in 2020; and it doesn't appear to be slowing down in 2021. The bad guys are out there trying to disrupt the supply chain in many areas and have hit many trucking companies with ransomware. The basics of a ransomware attack is that the bad guys will plant malicious software on a company network and use it to encrypt their information systems so that they become completely unusable.

The most common way this is done is via sending phishing emails to unsuspecting users within a company in the hopes they will click on a link that will download their code. They will then demand a ransom, which could

be in the \$10's or even \$100's of thousands of dollars to decrypt systems so the company can operate again. If you don't pay, they will not decrypt your systems, and they will threaten to share your confidential company information with external sources. There have been reports of large logistics companies losing in excess of \$6 million dollars when accounting for lost revenue while trying to recover from such an attack. Experts say you should not pay the ransom as it proliferates the bad guys, but in some cases, companies are forced to as they may have no choice but to shut down business if they can't recover their systems on their own.

We in Erb IT are performing many best practices in keeping our company safe from these sorts of attacks. However, the bad guys always seem to be one step ahead. I am not going to bore you with the technical details, but I will say that we continue to look for ways to improve our security posture. One key factor, which we have had in place for a couple years, is multi-factor authentication for users accessing internal Erb resources from outside of our network using a VPN. This is simply when you sign in, you need to give more than one form of ID to login. Something you know, which is your password and something you have and only you, which is a one-time generated code to go along with your password.

We will be expanding the multi-factor authentication to more areas, such as accessing email from the internet, again outside of our internal network. We are also bringing more ways to educate and inform employees on phishing and other malicious emails by doing testing and follow up, and

TECHNOLOGY

will be implementing short presentations on what to look for in malicious emails. This is a practice that should be taken very seriously at work as well as at home.

The Erb IT department has welcomed some new faces lately. In November, we hired an EDI developer, Lawrence Valencia, and in December we hired a Systems Administrator, Bryan Brick. I would like to formally welcome both of them to Erb!

TRUCKMATE UPDATE

Kevin Cooper has retired as the TM Project Manager, but don't fear... the Core Team is still working very hard to complete this project! Testing is ongoing, involving many business units, and there is more involvement from the executive level, and operational leads within the company. We are working close with our TruckMate Project Manager from Trimble, and we are aiming for a GO-LIVE date in 2021! Stay tuned.

- Darryn Nafziger



Erb

BEWARE OF CYBER ATTACKS



1

USE A VARIETY OF USERNAMES AND PASSWORDS:

Using the same login credentials makes it really easy for online hackers to gain access to all of your online information.

2

STRONG PASSWORDS:

Use a combination of upper-case letters, lower-case letters, numbers and symbols when creating passwords. Make sure you change them every few months.

3

BE SUSPICIOUS:

Be aware of unusual email requests, delete unusual requests immediately and do not click on any links. ie. Wendell is requesting a special favour please click here to view the request.

4

BEWARE OF PHISHING:

Erb employees will never request or send money through email. If you are sent any payment options, direct payments, or gift cards, it is likely phishing. Do not click on these links or enter your information.



We hope that you and your families are safe and healthy. As your Group Retirement Savings brokers, we are committed to providing you with timely information to assist you in navigating how best to manage your financial goals, especially during economic uncertainty.

The year 2020 was certainly challenging for many reasons. In exceptional times like these, it is most important that we remain focused on the fundamentals of financial planning and continue to remain informed of financial considerations for the years ahead. To that end, we have provided a brief summary of notable financial events from 2020, as well as a current outlook from one of our investment partners at the TD Bank of Canada.

FINANCIAL HIGHLIGHTS OF 2020

"Millions around the world have suffered hardships, from both a health and financial perspective, and continue to face challenges. Not only did the emergence of a global health crisis early in the year put an abrupt halt to our way of life, but it also ended the longest economic expansion in history. The 2020 global health crisis was unique in that it was delivered via an external shock to the system, unlike many preceding recessions. Major equity markets initially went into a downward spiral, but swiftly recovered most of their losses in record time, with some subsequently reaching new highs, as aggressive government policy measures effectively backstopped the collapsing economy." – TD Bank of Canada

- Stock markets bottomed out on March 23rd, 2020 at -37% (TSX)
 - ▶ That equates to approximately \$1 trillion, or half of the annual Canadian domestic output from the previous year.
- Canada's unemployment rate increased since 2019 from 5.6% to 8.5% (+2.9%)
- Canada's year-over-year GDP decreased since 2019 from 2.0% to -3.5% (-5.5%)
- Sectors most impacted by the pandemic: Retail, Hospitality, and Tourism
 - ▶ These sectors saw the most significant earnings drawdowns
- Sectors which benefited the most from the pandemic: The digital economy and "stay-at-home stocks"
 - ▶ E.g., Zoom, Amazon, Shopify, Netflix, etc.
- The Toronto Stock Exchange (TSX) ended the year at +2.2%



LOOKING AHEAD: 2021 KEY DATES & INFORMATION

Global, economic fundamentals appear to be strengthening. *"The continuation of coordinated policy efforts may be required to combat the interim impacts of the COVID-19 pandemic, and to protect against prevailing risks. However, excessive government borrowing could lead to inflationary pressures and taxes increases longer-term. COVID-19 vaccine and treatment progress have been a significant driver of improved risk sentiment in markets. However, an efficient public vaccination rollout will be critical to sustaining the recovery."* – TD Bank of Canada

KEY 2021 DATES & LIMITS

Registered Retirement Savings Plan (RRSP)

- Last date to top-up your RRSP for 2020: March 1st, 2021
- Maximum Contribution Limit: 18% of your 2020 income to the maximum of \$27,830

Tax-Free Savings Account (TFSA)

- 2021 Annual Contribution Limit: \$6,000
- 2021 Lifetime Contribution Limit: \$75,500

How to contribute to your RRSP and/or TFSA:

- Sunlife.ca, Sun Life app, or by contacting us at ERBSavings@wagnerlivock.com.

Canada Pension Plan (CPP)

- 2021 Maximum Pensionable Earning: \$61,600
 - ▶ Increased from 2020's Maximum Pensionable Earning of \$58,700

FINANCIAL WELLNESS SEMINARS

Our office has shifted our operations to accommodate meetings during the shut-downs, so although we certainly miss meeting with Erb members in person, we have a trailer full of tools to stay connected with you and assist you in maintaining your financial wellness.

Wagner, Livock advisors continue to be available to you via phone, email, or 'Zoom' virtual meetings to assist you in building a Financial Plan and providing investment reviews and recommendations. Further, both Sun Life and WLA continue to offer regular financial wellness webinars.

To connect with one of the plan advisors to review your savings, enroll in the Group Plan, or learn how to register for one of these webinars, please email us at ERBSavings@wagnerlivock.com. Contact us today and make Another Cool Move!

Thank you to all at Erb for continuing to bring food to our families' tables.

The Team at Wagner, Livock & Associates


Wagner Livock & Associates
Financial Services Inc.

ERB PROGRAMS

Are you taking advantage of everything Erb has to offer? Make sure you do! Here are a few reminders about some of the programs offered to eligible employees at Erb. If you have any questions or would like more details about these programs please contact the Human Resources Department.

EMPLOYEE RECOGNITION PROGRAM

The Erb Group of Companies has the best team of transportation professionals in the industry and we want to recognize and reward our team members for their significant years of service milestones and their contributions to our organization. Erb has partnered with O.C. Tanner to be our rewards provider. O.C. Tanner develops strategic employee recognition and reward programs that help companies appreciate people who do great work! The company recognizes 1, 5, 10, 15, 20, 25, 30, 35, 40 and 45 year employees with awards. Employees have the opportunity to choose a keepsake from an online collection, such as jewelry, artwork, leisure items, etc. O.C. Tanner has an easy to use website exclusively for Erb employees. It features 15 or more items to choose from for each milestone achievement. Erb also offers a retirement recognition program through O.C. Tanner.



Check terminal bulletin boards and Erb Connect at the start of each month to see which of your co-workers are celebrating a milestone at Erb!

EMPLOYEE & FAMILY ASSISTANCE PROGRAM (EAP)

Our Employee and Family Assistance Program can assist a variety of work and personal difficulties (doubts, fears, grief, work-related stress, addiction, violence, health issues, etc.). Should you, as an Erb employee, or your immediate family members wish to receive counselling, it is strictly confidential and easily accessible. Each terminal location has approved agencies in their area. Confidentiality is highly respected between yourself, Erb and our counsellors. If you are interested in learning more about the program or looking for a referral, please contact in EAP at eap@erbgroup.com or 519-662-6133 ext 3998.

RRSP, TFSA & RESP PROGRAMS

All full-time benefit eligible employees have the opportunity to contribute to the company RRSP, TFSA or RESP. While participation is voluntary, all enrolled employees must contribute the minimum contribution that the Erb Group of Companies provides for completed years of full time service. These programs can be an important part of your financial strategy, regardless of your age, income or financial goals. If you are not enrolled in our program, please reach out to the Payroll Department.

ERB GOOD CHEER

Each employee can opt into the Good Cheer Club by contributing a nominal fee per month, taken from their pay cheque. As a member, they will be sent an appropriate sentiment to acknowledge the birth, illness or death of a family member.

AND REMINDERS

SUP-ERB AWARDS

A Sup-Erb Award is given to Erb employees who go above and beyond their normal duties in a specific capacity. If you think someone is worthy of an award tell us so we can reward their exceptional act of Sup-Erb-ness!

EMPLOYEE REPRESENTATIVES TO MANAGEMENT COMMITTEES

The employee rep committee is made up of elected full-time employees from major departments, specific to each terminal of the company.

The purpose of the committee is to strive for favourable working relations between department supervisors, employees and management in handling problems or grievances for a smoother operating Erb Group of Companies, except where negotiating wage rates and benefits are concerned. It will also protect and advance the interests of company as well as the employee. The committee meets once each month at their terminals.

If you have a grievance, problem or suggestion please let one of your terminal employee representatives know so it can be discussed at the next meeting.

SAFE DRIVER PROGRAM

The Erb Group of Companies has recognized the efforts of our drivers in safe driving through the Infrastructure Health and Safety Association - Safe Driver Award Program. This program recognizes and awards professional drivers who have proven their skills in avoiding accidents with a safe driver pin and card. To qualify for the Safe Driving Pin, the driver must be full-time and must have worked at least nine months of the year in an active driving capacity. The company also enhances this program by offering a bonus.



REFERRAL BONUS

EARN A LUMP SUM OF \$2000 BY REFERRING SOMEONE TO ANY FULL-TIME ERB COMPANY DRIVER, OWNER-OPERATOR & CERTIFIED TECHNICIAN OR \$1000 BY REFERRING SOMEONE TO ANY FULL-TIME ERB DOCK OR SHUNTING POSITION!



- Applicable to any Erb employee or owner operator with the exception of Human Resources and Management
- The referral must be stated by the applicant when specifically asked and recorded by interviewer during the interview process.
- The payment will be paid after the referred employee has completed a full two weeks of employment
- All lump sum of \$2000 or \$1000 are after source deductions

REFERRAL BONUSES

Earn a lump sum of \$2000 by referring someone to any full-time Erb Company Driver, Owner-Operator & Certified Technician or \$1000 by referring someone to any full-time Erb dock or shunting position!

- Applicable to any Erb employee or owner operator with the exception of Human Resources and Management
- The referral must be stated by the applicant when specifically asked and recorded by interviewer during the interview process.
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- All lump sum of \$2000 or \$1000 are after source deductions



NEW SAFE WORKER RECOGNITION AWARD PROGRAM

Erb is pleased to announce the launch of a new employee recognition program with Guusto! This program will acknowledge and award employees for their dedication to safety in our workplace.



INCLUSIVE

The **New Erb Safe Worker Recognition Program (ESWRP)** is open to all full-time Erb Group employees who have completed their probation period. Employees who work each quarter without a workplace or loss-time injury are eligible to earn **ESWRP** Individual Award Erb Points (Each Erb point is valued at \$1.00) in that specific quarter. Annual Erb points will also be rewarded!



SIMPLE & INSTANT

It's simple - work safely, get rewarded! Guusto offers rewards that are flexible, so you can get something you want. If eligible, your earned Erb Points will be added to your online account at the end of every quarter where you can go and purchase gift cards with them. You can spend all your Erb Points right away or save them for a larger gift card later. The Guusto platform is easy to use and instant. Your gift card(s) will be available instantly to store on your phone or print right away.



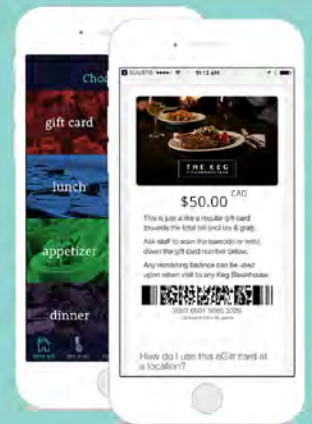
EARN MORE!

In addition to the **ESWRP**, Erb is introducing the **Safety Merit Awards Cards Program (SMAC)**. The purpose of the **SMAC** program is to enhance our overall safety awareness and encourage daily safety in the workplace. This Program will allow each eligible employee the ability to earn **SMACs** to add to their **ESWRP** program rewards over and above the quarterly and annual awards. **SMACs** can be earned by promoting and improving safety in the workplace, identifying, and correcting unsafe conditions, or preventing injuries, incidents or near misses. Anyone can recommend an employee for a **SMAC**.



START EARNING TODAY!

The new programs are already underway! The first quarter runs from December 1, 2020 to February 28, 2021. Erb points will be awarded March 1st, 2021. Login details and more information will be available soon. If you have any questions, please contact **Daren Roth, Corporate Health, Safety & Environmental Manager** at x2275 or droth@erbgroup.com.



TOMORROW IS YOUR REWARD FOR WORKING SAFELY TODAY!

Happy New Year! We are looking forward to 2021 and Highway to Health continues to focus on our individual and families' well-being in a pandemic-era and post-pandemic. One focus is our Mental Health.



Recognizing Signs of Stress:

Stressors associated with a pandemic will affect people differently. We can be affected psychologically (e.g. feeling worried) as well as physically (e.g. sleeping poorly). Stressors that are beyond our personal control are especially difficult to cope with. Stress during an infectious disease outbreak can include:

- Fear and worry about your own health and the health of your loved ones
- Changes in sleep or eating patterns
- Difficulty sleeping or concentrating
- Worsening of chronic health problems
- Increased use of alcohol, tobacco, or other drugs

Remember that not everyone reacts to the same event in the same way and not everyone shows their distress the same way.

Taking Care of Yourself:

Taking care of yourself is important in helping you cope with stress. Simple ways to take care of yourself include:

- Take breaks from watching, reading, or listening to news stories, including social media about the pandemic. Hearing about the pandemic repeatedly can be upsetting. When you do listen, choose credible sources of information.
- Take care of your body. Take deep breaths, stretch or meditate. Try to eat healthy, well balanced meals, exercise regularly, get plenty of sleep and avoid alcohol and drugs
- Connect with others. Talk with people you trust about concerns and how you are feeling and let those close to you, especially children, share their concerns and accept support.
- Maintain as normal a routine as possible, including engaging in activities you enjoy
- Focus your energy on what you can control rather than worrying about what you can't. You can come up with a new hobby, talk with a friend or exercise but you cannot control when a vaccine will become available or when we will go back to business as usual.

Visit websites and learn more about managing and supporting mental health at <https://letstalk.bell.ca/en/covid-19>

Bell Let's Talk Day, (January 28, 2021) reminds us that "talking is the best way to start breaking down the barriers associated with mental illness."

For health and wellness inquiries, please contact Carolyn Vokes Reibeling, cvokesreibeling@erbgroupp.com or in New Hamburg x2274.

COMPANY AWARDS

OWNER OPERATOR OF THE YEAR AWARD

Robert and Tracy Roth were once again nominated for Truckload Carriers Association's Owner Operator Award. The Roth's attended an award ceremony in Orlando in March and were runners-up for this prestige award.

This award is given to individuals who demonstrate dedication to safety, a commitment to personal health and wellness, work towards enhancing the image of the trucking industry and show leadership by giving back to their community. We are proud to have you on our fleet, thank you for demonstrating leadership in our industry!



FLEET SAFETY
Awards

TCA FLEET SAFETY AWARD

We are proud to be named one of the TCA's 2020 Fleet Safety Award winners! Thank you to our amazing team for their continued commitment to keeping our roads safe!

TOP FLEET EMPLOYERS 2020

We were so honoured to be recognized for seven consecutive years by Trucking HR Canada as a Top Fleet Employer! With the current circumstances, we are working harder than ever to ensure we have the best HR policies and practices to support our employees. We are thankful for our amazing team and the essential contribution they make everyday. Together, we make cool moves!



BEST FLEETS TO DRIVE FOR

Erb is proud to be named one of the TCA's 2021 Best Fleets To Drive For! Thank you to our drivers and owner operators who took the time to fill out our survey. Since the program debuted in 2008, Erb has been named a Best Fleet to Drive For nine times as well as being named a Best Fleet to Watch in 2014. Out of the top 20 winners, the TCA will announce the



overall winners in the large and small fleet categories at the TCA Annual Convention scheduled to take place on April 17-20 in Las Vegas, Nevada.

GOLF TOURNAMENT

On a beautiful, sunny day in September Erb held its 27th Annual Charity Golf Tournament. This annual tournament usually takes place in June, however as with many other events this year, we had to reschedule to abide by public health regulations. We were thankful we could still hold this event with everyone's safety in mind. Although we were only permitted to have 100 golfers, we were still able to raise \$29,000 for our local charities: Aldaview Services, Wilmot Family Resource Centre and Interfaith Counselling Centre. Since the tournament debuted in 1994, \$465,000 has been raised! Thank you to our golfers and sponsors for making this event such a success!



Head Office



2020 meant a makeover for the exterior of our head office building. Shingles on the roof were replaced, a fresh coat of paint, some dead trees removed and the shrubs were all trimmed as the finishing touch to a tidy looking location.

Along with a fresh building, 2020 welcomed some new faces! Welcome to the team: Sherri Lynch (Highland Rd), Heather House, Lauren Millward, Ryan Lis, Mercy Esmine, Stephanie Albrecht, Alyssa Couvillon, Melissa Macdonald, Rhys Quintieri, Jenna Neely (Highland Road), Lawrence Valencia, Bryan Brick, and Dema Arafat.

We had quite a few retirements in 2020 including: Sharon Swanson, Tom Broda, Joyce Lichty, Cal Lotz and our V.P. of Information Technology, Vic Thiessen. We hope you are all relaxing and enjoying your retirements!

There were a few reasons to celebrate this past year. Amelia Hamacher and her husband Jeremy welcomed baby boy Theodore Walter Hamacher on January 28, 2020 at 6:27pm weighing 7 pounds 8 ounces. Also congrats to Katerina Simonovska and her husband Ivan who welcomed their baby girl, Milena on August 5, 2020. Congratulations!



Long-time employees Tom & Lois Broda's virtual retirement celebration



18 International Women's Day on March 8, 2020



Valentine's Day at head office! (Feb 2020)

New Hamburg

Also, congrats to Jill Steckley (Nafizger) who married her husband Dan on October 9, 2020 at the beautiful Cellar52 in St. Jacobs.

Before lock down we got the chance to celebrate a few special days together including International Women's Day and Valentine's Day. On Valentine's Day (2020) we all dressed in red and pink and some of us got in the spirit even further with some red heart sunglasses!

We are looking forward to the days ahead when we can have potlucks and celebrate holidays together again. Thank you to everyone for their unwavering commitment during these difficult times.

- Julie Mudry



Theodore, 9 months



Katerina Simonovska and Milena

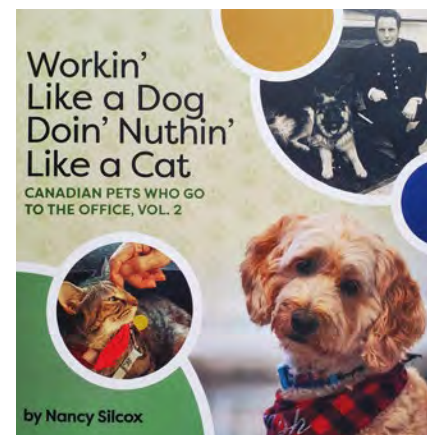


Happy Retirement Vic!

ERB DRIVERS FEATURED IN BOOK: "PETS WHO GO TO THE OFFICE"

Erb was happy to be involved with local artist Nancy Wilcox's book, "Workin' Like a Dog; Doin' Nuthin' Like a Cat: Canadian Pets Who Go To The Office, Vol. 2".

Special thanks to Erb drivers Karl Probst (and Sheba) and Keith Plater (and Freddie) who were featured in this book highlighting Erb's pet-friendly policy. Proceeds of the book will support St. John Ambulance Therapy Dog Program and Therapeutic Paws of Canada.



Baden Terminal



C'est la vie 2020! With one the most interesting and challenging years behind us, 2021 brings new hope of better and brighter days with an end to a global pandemic. I can't help but reflect on this past year and how as a company, we came together. We put our own fears and anxieties aside and continued doing what we needed to do. Thank you to everyone at the Baden terminal for all your hard work throughout these challenging times!

The Baden terminal has been kept busy. The renovations are now complete with a bright new face lift. The office is looking updated and employees are settling into their spaces. We continued to celebrate safely with decorated masks for Halloween and Holiday Sweater Day. Hopefully the new year will bring opportunities to gather and celebrate safely.

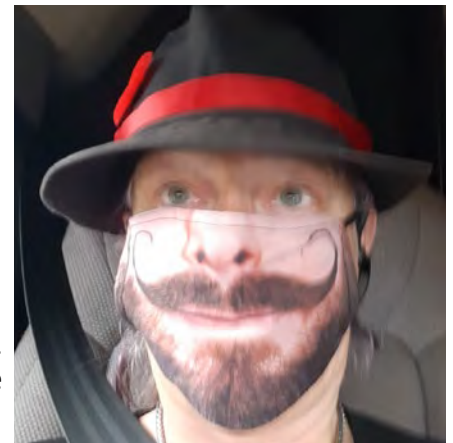
Baden saw some long tenured employees move onto their well-deserved retirement. Congrats to Rienie Weetering, Doug Brickman, Wilson Cool, Willard Lichty, Raymond Dubeau, Craig Stewart, Roberta Ogram, Lois Broda, Ken Schmidt, Gord Kerr, Dragan Kesonja, Dennis Cadieux, Stephen Lichti, Howard Lebold, Douglas Roth, Ben Moss, Kevin Cooper, Warren Fink, William Hopkins, Garnet Pettifer, and Doug Illingworth. We hope you enjoy this next stage and come back to visit us again. We also want to recognize the following Baden drivers on their ProDrive awards:

- Orié Gerber, O/O of the Year
- Ritch Thiessen, Most Improved Highway Driver of the Year
- John Whittaker, Most Improved Local Driver of the Year
- Jim Stanley, Local Rookie Driver of the Year

We would like to commend all our drivers on their efforts to improving their ProDrive score. Keep up the good work!

What we have learned from 2020 is that everything can change so quickly. Things you relied on can be taken away. What is truly important are the people you care about; that they are safe, protected and feel loved.

- Adrienne Elliott



Sandra Webers shares her new mask!



Dean William Banks 1963 - 2020

It is with tremendous sadness that we announce the passing of Dean Banks, Erb Driver on Thursday, September 17, 2020 at the age of 56. Dean started at Erb in December 2002 as a Tractor Trailer Driver at our Baden Terminal. Our thoughts and prayers are with Dean's family and friends, he will be dearly missed.

Baden Terminal



The team in the Baden shop building surprised Shauna Bowman with some special decorations for her 30th birthday. Happy Birthday Shauna!

Jason Noe is 41!



Arnold Fife celebrates 25 years!



Congrats to Keith Plater on 10 years!



Roger Zehr with his award for 45years service at Erb!



Jonathon Lavallee

It is with tremendous sadness that the family of Jonathon Lavallee announce his sudden passing on April 24, 2020 at the age of 35. Jonathon was a well-liked Lube Technician who worked on the night shift in the Baden shop. Everyone that worked with or spoke to Jonathon in passing are grieving this terrible loss. Thoughts and prayers for Jonathon, his family, and friends.

Toronto Terminal



Well, it is that time of year again where the cold weather is drifting in and the days are getting shorter. I cannot believe it is already mid-January and 2020 is finished. We certainly can say that 2020 has been one of the most challenging years we have had in long time.

In this edition of the Erban Report, I would like to dedicate this space to the people of this terminal who made a commitment to come to work (maybe not with a smile everyday), but certainly made the effort to keep your fellow co-worker safe. Thank you for being understanding of the customers and shippers, and generally trying to help each other cope with the challenges 2020 brought to our terminal.



I appreciate each and every one of you, and I want you to know that you are one of the 249 employees that make up a piece of the puzzle we put together every day to make this terminal flow. Continue to support one another in these times and remember simply saying hello or good morning or asking, "Are you ok?" can make someone's day.

Thank you everyone for the job you do.

- Steve Arthur



Cliff Spencer celebrates 25 years at Erb!



International Women's Day!



Paul Walker - 25 Year Award!



Mike Karl celebrated 35 years at Erb!

North Bay Terminal



Greetings from North Bay!

Well, what a year this has been! Randy and I would like to start off with thanking everyone here at the North Bay and Sault Ste Marie terminal for all they have done during these difficult times. Even with all the numerous changes that have been going on with work and in life in general, everyone as been upbeat and coming to work with a smile. This has not gone unnoticed and I would like to express our gratitude to everyone.

There has been a lot of changes going on here in North Bay since our last report. We have said goodbye to some longstanding employees like Patrick Madigan who retired after 31 years of service behind the O S & D desk. We also said goodbye to Edward Smith who retired after 32 years as a straight truck driver. Also, we cannot forget about Garry McDonald after running the Sault Ste Marie satellite terminal for 40+ years, decided he had enough fun and retired. We wish them all good luck and hope to see them succeed in their future ventures.

We would like to welcome to the Erb team Brandon Robinson in Sault Ste Marie for taking on Garry's role. He has big shoes to fill, but we feel confident that he will succeed. Also, we cannot forget about local driver Joe Brush and International Driver Barbara McGinnis. On the dock and yard, we added Terry Desjardins and Adekoya Kamoru and we cannot forget about Joseph Modeen our new mechanic. I hope that is everyone, we welcome you all to the Erb family.

I would like to congratulate Raymond Sabourin for moving into operations behind the O S & D desk last February. You have been a great addition to the office.

Congratulation to Aaron and Kimberly on the wedding this past August.

From the gang here in North Bay,

- Marc Lafleur



North Bay Parking Lot



Marc Lafleur on Festive Sweater Day!



Happy Retirement Garry McDonald!



Jersey Day

Trenton Terminal



Happy New Year Erbland!

What a year 2020 was. We lost a legend, experienced a worldwide pandemic, and learned a whole new normal. All while still working to bring food to families' tables. We as a company have a lot to be proud of, and I, for one, definitely take pride when telling people I work for Erb Transport.

Back in April, Penske did a drive by parade, thanking us for all we do. It brought a smile to everyone's faces.

We tried our best to keep things as normal as possible, while also keeping each other safe. So that meant no pot lucks, and our annual Christmas kids skating party had to be cancelled. We all dressed up for Halloween, and we did our Secret Santa at Christmas. As always, it was a good time, with lots of laughs.

Other than that, we have all been in TMS, doing tests and trying to get as familiar with the new system as we can before the go live date.

We also had some reasons for celebrating this year:

- Ryan Brooks married his bride, Kylin on August 27th.
- Josh Yarrow and his wife Mackenzie welcomed a baby girl, Hannah on October 9th, 2020.
- Jordan Hall and his wife Sophie welcomed their baby boy, Memphis on January 8th, 2021.

Congrats to you all!

Well, I think that is all for now. Stay safe, and hopefully we can all get back to normal soon.

- Amanda Joly



Happy 25 Years Al McInroy!



Ian Vink with his Secret Santa gifts



Mikey and his Christmas hat doing yard checks



Mike Olesen celebrating 25 years



Trenton Terminal



Sherrill Lamoureux



Pat Walsh



Ian Vink and Mikey.

Congratulations to Trenton for winning 2019 Operations Terminal of the Year! We appreciate the great work you do and your on-going dedication!



Thank you from Tim Horton's!



Ottawa Terminal



Hello from Ottawa! Wishing everyone a Happy New Year! Hoping for an early Spring and a smooth transition to TMS. As we closed the books on 2020, which was a challenging year for everyone in the industry, a new year comes with new opportunities and the potential for more business. The past year we have successfully taken on the Shoppers Drug

Mart deliveries and our team deserves to be recognized for all their hard work. We are excited and looking forward to the launch of Erban Marketplace and the new business that it will bring to our terminal.

COVID-19 restrictions and shutdowns have made our deliveries a bit more challenging. We've seen a lot of our customers restricting our drivers from their docks while receiving. It's made for increased wait times and all our drivers deserve praise for their patience and understanding during these troubled times.

Although Erb Excellence Day was cancelled this past year, it gives us more time to make our 2021 event even bigger and better. All our employees deserve to be recognized for all their hard work and dedication to "Bringing Food To Your Family's Table".

It is with sadness to announce the passing of Bob Sparling, our dock supervisor to cancer this past March. Bob was a long-time fixture at Erb for 39 years and he will be missed by all those who had the opportunity to work with him. We are in good hands with his replacement, Tim Charbonneau who brings 32 years of experience with Erb. We said goodbye to our long-time mechanic Earl Willoughby who decided to hang up his tool belt after 40 years of service. We wish Earl all the best in his retirement although we all know he will be busier than ever with all his projects. Earl's replacement as shop supervisor is Junuel Calingasan who brings the same work ethic and knowledge to the garage. Also new to the garage are mechanics Dylan Gent and David Larocque.

We also welcomed Hassan Bazzi to our team as AZ driver, and Jonathan Seltzer on straight truck. Maurice Foley and Darren Barrington were added to our USA team. New to our dock team is Paul Beland along with the addition of Kuljit Singh and Jamie Delahunt to our Erb-X team. Welcome all to the Erb family!

Milestones achieved this past year: Brian Declare (35 years), Dean Weedmark (35 years), Jeff Smith (30 years), Adam Lafleur (25 years), Rene Woods (25 years).

I would also like to take this opportunity to congratulate Erb Transport and all employees for being recognized by the Truck Carriers Association (TCA) as a "2021 Best Fleets To Drive For".

Vernon Erb has left behind a legacy that we can all be proud to be part of.

Stay safe and healthy!

- Jason Poon



Dean Weedmark - 35 Years



Rene Woods - 25 Years



Adam Lafleur - 25 Years

Elverson Terminal



Driver happenings:

Will Stover came on board with us in July 2020. He will be based in Baden, but driving a Pennsylvania plated truck because he lives in Marathon, Ontario with his wife who is a Canadian citizen.

Mike Power retired after working at Erb for 7 years. He and his wife plan to do a lot of traveling in their motorhome now that he is retired.

Abbe Stoltzfus and his wife Karen are fostering twin babies, a boy and a girl that are now 14 months old. Their four year old, Bryleigh, loves having babies to help take care of!

Bill Schuler got married in December. He and his wife Cyndy live nearby in East Earl. Congratulations Bill and Cyndy!

Dave Elliott lost his loving wife Kathy this past fall, due to complications from a heart defect. She will be missed by Dave, their children and grandchildren.

The COVID-19 pandemic has certainly impacted all of us here in the U.S. and has not helped the driver shortage in the trucking industry. The best advertisement is word of mouth from our employees, so keep that in mind. Send the U.S. drivers our way! We are thankful to have jobs that are considered "essential" to help keep our countries fed and have openings for OTR drivers here in Elverson.

We all know of someone now that has had the virus. It keeps getting closer every day. But we are doing our part to keep the drivers and other staff as safe as possible, because without them doing their job under these very difficult conditions, I can't imagine what it would look like in our grocery stores. We pray for good health, peace and patience for all of us! We will get through this, together!

- Bonnie Beam O'Hare



Lizzie showing her appreciation for the trucking industry!



Congrats Bill and Cyndy!



Montreal Terminal



Hello from Montreal!

The Montreal Terminal is ever changing with all the shifts with our fellow workers.

Not only have we changed up the feel of our second-floor offices, but different faces are also now there as well!

From New Hamburg to Montreal, we have Paula Powers as our Corporate Driver Settlement Manager. Richard Barnes has decided to take on the roll of Driver Trainer for the Montreal area taking over for Martin Dufault, and Martin has switched over to Driver Supervisor. Steve Fournier has made the choice to return to the road as a straight Truck Driver, and Natalie Taillon has moved from her previous location to the second floor representing Credit for the Montreal area.

As for the Montreal Operations, we have Lorne Shereck who has joined us as the new midnight Operations Manager and Colin Aiken as the weekend Operation Foreman. We also have Hiren Patel and Tracy Hannah new to the operations team.

On the road we would like to welcome our new drivers Sudeep Dhillon, Jasvir Brar, Martin Dockery, Sylvain Cantin, Rejean Beauchemin, Mukesh Kumar, Sylvain Gauthier, Dominique Duchesne, Wade Collings, Yves Tanguay, Antoine Lebel, and returning drivers Yves St-Aubin and Jean-Francois Blais.

New on the dock we have Gregory Lerario on the day shift and newly promoted Nick Tsiapas as afternoon Lead Hand.

New to the Yard, we have Jeffery Zecchel as our yard mechanic.

I would like to thank our recent retirees for their years of service, Gary Mayville and Bruce Wilcox.

It has been a tough year with the pandemic hitting our normal day operations and family life; with the lockdown and curfews, we are adapting to the new normal. I believe that we are nearing the mid-point, where we can see the end of this pandemic, as the vaccinations are now becoming available to curb this virus, we will breakthrough this health crisis.

Keep Safe and God Bless.

-Owen Jones



Cory Mootrey and Julie Derooy –
Girl: Kinsley Maria Mootrey,
Born January 7th, 2021 @ 7lbs



Atanas Ivano – Happy to be a New Grandpa!!!!
Welcome Stella Corriveau,
Born January 18th, 2021



Antoine Lebel – Proud Papa!
Birth: Mya Lebel –
Born January 20th, 2021 @, 8lbs 14 oz



Celebrating 25 Years:
Denis Mercier!

Montreal Terminal

Goodbye 2020 – Say Hello 2021! 2020 will not be a year to remember, every terminal has had its COVID-19 issues. The Montreal Terminal / Shop and Freezer has made many adjustments to keep everyone safe. Staff are now entering through one door and exiting out another, the terminal has been set up with plexiglass divisions and there are masks and hand sanitizer everywhere -- what a year.

Now that it's 2021, staff are surely looking forward to getting back into the swing of things, back to some sort of regularity including company barbecues, Erb Excellence Day and more.

I'd like to welcome all the new staff that Owen has mentioned and also welcome potential new business we may see coming our way.

New Business HOT OFF THE PRESS- The Montreal Terminal has secured local cartage work from Little Potato which is substantial volumes and will flow into our existing runs. Good work Lucky!

Freezer Update – Tomchi Cold Inc. – who purchased the facility has hired Erb Transport to manage and maintain the property which will keep our staff at the freezer busy. Good work Jeremy!

To all the staff at the Montreal Terminal / Shop / Freezer / Ottawa & Quebec City Terminals - Keep up the good work everyone, 2021 will be a better year!

- Scott Jones

UPDATE FROM QUEBEC CITY

We had a very exhausting year 2020 but we were able to keep our spirits up despite the anxieties and stress of everyone.

No member of the team in Quebec has tested positive, so we will persevere and remain vigilant. Thank you to all the employees who help maintain our health and safety.

Business is going very well in Quebec. Since May 2020, we have observed an increase in our volume. The US Division had a new contract with Hershey and this generates a lot of FTL to pick up and / or deliver to Biscuits Leclerc in Saint-Augustin-de-Desmaures. This week we picked up six trips in five days. We also have a few FTL to pick up at La Baie every week. Recently, Sobeys Albert Hudon started to transfer the frozen to Sobeys Quebec. What I hope will further increase loads for Quebec City. We also had other new customers which led us to hire a new class 3 driver for Quebec City. Antoine Lebel started just before Christmas, we welcome him. We have now reached nine drivers for Quebec City, including six local drivers in the city and three who are doing Quebec-Montreal.

Sysco still occupies part of our warehouse as well as UNFI St-Laurent and Whytes Ste Thérèse.

We see 2021 very busy and like everyone else, we look forward to the reopening of restaurants, so that we can eat a good meal outside of our homes. Please be patient, we will make it happen.

- Denis Fortin



Karl Caldwell
celebrates 25 years!



Jack Waring – 25 Years
October 2020



Terminal de Montréal

Bonjour de Montréal!

Le terminal de Montréal est en constante évolution avec tous les quarts de travail avec nos collègues. Non seulement nous avons changé l'ambiance de nos bureaux au deuxième étage, mais différents visages sont également présents!

De New Hamburg à Montréal, nous avons Paula Powers comme notre gestionnaire de règlement des chauffeurs d'entreprise. Richard Barnes a décidé d'accepter le rôle de Formateur de chauffeur de camion pour la région de Montréal en remplacement de Martin Dufault, et Martin est passé au poste de Superviseur des chauffeurs. Steve Fournier a fait le choix de retourner sur la route en tant que chauffeur de camion droit, et Natalie Taillon a déménagé de son ancien emplacement au deuxième étage représentant Crédit pour la région de Montréal.

En ce qui concerne les opérations de Montréal, nous avons Lorne Shereck qui s'est joint à nous en tant que nouveau directeur des opérations de minuit et Colin Aiken en tant que contremaître des opérations de fin de semaine. Nous avons également Hiren Patel et Tracy Hannah, nouveaux dans l'équipe des opérations.

Sur la route, nous souhaitons la bienvenue à nos nouveaux chauffeurs Sudeep Dhillon, Jasvir Brar, Martin Dockery, Sylvain Cantin, Rejean Beauchemin, Mukesh Kumar, Sylvain Gauthier, Dominique Duchesne, Wade Collings, Yves Tanguay, Antoine Lebel, et le retour des anciens chauffeurs Yves St- Aubin et Jean-François Blais.

Nouveau sur le quai, nous avons Gregory Lerario dans l'équipe de jour et Nick Tsiaparas nouvellement promu comme chef d'équipe de l'après-midi.

Nouveau sur le chantier, nous avons Jeffery Zecchel comme mécanicien de chantier.

Je tiens à remercier nos récents retraités pour leurs années de service, Gary Mayville et Bruce Wilcox.

Ce fut une année difficile avec la pandémie qui a frappé nos opérations quotidiennes normales et notre vie de famille; avec le confinement et les couvre-feux, nous nous adaptions à la nouvelle normalité. Je crois que nous approchons du point médian, où nous pouvons voir la fin de cette pandémie, alors que les vaccins sont maintenant disponibles pour restreindre contre ce virus, nous allons avoir les progrès contre cette crise sanitaire.

Restez en sécurité et que Dieu vous bénisse.

-Owen Jones



Terminal de Montréal

Au revoir 2020 – Dites Bonjour 2021! 2020 ne sera pas une année mémorable, chaque terminal a e uses problèmes de COVID-19. Le Terminal/Atelier et Congélateur de Montréal a fait de nombreux ajustements pour assurer la sécurité de tous. Le personnel entre maintenant par une porte et en sort par une autre, le terminal a été aménagé avec des divisions en plexiglas et il y a des masques et du désinfectant pour les mains partout. Quelle année!

Maintenant que nous sommes en 2021, le personnel a sûrement hâte de se remettre dans le mouvement, de revenir à une sorte de régularité, notamment les BBQ's d'entreprise, la Journée Erb Excellence et plus encore. Je souhaite la bienvenue à tous les nouveaux membres du Personnel mentionnés par Owen et je souhaite également la bienvenue aux nouvelles affaires potentielles que nous pourrions voir venir.

Nouvelles Affaires "HOT OFF THE PRESS"- le Terminal de Montréal a obtenu des travaux de camionnage locaux de Little Potato, ce qui représente des volumes substantiels et se joindra à nos parcours existants. Beau travail Lucky!

Mise à jour sur le Congélateur – Tomchi Cold Inc. – qui a acheté l'installation a embauché Erb Transport pour gérer et entretenir la propriété, ce qui occupera notre personnel au congélateur. Beau travail Jeremy!

À tout le personnel du Terminal de Montréal / Atelier / Congélateur / des Terminaux d'Ottawa et de Québec – Continuez votre bon travail, 2021 sera une meilleure année!

-Scott Jones

UN MESSAGE DU TERMINAL DE QUÉBEC:

Nous avons passé une année 2020 très épuisante mais nous avons su garder le moral malgré les angoisses et le stress de tous et chacun.

Aucun membre de l'équipe à Québec n'a été testé positif, nous allons donc persévérer et rester vigilant. Merci à tous les employés qui contribuent à maintenir notre santé et sécurité.

Les affaires vont quand même très bien à Québec. Depuis mai 2020, nous observons une augmentation de notre volume. La Division US a eu un nouveau contrat avec Hershey et cela génère beaucoup de FTL à ramasser et/ou à livrer chez Biscuits Leclerc à Saint-Augustin-de-Desmaures. Cette semaine, nous avons ramassé 6 voyages en 5 jours. Nous avons également 2-3 FTL à ramasser à La Baie chaque semaine. Dernièrement, Sobeys Albert Hudon à transférer le congelé vers Sobeys Québec. Ce qui je l'espère, augmentera davantage les voyages vers Québec. Nous avons eu également d'autres nouveaux clients ce qui nous amené à engager un nouveau chauffeur de classe 3 pour la Ville Québec. Antoine Lebel a débuté juste avant Noël, nous lui souhaitons la bienvenue. Nous sommes maintenant rendus à 9 chauffeurs dont 6 en Ville et 3 qui font du Québec-Montréal.

Sysco occupe toujours une partie de notre entrepôt ainsi que UNFI St-Laurent et Whytes Ste Thérèse.

Nous entrevoyons 2021 encore très occupé et comme tout le monde nous avons hâte à la réouverture des restaurants pour que nous puissions manger un bon repas à l'extérieur de la maison. Soyez patients, nous allons y arriver.

-Denis Fortin



Richard Barnes
celebrated 25 years at Erb!

Thunder Bay Terminal



It's another beautiful day here in Thunder Bay. We have been having a lovely winter with temperatures around 0C for the last couple of weeks. Hopefully it continues for the rest of winter. It's much nicer than our usual -30C to -40C this time of year.

It's been quiet in Thunder Bay ever since the start of the COVID-19 pandemic. It has restricted activities and gatherings and put a stop to our regular routines. For the most part we have grown accustomed to the current way of things, but are hoping that 2021 will be a better year and we can get things back to normal.

We have some new faces at our terminal and some supERB drivers to mention:

- Congratulations to Thunder Bay Driver Darryl Ward who won Local Driver of the Year for Pro Drive.
- Congratulations to Brian Robertson and Darryl Ward for making the 100% Club for Pro Drive.
- Congratulations to Timo Jousmaki for achieving 10 Years of Safe Driving.
- Welcome new drivers Jon Waltho (International), Van Burgsteden (International) and Richard Maxwell (PT Local).
- We also welcomed back Abe Guenther (International) who decided to return to the Erb team.

Special mentions go to driver Rob Cameron Jr. for adding a rescue dog and kitten to his household and dispatcher Josh Swerda for adding a rescue kitten to his family.

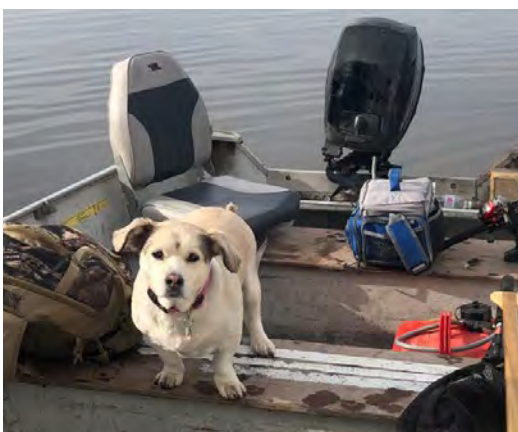
- Ann Marie Et Joshua



Darryl Ward -
Local Driver of the Year



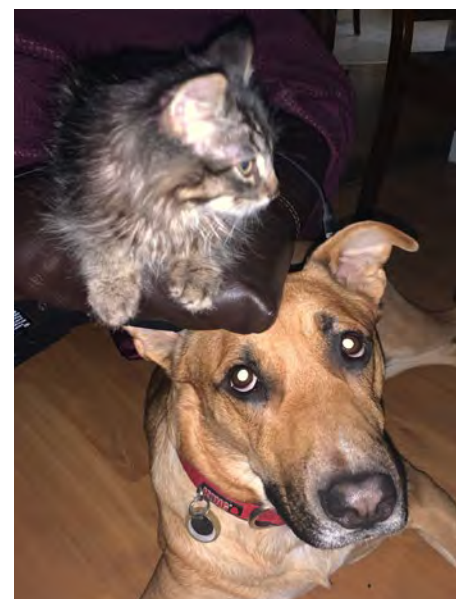
Timo Jousmaki -
10 Years Safe Driving



Justin's dog Daisy ready to go fishing



Santa! A.k.a. Darryl Ward



Driver Rob Cameron New COVID friends Moose the dog and Power the cat



Winnipeg Terminal

We are happy to say that we have not lived up to our Winterpeg moniker. The weather has been mild and lovely so far this year, it was like a vacation. Since we are all in lockdown and with all the COVID restrictions, the warmer weather was greatly appreciated. We could all go into our yards in shorts (not kidding, some people really did this) and barbecue with some drinks. It was THAT nice out! At least compared to a normal Winnipeg winter. On Boxing Day, we hit a warm 3°C, practically unheard of for us.

Thankfully, we are keeping our social distancing and have all managed to avoid anyone catching anything major here in Winnipeg, except of course some seasonal colds and sniffles. I won't say that the stress of not being able to see our loved ones over the holiday season wasn't hard, but in the long run, we all knew it was for the better. We all want this to just end, so we are doing our part for it to be over sooner rather than later.

We have some new hires here in Winnipeg. Pawandeep Warring has moved over from the Goreway facility and is now working on the dock, and we have a new part-time employee, Mickey Dhaliwal. Adam Leal-Breton is working in Kenora on the peddle runs. We have a couple of new drivers too: Ashish Saini and Greg Jack have joined Erb to work in the city. Welcome all!

And for some other exciting news, one of our mechanics Tyler Bagnall and his wife are expecting a new baby (wonder how many others are expecting quarantine babies). Also, International Driver Dan Gray and his wife had a baby in 2020. Congratulations!

Terminal accomplishments for 2020:

- Winnipeg was awarded Small Terminal of the Year 2020
- Dennis Hartog was awarded Highway Driver of the Year 2020

- the Winnipeg Team

DRIVER NEWS

CONGRATULATIONS TO OUR 2020 PRO-DRIVE WINNERS!

The Pro-Drive program was created in 2008 to reward Drivers and Owner Operators who go above and beyond fleet standards. Great job to all participants and congratulations to the winners!



Erb 2020 Pro-Drive Winners:

Highway Driver of the Year: Dennis Hartog, Winnipeg

Local Driver of the Year: Darryl Ward, Thunder Bay

Owner Operator of the Year: Orié Gerber, Baden

Most Improved Highway Driver: Ritch Thiessen, Baden

Most Improved Local Driver: John Whittaker, Baden

Highway Rookie Driver of the Year: James Cosgrove, Mississauga

Local Rookie Driver of the Year: James Stanley, Baden

Top Performing Large Terminal: Trenton

Top Performing Small Terminal: Winnipeg

The 100% Club!

Congratulations to the following drivers who have achieved 100% in all quarters of 2020:

David Stocker, Baden

Gary Clare, Baden

Bruce Weber, Baden

Stewart Robinson, Mississauga

Brian Robertson, Thunder Bay

Darryl Ward, Thunder Bay

Paul Kroeker, North Bay

Pierre Zili, Ottawa

Andrew Cleroux, Ottawa

Timothy Jennings, Ottawa

Cory Brushie, Trenton

Dennis Hartog, Winnipeg

Scott Martin, Winnipeg

GLOBAL NEWS FEATURE

In April, Erb Driver Lyoness Woodstock gave Global News a look inside what it's like to be a Truck Driver on the road during a global pandemic. Thank you Lyoness and all of the staff at Erb Transport for your continued dedication in these difficult times.



CONGRATULATIONS TO OUR 2020 SAFE DRIVER AWARD MILESTONES!



The Erb Group of Companies has recognized the efforts of our drivers in safe driving through the Infrastructure Health and Safety Association - Safe Driver Award Program. This program recognizes and awards professional drivers who have proven their skills in avoiding accidents with a safe driver pin and card. To qualify for the Safe Driving Pin, the driver must be full-time and must have worked at least nine months of the year in an active driving capacity. Congratulations to those who are celebrating milestone years of safe driving in 2020:

ERIC ANTWI	5	Mississauga	MICHAEL OLESEN	10	Trenton
DANIEL BENOIT	5	Montreal	NERMIN PLANCIC	10	Ottawa
GURCHARAN BOUNS	5	Mississauga	PATRICIA RUSSELL	10	North Bay
SIMON CARETTE	5	Montreal	ANNA RUTKOWSKI	10	Mississauga
REGINALD DELAHUNT	5	Ottawa	DAVID SAUVE	10	Montreal
EUSTACE DSOUZA	5	Mississauga	EDWARD SAWIAK	10	Mississauga
DAVID FRIESEN	5	Winnipeg	GRANT SCHWEITZER	10	Baden
BENJAMIN GREENWOOD	5	Mississauga	ANDRE THIVIERGE	10	Montreal
GERALD HEASMAN	5	Baden	BOGDAN WESOLOWSKI	10	Mississauga
RICHARD HOWSE	5	Trenton	VENDREZE WILLIAMS	10	Mississauga
AARON JACOBSON	5	Baden	PATRICK ETCHES	15	North Bay
ALIAKSANDER KANDRATAU	5	Montreal	MARTIN FAGG	15	Trenton
WILLIAM KEHLER	5	Winnipeg	RICHARD MARTIN	15	Trenton
CHRISTOPHER KENDALL	5	Baden	JOHN RETTY	15	Ottawa
DANIEL LAMARCHE	5	Montreal	BRIAN VARCOE	15	Ottawa
CHRISTOPHER LANDRY	5	Trenton	RICHARD BARNES	20	Montreal
CARL LANGMAN	5	Mississauga	ALBERT BURGERS	20	Baden
JEAN LAROSE	5	Montreal	DENYS CHATEAUVERT	20	Montreal
RAFAL MARTYNOWSKI	5	Baden	EDWARD GALOS	20	Mississauga
SEAN MCANSH	5	Baden	ADAM GERBER	20	Baden
SCOTT MOXAM	5	North Bay	DAVID HARD	20	Trenton
KEITH PLATER	5	Baden	PERRY LEMIEUX	20	Trenton
VICTOR SANDESCHI	5	Baden	ROBERT LICHTI	20	Baden
JORDAN SCHULTZ	5	Baden	TERRY ROMASHYNA	20	Baden
NICOLAAS SMITS	5	Baden	JIM SARAZIN	20	Ottawa
ROBERT SPENCE-ORD	5	Mississauga	DON SORENSEN	20	Baden
RANDY TURK	5	Thunder Bay	PAUL WALKER	20	Mississauga
VILMOS VIRGONCZ	5	Baden	NEIL WHITWELL	20	Baden
WILLIAM WAITE	5	Baden	ANDREW CLEROUX	25	Ottawa
GREGORY DALLY	10	Baden	RODNEY ERICKSON	25	Baden
ROBERT DAPRATO	10	Montreal	W. DALE HOWE	25	Baden
AVTAR GARCHA (SINGH)	10	Mississauga	MICHAEL KARL	25	Mississauga
KEITH HEISE	10	Baden	VICTOR MCLEAN	25	Trenton
TODD HOLMES	10	Trenton	BERNHARD ROLLEMAN	25	Baden
JAMES JANTZI	10	Baden	WAYNE BAST	30	Baden
TIMO JOUSMAKI	10	Thunder Bay	GREGORY GARDNER	30	Mississauga
LEONARD KENNEDY	10	Baden	JOHN TYNKKYNNEN	30	Mississauga
PAUL KROEKER	10	North Bay	PIERRE ZILI	30	Ottawa
TIM LEIS	10	Baden	HAROLD GEERLINKS	35	Baden
RICARDO MARCANO	10	Montreal			
CARLOS MEJIA	10	Mississauga	An honorable mention:		
OLAYO MEJIA VILLALOBOS	10	Mississauga	DON SLATER, Baden - 42 years of safe driving!		

ERBAN MARKETPLACE

Since the beginning of the pandemic our day-to-day activities have been affected and our methods of buying groceries is no exception. Leaving our homes with masks, hand sanitizers and waiting outside in lines to get our essential shopping done has become our new norm. Despite the best efforts of grocery stores to maintain the safety and well-being of their customers, many people are choosing to order their groceries online and do curbside pickup or have them delivered. Whether it be for convenience or safety reasons, consumer habits are changing.

Recently at Erb we were excited to announce the official opening of Erban Marketplace, our very own online marketplace that pairs with our superior home delivery service. With decades of experience in providing safe refrigerated transportation and the growing need for online resources, we knew it was time to give Ontarians a full grocery experience they could rely on.

Safety is a priority of Erb Transport and something we excel in; we know safety is especially a concern for us all right now and peace of mind is something we all need. All of our vehicles and Erban Marketplace warehouse locations are HACCP certified. Our drivers and warehouse employees are food safety certified and are taking all necessary COVID-19 precautions. When someone places an order with us, they can be sure that all safety measures are being taken and that they will receive their products at the perfect temperature.

Erban Marketplace is currently serving southern Ontario and the Ottawa region. All deliveries are made person-to-person to ensure the integrity of the products; we will not leave any order unattended! Deliveries are made on Wednesday and Thursday each week and our track and trace app makes it really easy to know when your order will be arriving. Our marketplace offers you a variety of premium products from our trusted suppliers and has many products made right here in Ontario! Make sure to check out Erban Marketplace regularly as our growing marketplace will be adding more vendors and products on an on-going basis.



WENDELL ERB NAMED OTA CHAIR; PROMISES TO TAKE AIM AT LEVEL PLAYING FIELD ISSUES

Wendell Erb, president and CEO of Baden, Ont.-based Erb Transport, was named chairman of the Ontario Trucking Association for a two-year term. The announcement was made today at the OTA's virtual executive conference and board meeting.

Erb, a long-time supporter of the OTA, served for years on the OTA board of directors and executive committee, most recently as first vice-chairman. He succeeds One for Freight's David Carruth as chair.



As the new OTA chair, Wendell says he plans to follow the proven blueprint laid by his father for success – listening to people.

"I learned very early on in life and business that there is no real secret to success," he says. "Take care of your people and they will take care of you and your customers." Accordingly, he says he looks forward to working with OTA staff, which he believes has done a tremendous job working with governments on everything from safety policy to steering the industry over COVID-19 hurdles. He says he will also draw from some of the great past-present-and-future minds of the industry, including outgoing chair Carruth and CTA chair Jean Claude Fortin.

Erb says he also looks forward to seeing through the many additional safety, labour and environmental initiatives OTA is working on, such as the implementation of electronic logging devices in Ontario and solving the driver shortage, among other things.

Preparing for life after COVID-19, Erb says a priority remains the sustainability of OTA over the long-term and will look for new ways to involve and seek input from the next generation of trucking leaders involved in the association.

"OTA is the voice of trucking in Ontario. It has a proud history of representing the diverse and varied interests of the industry over almost 100 years. In order for that to continue, we must also listen to new and emerging voices and new ideas to ensure our vision is sustainable and we are always adaptable to whatever is in store for us down the road over the following 100 years."

-Excerpts from Ontario Trucking Association

THANK YOU!

As COVID-19 continues to impact communities around the world, people are coming together to help one another now, more than ever. Many have honoured and recognized those on the front lines. Google dedicated their homepage to honour frontline workers, and the transportation industry was, of course, one of those honoured! One of their Google Doodles paid extra tribute to those moving goods during the COVID-19 pandemic. The contribution we bring to the table is greatly appreciated and recognized.



"To all packaging, shipping, and delivery workers, thank you." - Google



Penske paraded around our Trenton Terminal honking their horns and holding up signs to thank our staff and theirs for their hard work and dedication during the COVID-19 crisis! Thanks Penske!



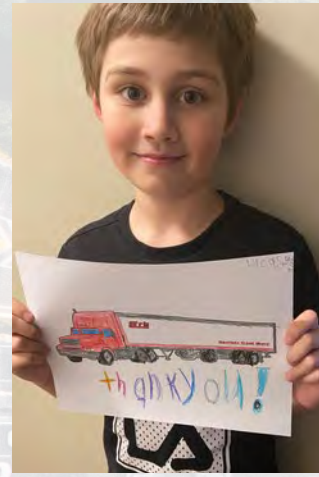
Tim Horton's showed their appreciation and thanks to the trucking industry by bringing our Trenton Terminal coffee! Thanks Timmies!



Tim Horton's stopped by Baden to drop off some coffee and treats; they wanted to remind us they appreciate our service!

THANK YOU!

Our little friends are thankful to be safe at home with everything they need. Thank you to all our employees and our drivers for running the miles to bring food to our tables!



#THANKATRUCKER

EMPLOYEE PROFILES



Marc Lafleur
Operations Manager
North Bay

How long have you worked at Erb

On and off since 2007

What is your best Erb memory?

Erb Excellence Night when Wendell came to see us. We went bowling after the meal and it was fun to see just how competitive he can be.

What is your favourite hobby or pastime?

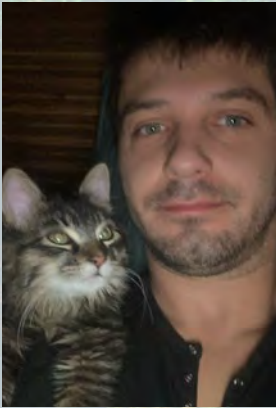
Avid comic book collector

Name the top two items on your bucket list.

To own a convertible sports car, to take my kids to Disneyworld

Go without television or fast food for the rest of your life?

Fast food



Rob Cameron
DZ Driver
Thunder Bay

How long have you worked at Erb *5 years in August*

What is your favourite hobby or pastime?

Playing guitar, writing music, painting, playing with the pets

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

My dad, but I'd be driving switch the roles up.

What did you want to be when you grew up?

A trucker not a geologist

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

Queen Latifah, Wanda Sykes, Jack Black, Ellen DeGeneres - it would be hilarious, something about Finding Nemo

If you could have one superpower what would it be?

The power to have all the powers

What was your favourite childhood toy? *Water balloons*

Name the top two items on your bucket list:

Travel the world and not to catch COVID

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

Travel back and warn people that we messed up the planet



Katrina Somers
Senior Accounts
Payable Clerk
Highland Road

How long have you worked at Erb? *It'll be six years in February 2021.*

What is your best Erb memory?

I can't pick just one; I've had such a good time over the last six years. I will have to say one of the things that continues to make me laugh is the expression on Angela McPherson's face when I first walked through the door for my interview. I was dressed very nicely (I thought) but my hair was bright purple at the time, and Ange had just come back from holidays and was a little jet-lagged. We still joke about her "what the heck" expression!

Do you have a favourite hobby or pastime? *Far too many! I play video games, build scale model kits, crochet, knit, cross-stitch and read.*

If you could go on a long-haul drive with any person, alive or dead, who would you take? *That would be my dad – he drove a truck for years and I never did get to go on any trips with him. Mum has told me repeatedly that he would have been really happy to see me working at a place like Erb.*

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

I would love to have all the ladies from The Golden Girls – Bea Arthur, Rue McClanahan, Estelle Getty, and Betty White. Because all of them were (and are!) fabulous. I might still make it to dinner with Betty White! LOL

Name the top two items on your bucket list *I would like to be able to say that I have set foot on every continent. Well, I mean that I'd like to be able to say it truthfully.*

What did you want to be when you grew up?

A veterinarian, and then a librarian. I actually did the second!

What was your favourite childhood toy?

That would be Myrtle the Turtle, an old plush turtle that I was given at the age of two. Still have her!

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

If it was a one-way trip, I suppose 2100. If I get to come back, 1900!

EMPLOYEE PROFILES



Natalie Taillon
Credit
Montreal

How long have you worked at Erb 26 years

What is your best Erb memory?

Meeting Mr. Vernon Erb so early in my career at Erb and to know what a great man he was

What is your favourite hobby or pastime?

Travel, going on different adventures everyday (retirement will be interesting)

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

Going with anyone on a long-haul drive is great. You feel on top of the world and you see things from a completely different perspective

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

Oprah Winfrey and the Queen - That's enough, the conversations will be endless

If you could have one superpower what would it be?

To read people's minds

What was your favourite childhood toy?

Tonka Trucks and Barbies... a Tomboy at heart

Name the top two items on your bucket list:

Sky diving and travelling all over the world

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

Travel back and get to know my ancestors and see life how it really was



Jeff Delahunt
Driver Trainer
Trenton

How long have you worked at Erb 10 years

What is your best Erb memory?

Years ago Erb had a large display of trucks at the Fergus Truck Show. I was a kid with my father at the show and we talked with Vernon and he had given me a pair of Erb sunglasses and let me sit in the trucks.

What is your favourite hobby or pastime?

Just started trying to learn how to golf, so I'm spending a lot of time on that.

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

Hunter S. Thompson - to listen to him tell tales of his experiences.

Name the top two items on your bucket list. *Visit every major league baseball stadium and watch a game, Drive a land train in Australia*

What did you want to be when you grew up? *I always wanted to follow in my father's footsteps and do something in trucking*

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

Weird Al Yankovic, Paul McCartney, Tom Hanks, Kevin Smith - The stories and experiences they've all have had would be amazing to hear

What was your favourite childhood toy?

Tonka Trucks... used to play with them in the sandbox all day

If you could have one superpower what would it be?

Telekineses - be able to move things with my mind.



Larry Chepesiuk
Driver
Thunder Bay

How long have you worked at Erb 8 years

What is your best Erb memory?

Erb golf tournament

What is your favourite hobby or pastime? *Golf*

If you could go on a long haul drive with any person, alive or dead, who you take? *My dad*

What did you want to be when you grew up? *Fireman*

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

Lincoln, Amelia Earhart, Hitler, John Kennedy - Find out why they did what they did.

If you could have one superpower what would it be?

Super strength

What was your favourite childhood toy?

A firetruck

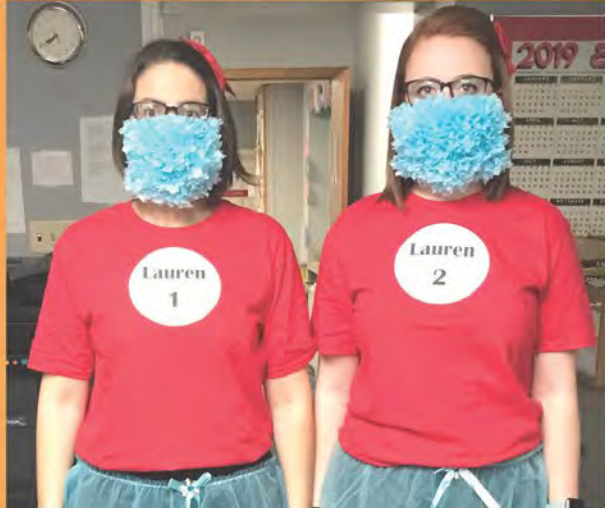
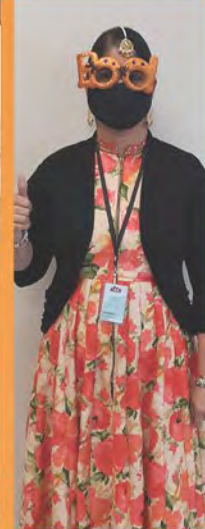
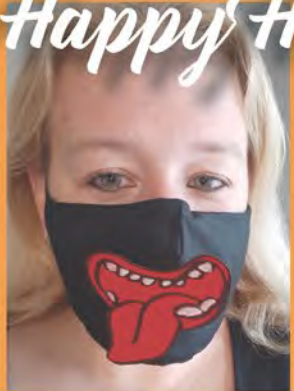
Name the top two items on your bucket list:

Skydive, travel to Australia

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

2100

Happy Halloween!



WE'VE GOT SPIRIT!



Festive Sweater Contest!





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GOOD CHEER CLUB

"True love is the greatest adventure..."

BIRTHS

Free & Beth Toda had a baby boy, Joshua James who was born on July 20, 2020 (Baden)

Katerina & Ivan Simonovski welcomed baby girl, Milena born on August 5, 2020 (New Hamburg)

Josh Yarrow & MacKenzie Laisma had a baby girl, Hannah Lynn born October 9, 2020 (Trenton)

Dan & Emilie Brown welcomed baby boy Dominic Gerald on November 14, 2020 (Baden)

MARRIAGES

Brian Herr to Rebecca Frank (May 2019)

Jay Schultz to Karen Laidlaw (September 2020)

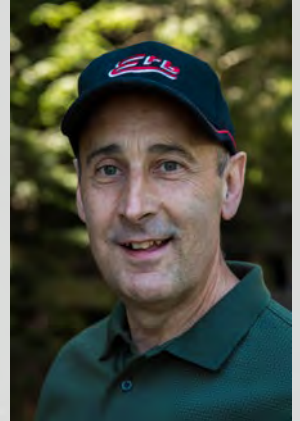
Carl Jantzi to Donna Paulter (December 2020)



Milena

A VIEW FROM THE DRIVER'S SEAT

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



Christmas and New Year's 2020 will be remembered as being anything but traditional as we knew previously. However, Beth and I did enjoy a very traditional and time honoured musical called Handel's Messiah. This beloved sacred oratorio has been known and loved by many for over 250 years.

This year, we were unable, of course, to take in a live performance of it, but there are many online versions to enjoy. We chose to watch the one performed at the Sydney Opera House in Australia in 2019 with a 600 strong philharmonic choir. Georg Friedrich Handel wrote this amazing piece in 1741.

In a season filled with discouraging news, job losses, business closures, etc., this oratorio certainly provided a 2 ½ hour refuge of joy, comfort, peace, and good news. It has 53 movements in 3 parts and consists entirely of Scripture put to music. It is all about the Lord Jesus Christ, the Messiah. It contains Old Testament prophetic Scripture, as well as New Testament passages that refer to Christ's birth, life, death, and resurrection. The first movement begins with a reference from the Old Testament book of Isaiah (40:1). It is a message of hope and good news—"Comfort ye, comfort ye my people, saith your God." Through the prophet Isaiah, God was telling the children of Israel that judgement of their sin of idolatry was completed and their sin pardoned.

The oratorio moves on to use scripture that prophesies about the birth of Christ, His mission, His work, His rejection which culminated in His death, and then His resurrection. As it moves toward the end, the good news intensifies. Movement 50 and 51 have to do with the believer's resurrection, which is only made possible by Christ breaking the power of death by His own resurrection from the dead. Quotes are taken from 1 Corinthians 15:55-58, "O death, where is thy sting? O grave, where is thy victory? The sting of death is sin; and the strength of sin is the law. But thanks be to God, which giveth us the victory through our Lord Jesus Christ."

The only right response to such good news that can be ours if we are in Christ, is one of adoration and worship. The oratorio climaxes in Movement 53 with a great crescendo of praise to Jesus Christ the Messiah taken from Revelation 5:12-14. "Worthy is the Lamb that was slain, and hath redeemed us to God by His blood, to receive power, and riches, and wisdom, and strength, and honour, and glory, and blessing. Blessing and honour, glory and power, be unto Him that sitteth upon the throne, and unto the lamb, for ever and ever."

In a season such as this, I can't think of any better news for all mankind. Our sin has separated us from our Creator, and the result is a fate that awaits each one of us—death, which is God's judgement on sin. But if we come to Jesus and accept the sacrifice He offered for our sin, we can find a brand new life in Him which will also render the power of death ineffective in our lives.

Handel's Messiah is a message of hope, comfort, and peace. It is the message of the Gospel. It is the message of the Cross. My friend, what is your personal response to this good news?

John 3:16—"For God so loved the world, that He gave His only begotten Son, that whosoever believeth in Him should not perish, but have everlasting life."

(All quotations taken from the King James Version)

Roger's Thoughts for the Day:

- God grades on the cross, not the curve.
- Did you hear about the Broadway actor who broke through the floor boards? He was just going through a stage.
- Can a hearse carrying a corpse drive in the carpool lane?

SHUTTLEBUGS



Andy Gassner



Brewer Lake in Algonquin Provincial Park on May 15 - Timothy Jennings



Now this is a dog gone SupERB! Clyde shares the truck with Jason Fraser!



Aaron Stinson - Grenfell, SK



A delivery by Kirk Wittig to London and Sarnia



Katia Barrette - Batesville, AR



Paul Scott - Hwy 17 near Nipigon, ON overlooking Lake Superior



Cory Mootrey



TB Driver Morris and his grandkids fishing



David Stocker



Head Office sunset photo taken Dec 10 by Brittany Reibeling



Jason Noe sent in this photo by S. Danko. The truck looks like it's on the train tracks!



Jeff Steinmann - Fink's Gravel Pit just outside of Wellesley, ON ~ 2003



Kevin Shillington



Lyoness Woodstock



Shayne Patterson, Pointe au baril, Ontario



Tony Van Pypen

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