



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
Spring/Summer 2021 - Volume 35, Issue 2



Another Cool Move

Cover photo by Paul Scott

WE BRING FOOD TO YOUR FAMILY'S TABLE.

IN THIS ISSUE:

- Erb X is Back!
- Erb Programs & Awards
- We Miss You Contest and much more!





Another Cool Move in Utah! Photo by Jack Rodrigue

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PRESIDENT'S



Wendell Erb
President & CEO

Back in the '70s, part of our yard duties included getting all the tractors fuelled and hooked to the trailers before the drivers arrived for departure. In the winter, the procedure was to put every tractor in the New Hamburg shop in order of departure on the weekend. They would be jammed so tight you could not walk through the shop. It was easier to climb up the back of a tractor and walk across the tires from truck to truck. I am pretty sure today we would be breaking many rules, but not in the '70s.

In the summer, dad would tell me to hook up 328 to trailer 419. He would verbally tell me that 4-5 times. I would walk across the yard and start-up 328 and had already forgotten the trailer number. Back to ask dad the trailer number and be told it 5-6 times. I'm sure dad thought I was a bit slow or something since I could not remember a number for five minutes. After the second time, dad would repeat himself; I do recall that I used to shut out the subsequent repetition. Looking back, perhaps a pen and paper would have been a good idea. Alternatively, I could have written on my hand as Joe Weber did. Joe usually had a couple of days' worth of important numbers written on his hands at any time. Those were the good old days, when your load delivered as fast as

you could hand bomb it off your truck, and the only lumper I ever knew was at Associated Freezers in Weston, unloading Old South OJ loads from Florida. (Not on an Erb truck, I think Fruitbelt had that deal).

On Tuesday, July 6th, I got the question, "Do you want to go trucking?" So, I checked my schedule and looked in the computer to see what was not covered. At 7:00pm, I was off to Dunkin Donuts in Conklin, NY. I have been there several times before and know what to expect. These loads have a bolt seal, and I don't have a bolt cutter, so when I rang the bell, I ask for his bolt cutter. His answer is the same every time; "I'll see if we have it, you guys keep stealing it." I am sure he says that to every driver. Other than getting turned around and backing in, they are quick at unloading. And, I always put the bolt cutter in the back of the trailer for him. My hours were a little messed up from driving all night, but my back haul was out of St. Albans, Vermont. Once I got my hours back, I had a nice drive up through Vermont and found some roads I need to explore on my bike someday.

After I got my load of Hershey Chipits loaded, I had to cross back into Canada at Philipsburg, PQ. I arrived at customs at 4:00am, and the officer asked me how many times I have crossed there in the middle of the night. I replied that I had never crossed there before. He responded that he knows all the drivers that cross at his border point and that it was just another test to make sure I was telling the truth.

We have a version of our Employee Appreciation BBQ tour planned for August and September. Like everything, COVID-19 has changed things. We have shortened our hours, changed the menu and changed the format of the BBQs, but we are still looking forward to seeing you for a quick bite and showing our appreciation. We will post more details at your terminal soon.

MESSAGE

By the time you read this, summer will be close to over, but I can't help myself repeating the importance of temperature integrity. Things you "got away with" in the other three seasons you do not in the heat of summer. A few common-sense tips:

- As much as continuous run on the reefer wastes fuel, in the summer, it is a must, especially with frozen or meat products.
- On start/stop, the reefer thinks the load is at temperature and shuts down while the back of the trailer may be warm from the drain holes, etc.
- When you swing the doors to deliver the first pallet, they check the back ones, which it may probe warm due to lack of air circulation.
- On multi-temp, loads keep an eye on the bulkheads and walls. I realize they are all not in pristine condition, but doing little things to keep the chambers intact will save a lot of claims and dollars.
- Standing up a pallet adjacent to the close-out wall will ensure better circulation also.

Lastly, we are moving closer to a fully open status in Canada. Volume is heating up, and it is about time. Since last year, there has been much water under the bridge. We have remade our Canadian LTL tariff, and our freight rates are finally getting us the return on investment we deserve. Our biggest challenge is people. It's not just here at Erb; our shippers need people as well as the warehouses we deliver to. The restaurants we want to eat at need people. As we have raised freight rates, our wages will increase along side. Look for an announcement in September regarding wages.

- Wendell Erb



VERNON ERB DRIVE

VERNON ERB DRIVE

The Township of Wilmot will be commemorating the contribution of our late founder Vernon Erb by naming a street in the newly approved Wilmot Employment Lands in his memory.

"Erb Transport has been a fixture across the highways of North America," said Wilmot's director of development services during the meeting, adding that the company has been *"a very generous benefactor"* to local organizations over the years.

A heartfelt thank you to Wilmot Township for honouring Vernon and his legacy; he is deeply missed. More details will be released in 2022.

HUMAN



Dave Dietrich

V.P. of People & Culture

Three Letters from Teddy *By: Elizabeth Silance Ballard*

As she stood in front of her fifth grade class on the first day of school, she told the children an untruth. Like most teachers, she looked at her students and said that she loved them all the same. However, that was impossible, because there in the front row, slumped in his seat, was a little boy named Teddy Stallard.

Miss Thompson had watched Teddy the year before and noticed that he didn't play well with other children, that his clothes were messy, and that he constantly needed a bath. And, Teddy could be unpleasant. It got to the point where Miss Thompson would actually take delight in marking his papers with a broad red pen, making bold X's and then putting a big "F" at the top of his papers.

At the school where Miss Thompson taught, she was required to review each child's past records, and she put Teddy's off until the last. However, when she reviewed his file, she was in for a surprise. Teddy's first grade teacher wrote: "Teddy is a bright child with a ready laugh. He does his work neatly and has good manners. He is such a joy to be around." His second grade teacher wrote: "Teddy is an excellent student, well liked by his classmates, but he is troubled because his mother has a terminal illness, and life at home must be a struggle." His third grade teacher wrote: "His mother's death has been hard on him. He tries to do his best, but his father doesn't show much interest, and his home life will soon affect him if some steps aren't taken." Teddy's fourth grade teacher wrote: "Teddy is withdrawn and doesn't show much interest in school. He doesn't have many friends and he sometimes sleeps in class."

By now, Miss Thompson realized the problem, and she was ashamed of herself. She felt even worse when her students brought her Christmas presents, in beautiful ribbons and bright paper, except for Teddy's. His present was clumsily wrapped in the heavy brown paper that he got from a grocery bag. Miss Thompson took pains to open it in the middle of the other presents. Some of the students started to laugh when she found a rhinestone bracelet with some of the stones missing and a bottle that was one-quarter full of perfume. But she stifled the children's laughter when she exclaimed how pretty the bracelet was, putting it on, and dabbing some of the perfume on her wrist.

Teddy Stallard stayed after school that day just long enough to say, "Miss Thompson, today you smell just like my Mom used to." After the children left she cried for at least an hour. On that very day, she quit teaching reading, writing and arithmetic. Instead, she began to teach children.

Miss Thompson paid particular attention to Teddy. As she worked with him, his mind began to come alive. The more she encouraged him, the faster he responded. By the end of the year, Teddy had become one of the smartest children in the class, and despite her lie that she would love all the children the same, Teddy had become one of her "teacher's pets."

RESOURCES

A year later, she found a note under her door from Teddy, telling her that she was the best teacher he'd ever had in his whole life! Six years went by before she got another note from Teddy. He then wrote that he had finished high school third in his class, and she was still the best teacher he ever had in his whole life. Four years after that, she got another letter, saying that while things had been tough at times, he'd stayed in school. He'd stuck with it, and would soon graduate from college with the highest of honours. Again he assured Miss Thompson that she was still the best and favourite teacher he'd ever had. Then four more years passed, and yet another letter came. After he got his bachelor's degree he had decided to go a little further. She was still the best and favourite teacher he'd ever had. But now his name was a little longer - the letter was signed Theodore F. Stallard, M.D.

The story does not end here. There was yet another letter that Spring. Teddy said he'd met this girl and was going to be married. He explained that his father had died a couple of years ago, and he was wondering if Miss Thompson might agree to sit at the wedding in the place that was usually reserved for the mother of the groom. Of course, Miss Thompson did. And guess what? She wore that bracelet, the one with several rhinestones missing. Moreover, she made sure she was wearing the perfume that Teddy remembered his mother wearing on their last Christmas together.

They hugged each other, and Dr. Stallard whispered in Miss Thompson's ear: "Thank you for believing in me. Thank you so much for making me feel important and showing me that I could make a difference." Miss Thompson, with tears in her eyes, whispered back. She said, "Teddy you have it all wrong. You were the one who taught me that I could make a difference. I didn't know how to teach until I met you!"

You can never tell what type of impact you may have on another's life by your actions or lack of actions. Please consider this fact in your ventures through life, and just try to make a difference in someone else's life today.

So why did I pick this story to include in my Erban Report update? Was it just to share a nice story and bring a tear to your eye? I firmly believe that the unique, great culture we have at the Erb Group of Companies speaks to making a difference. Through our day-to-day actions, we can make a difference with our family, friends, co-workers, customers, the travelling public and anyone we encounter. It is each of our decisions how we approach people and whether or not we choose to make a positive difference in other's lives. We will be the teacher that sees a student as messy and unpleasant or will we see that boy as a potential doctor? I challenge each of us to make the conscientious decision to make a positive difference in at least one person's life each day. Whether it's a smile, offering assistance, going over and above to provide excellent service to a customer, each of us can make a difference, just like Miss Thompson did in Teddy's life!

Originally published in the May 2011 Erban Report but worth the reprint!

- Dave Dietrich

FLEET



Jim Pinder

Senior Corporate
Fleet Director

Learning a TRADE and EARNING a LIVING!

It is my pleasure to work in the Erb Maintenance Department with many awesome individuals, very smart folks with a SupERB understanding of vehicle maintenance, repairs, and our business. The COVID-19 challenges we have all faced with strength and determination has hit a specific group of those individuals especially hard, and that is our apprentices.

The premise of an apprenticeship, is learning from Journey Persons in the trade of choice, such as a 310J Transport Trailer Technician or a 310 T Truck / Coach Technician. Apprentices attend a set number of hours in trade school, either in block release eight weeks at a time, or day release where it is one day per week and repeat until all requirements are met, including completing an individual skillset book. The trade school time frame varies by the trade, but you must have a Grade 12 diploma or equivalent to be accepted as an apprentice in either trade.

Apprentices generally learn at the end of their apprenticeship when they graduate to a Journey Person candidate and apply

to challenge the Certificate of Qualification Exam, that the skill set book needs to have all the identified tasks signed off by a certified technician or Supervisor stating that the individual has successfully completed the tasks.

Once again, depending on the trade, an apprentice may have to leave their home for trade school as not all trade schools offer all programs. So, imagine what happened when the global pandemic struck.

Trade schools closed, training sessions got cancelled with no date for resuming classes, Ministry of Training Colleges and Universities shut down examination sights. For our apprentices, this meant, the progress towards a trade certification was stopped or dramatically slowed down.

In-shop training continued here at Erb, eventually, some schools went to online training, but hands-on training was non-existent, which is a critical part of both trades.

With some of the false restarts to opening the province, some apprentices preserved making the online training work, attending limited trade school onsite classes to get skills evaluated to complete their specific training level. For others, it was just not possible but fortunately, they continued to come to work and assist in keeping the Erb fleet safe and product with Erb shops open for business.

During the last 16 months, our apprentices have been stellar team members, committed to their trades, and done amazingly with their progress. Here in the Erb maintenance department, we encourage the learning of a trade and earning a living mindset, as a skilled 'trades' person will never be out of work.

MAINTENANCE

A few of the guys could successfully write the C of Q and obtain their trade certification during these unprecedented challenges, so CONGRATULATIONS to Derrick Wilczak, Ben Devita, Jonathan Smallman, and Kevin Magill.

I am proud of the commitment the Erb Group has to the skill trades and that we are allowed to promote apprenticeships in the maintenance department with recent additions of Aaron Geiger just out of high school, Tyler Schacht moving from lube technician, and Matt Yeates embarking on a complete career redirection, welcome.

The future is bright in the Erb maintenance departments. We have many Journey Person Candidates in our staff, Travis Rose, Eric Noseworthy, Jeremy Koch, and Brandon Wagler, preparing to challenge the C of Q exam.

The number of individuals that are working through the apprenticeship programs has continued to grow here at the Erb Group. We would be pleased to speak with you about an apprenticeship opportunity here or have you speak with any one of our current Journey Person Candidates or apprentices, including Gavin Klatecki, Carl Jagmonhansingh, Dylan Gent, David Larocque, Luke Van Schie, Zach Dyke or Graham Gorrie.

Thank you to our supervisors, lead hands and technicians that support our apprentices in the learning process.

We continue to work with the Ontario College of Trades and the Ministry of Training, Colleges, and Universities to create an apprentice program and certification for the Mobile Reefer Technician trade classification as this is long overdue and represents another critical portion of our group.

BE SAFE and STAY WELL!

- Jim Pinder



Olivia will be five and James will be two in September. Toronto Rock Lacrosse fan and a scholar... what more could a Grampa want?

INFORMATION



Darryn Nafziger
Senior Director of
Information Technology

Welcome summer! It has come so fast, and unfortunately, it will be gone too quickly as well.

One of my main I.T. priorities for Erb has been to continue to look for strategic ways to protect our corporate information. The latest change to our systems has been the way we use our Microsoft Office products (Word, Excel, Outlook, etc.). We have a new licensing model for our Office products, with the ability to provide Multi-factor Authentication (or MFA). We have had MFA for a few years now for VPN remote access and within the I.T. department accessing servers. Email is now part of this security initiative. Team members in so many different areas at Erb - Dispatch, Dock, Shop, Human Resources, Customer Service, Accounting, and so on, all use Outlook. Email security is vital to the organization and keeping it secure and flowing is of great importance. Team members who need access to their Erb email accounts outside of Erb as part of their job function now have MFA protection. Those who do not need access to their email outside of Erb's network are given a different license model that does not permit them to access their emails. Not only does this add another layer of security for protecting Erb's information assets, but it is also a new requirement from our Cyber Risk Insurance provider.

For 2021, we have welcomed three new team members in the IT department here at Erb. I would like to formally welcome Justin Power, Helpdesk Technician; Udit Patel, Network & Systems Admin; and Kathrina Arellano, EDI Developer.

TRUCKMATE UPDATE

As mentioned in my last article from the May Corporate Update, work continues with our TruckMate Implementation. After several meetings reviewing all the hard work the Core Team has completed up until now, we decided to take another approach and get back to basics with the operations. With the facilitation of a TruckMate Implementation Specialist, we began "Discovery Sessions" with the operational business units. Throughout May, June, and continuing into July, the Core Team has met with key leaders and team members from Limited, International, Regional, and Solutions. We took the time to review and document how we move and manage freight in all these areas. A major goal was to better understand how the very busy TruckMate dispatch screens could be simplified and designed for each group with a workable layout they agreed upon. Progress has also been made in the way revenue generated from TruckMate feeds our accounting system. Also, a new development in satellite communications/messaging with Omnitrac and Truckmate is ready for testing.

TECHNOLOGY

Now that the Discovery sessions with Operations are complete, we need to move into the next phase of testing and then training. And more testing and more training. It will be a challenge to keep the testing going due to the busy summer months along with vacation times. However, time must be made for this very important project for Erb.

A ton of time, effort, and resources have been put into this project since the beginning, and I want to give kudos to the Core Team members (Chris Jantzi, Sheila Kirtz, Carol Roth, and Alex Egerhazi) for the hard work they continue to do.

Have a safe and enjoyable summer!

- Darryn Nafziger

*In May, one year after his passing, we remembered and paid tribute to our Founder, Vernon Erb.
We will continue to share his stories and never forget the lessons he taught us.*



Remembering Our Founder

“ I FEEL TRULY BLESSED FOR HAVING BEEN ABLE TO LIVE OUT MY PASSION FOR TRUCKING AND FOR TURNING MY CHILDHOOD DREAM OF OWNING A TRUCKING COMPANY INTO REALITY. ”

Vernon Erb, Founder of the Erb Group of Companies

1935 - 2020

Vernon J Erb

PERSONAL FINANCES UPDATE

Happy Summer Erbland!

With the onset of the warmer weather, we look forward to many social activities resuming and our local and global economies reopening.

Markets are also looking forward to sunnier days, responding positively to increased business activity. The Canadian Government has also implemented a policy in an effort to stimulate economic activity while helping Canadians 'Go Green'!

Canada Greener Homes Grant

Exciting news for Canadian homeowners! The Canadian Government announced a new program called, **Canada Greener Homes Grant**, which launched this past Spring. This initiative offers homeowners grants **up to \$5,000** to retrofit their homes to be more energy-efficient. Discover ways to save money on your energy bill and do your part to fight against climate change by upgrading your home to be more energy efficient by visiting: www.nrcan.gc.ca/energy-efficiency/homes/canada-greener-homes-grant/23441

Will such policies, along with increased money supply/savings rates and pent-up demand, continue to push the annual inflation rate beyond the current 3.6% (the highest year-over-year increase since 2011)? And how will this affect markets? As of June 18th, 2021, the Toronto Stock Exchange (TSX) is up 16.17% year-to-date, lead by Energy (+35%) and Financials (+22%) and the Bank of Canada continues to hold low interest rates.

It is impossible to predict what will happen. What we do know, is that prudent retirement, financial, and investment planning reduces risk and buffers against both short and long-term volatility.

Canada Pension Plan (CPP)

As many of you consider retirement, it is useful to review the following information on what may be a significant part of your retirement planning: **The Canada Pension Plan (CPP)**.

► **Both you and your Employer are contributing to the CPP, but what is CPP?**

"The CPP retirement pension is a monthly, taxable benefit that replaces part of your income when you retire. If you qualify, you will receive the CPP retirement pension for the rest of your life. To qualify you must:

- Be at least 60 years old.
- Have made at least one valid contribution to the CPP.

Valid contributions can be either from work you did in Canada, or as the result of receiving credits from a former spouse or former common-law partner at the end of the relationship." – Gov. of Canada

► **Additional Features of CPP Retirement Benefits:**

- CPP retirement benefits can be split with a spouse.
- CPP retirement benefits may be delayed by up to 60 months, to age 70, with an enhanced benefit paid to pensioners who delay. However, CPP may also be taken early, unlike Old Age Security (OAS). Alternatively, there is a penalty, or pension reduction, for those who wish to start receiving CPP as early as age 60.

► When should I start taking/receiving my CPP benefit?

The short answer is “it depends”.

The two most important factors to take into consideration are your longevity and whether you are receiving a CPP survivor pension. If you are receiving a survivor pension, the amount you receive for both your retirement and survivor pension is limited to the maximum pension (\$1,203.75 per month for 2021). If you have a large pension entitlement, you may lose some or all the survivor pension once you start receiving your own retirement pension. As a rule, unless your life expectancy is well below the average (84 years) over your lifetime, you will receive more from CPP if you delay the start as much as possible. Those who are ill or have a lower life expectancy may benefit from starting even earlier than 65. The reduced pension will be offset by the fact that the pension will be received for more years.

► Receiving benefits and working in your 60s:

If you start CPP before age 65 and continue to work, you will have to continue to make CPP contributions. **Between the ages of 65 and 70**, contributions on pensionable earnings are optional. To opt out, employees file form CPT30 with their employer and self-employed taxpayers opt out when they file their return for the year.

► How much CPP will you receive?

The amount of pension you are eligible for at age 65 is based on your average monthly pensionable earnings over your lifetime (but not before CPP started in 1966). The closer your earnings are to the maximum pensionable earnings each year, the closer your pension will be to the maximum CPP pension. Assuming your earnings fluctuate over time, several adjustments are made to determine your pension benefit amount. The following is a simplified version of how the computation works:

- **Total Adjusted Pensionable Earnings:** for each year between age 18 and your pension start date your Unadjusted Pensionable Earnings are divided by the corresponding Year's Maximum Pensionable Earnings (YMPE) and then multiplied by the average YMPE for the 5 years leading up to and including the year your pension will start. By adding these results together, we get the Total Adjusted Pensionable Earnings (TAPE).
- **'Dropout' periods removed:**
 - **Child-Rearing Years:** If your earnings dropped because you took time off to care for children under age 7, those years are removed from your TAPE.
 - **Lowest Earning Years:** Next, the lowest 17% of the remaining earning years are also removed from your TAPE.
- **Average Monthly Pensionable Earnings (AMPE):** your AMPE is calculated by dividing your remaining TAPE by your Number of Contributory Months (after dropout months)

For all years prior to 2019, your pension will be 25% of the AMPE. Starting in 2019, this step will include additional calculations under the “enhanced CPP changes”.

To do the calculations yourself, or with the help of an advisor, you can visit your ['My Service Canada Account'](#) online to obtain your most recent CPP Statement of Contributions (SOC), which will include an estimate of [your CPP benefit if you were eligible to receive it now.](#)

For 2021, the maximum CPP pension is **\$1,203.75** per month. Your pension benefit will be adjusted each January to reflect changes in the consumer price index.

Please reach out to a WLA advisor to discuss your individual retirement planning needs.

Safe trucking!



Wagner, Livock & Associates
Financial Services Inc.

Telephone: **519-570-4633** | Toll Free: **1-800-567-0822** | Email: **erbsavings@wagnerlivock.com**

SAFETY REWARD PROGRAM



REMINDER: CLAIM YOUR GUUSTO DOLLARS!

If you qualified for the Quarterly Safety Award, your Supervisor would have given you a certificate. Use this certificate to claim the MONEY that is in your account,

The first quarter awards for the Erb Safe Worker Recognition Award Program (ESWR), December 1st, 2020 to February 28th, 2021, are in your Guusto account now for you to claim!

To claim your 1st Quarter Award as with any money transfer, you must accept it into your account. You have six months to claim the award. Claim your gift before it expires!

Once you claim the award you can let it accumulate for as long as you would like.

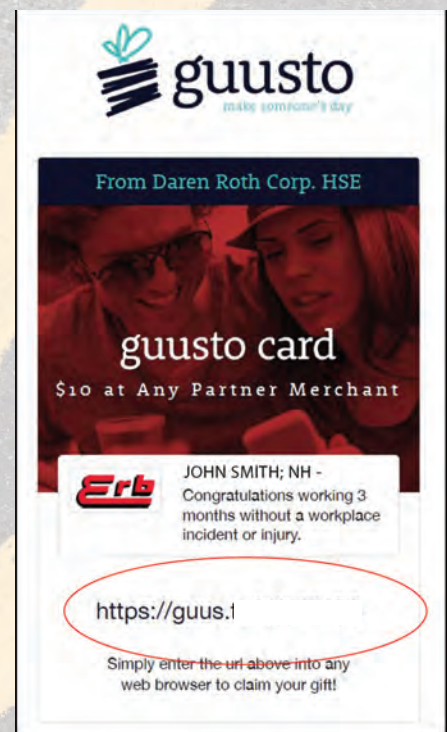
The great thing about receiving a Guusto gift is that you choose which partner merchant to redeem your gift:

- Guusto cards can be redeemed at any merchant type
- Dining cards (e.g. drink, dinner) can be redeemed at any partner restaurants
- Coffee cards can be redeemed at any partner coffee shops
- Spa cards can be redeemed at any partner spa
- Movie cards can be redeemed at any partner movie theatre
- Shopping cards can be redeemed at any partner retailer

Your second-quarter awards will be in your account in August! Look for updates on Erb Connect and terminal bulletin boards.

QUESTIONS?

If you have any questions please contact **Daren Roth, Corporate Health, Safety and Environmental Manager** at droth@erbgrou.com or 519-662-2710 ext 2275.



HEALTH AND SAFETY



SUN SAFETY

Erb's Highway to Health Program has been focusing on Sun Safety this summer, including a Sun Safe Selfie Challenge in July 2021! Check Erb Connect for a list of winners!

Here are a few tips to help you stay safe from the sun this summer:

Sunglasses

Sunglasses protect your eyes from UV rays and reduce the risk of cataracts. They also protect the tender skin around your eyes from sun exposure. Wrap-around sunglasses work best because they block UV rays from sneaking in from the side.

Sunscreen

Don't forget to put a thick layer on all exposed skin. Get help for hard-to-reach places like your back. Remember, sunscreen works best when combined with other options. **SPF.** Sunscreens are assigned a sun protection factor (SPF), which is a number that rates how well they block UV rays. Higher numbers indicate more protection.

Shade

You can reduce your risk of sun damage and skin cancer by staying in the shade under an umbrella, tree, or other shelter.

Clothing & Hat

Clothes made from tightly woven fabric offer the best protection. A wet T-shirt offers much less UV protection than a dry one, and darker colors may offer more protection than lighter colors. Wear a hat that has a brim all the way around that shades your face, ears, and the back of your neck. If you wear a baseball cap, you should also protect your ears and the back of your neck by wearing clothing that covers those areas.

Remember to check **HEALTH** tab on *Erb Connect* regularly for more important information and resources about health and wellness.



Tessa Janssen
#sunselfie



Kirk Wittig
#sunselfie



It has been a long time since Erb Expedite has submitted an article for the Erban Report. Well, our team thought we would let you know what we have all been up to lately and remind you all that **Erb X is back!** Below is a brief reintroduction to our history, our team, plus the services and equipment we provide.

Erb Dedicated started in March 1997 in New Hamburg. This service was founded to handle all emergency and other non-traditional freight and customer requests regularly shipped or handled on our regular delivery schedule. In January 2015, Erb Expedite was merged in with K-DAC operations based out of the Sandhills Road location in Baden. Last year the Erb Transportation Solutions Inc. name returned. During that time there has been a lot of hard work, dedication and an outstanding team of drivers and office staff to help get us to where we are today! We will be approaching our 25th year of providing Expedite and Dedicated services to all our valuable customers.

Erb Expedite delivers and offers a wide variety of shipping services including:

- Dedicated, same day urgent and rushed delivery for fresh, frozen and dry freight
- Temperature sensitive/fragile order handling
- Sample and testing orders
- Airport pick up and delivery service
- Deliveries to fundraisers, tradeshow, special and charitable events
- Flower, plant and tree delivery
- Alcohol shipping and bottle collection
- Pharmaceutical/Medical equipment and supply shipping
- Home delivery program - ***ask us about our home delivery service and how we can help you reach your customers, at home!***
- Seasonal/Short week overflow
- Shelf/Rack/Vending restocking
- Building supplies- including windows/doors and hardware
- Electrical panel and part shipping
- Automotive part shipping
- Movement of small machinery, appliances and household goods
- Warehousing and cold storage solutions
- We no longer haul dangerous goods but have options to move with a partner carrier.



Loading up freshly-made meals at the Cuisine Centre in Mississauga. We cover 42 deliveries a week Tues-Sat to hospitals in southern and eastern Ontario for the Compass Group. We also assist with dedicated hospital service to Grand River and Freeport in Kitchener and Halton Health in Oakville, Georgetown and Milton, 365 days a year!



Mississauga Drivers John Acheampong, Dharmesh Kapadia and Jimmy Patel getting ready to head out on their home delivery runs. Baden based driver Arnie Schwarzentruer also helps with home delivery and product transfer from Cold Storage to Mississauga.

Our Drivers:

We have six full-time Owner Operators, three full-time, eight part-time and four Occasional Drivers. They are always prepared for the changing demands of Expedite Service. They all do an extraordinary job assisting each other and Dispatch out. Their professionalism behind the wheel and representing Erb Transport on the road is the driving force that has made us successful. Their hard work does not go unnoticed by Dispatch or our customers. Congrats to those celebrating milestones: Martin McLaren celebrated ten years (January 2021), Bill Choy celebrated ten years (July 2021), Kris Janeczko celebrated one year (August 2021), and Edward Eisenmenger celebrated 15 years (September 2021). Thank you all for your Extreme Service!

Our Team:

Tyrone Downs is the Manager of Dedicated Services and Sales. He took on this role in September 2019. Radha Theivasamy Erb X Dispatch/Administration started in November 2019. Craig Ainsworth is our Operations Lead Planner he started in January 2020. Jennifer Ditner, Logistics and Solutions Coordinator started back with ErbX in September 2020. Erb Expedite office staff are now based out of Erb Mississauga and Erb Baden at the Sandhills location. Jeremy A Carter is the Senior Director of Corporate Solutions, and who the Erb X Team reports to. All the Erb X Team would like to take the opportunity to thank him for his encouragement, great leadership and for his vision to take our division to the next level. Our Team has worked in a variety of positions before joining Erb Expedite. We bring a wealth of Erb knowledge in Operations, Sales, Pricing and Billing, Expedite, Documentation, Payroll, Dock and Warehousing experience. Together we have almost 60 years of working experience at Erb Transport. We are a hands on team with a high sense of urgency and we work together to see each task through. Not only is there just our Team to acknowledge but we heavily rely on our Mechanics, Administrative staff, and Terminals everywhere to help us too. Thank you everyone for your help and added efforts in assisting us along the way.

Where We Go:

Ontario is our primary service area; however, we do go into Quebec on occasional Dedicated runs. Shipping requests going into Quebec we most often work with our Limited Division to move orders. Freight to Eastern/Western Canada and to the United States we work with our International Division to move freight if needed. We often get requests to handle same-day movements in areas where we are not located or the volumes are too large to fit our trucks. In that case we find a solution to move through our regular shipping channels.

We have an extensive network to work with and we work together within the Erb Group across all terminal locations to help find the best and quickest solution possible without saying no. Working and communicating as a team we get the job done right. We always keep the customer happy while working together to make another cool move.

ERB X EXPEDITE FLEET				
Based out of Erb Baden				
Truck	Class	Holds	Weight	Features
Tandem Straight	DZ	12 skids	19500 lbs	Dry/Tailgate
Straight	DZ	10 skids	14500 lbs	Reefer
Straight	DZ	10 skids	14000 lbs	Reefer/Tailgate
Straight	GZ	8 skids	7000 lbs	Reefer/Bulkhead
Straight	G	8 skids	8500 lbs	Reefer/Bulkhead
Two Mini Straights	G	6 skids	7000 lbs	Reefer/Bulkhead
Sprinter Van	G	2 skids	2200 lbs	Dry Van/Cargo Trailer
Based out of Erb Mississauga				
Two Straights	GZ	8 skids	7000 lbs	Reefer/Bulkhead
Straight	G	8 skids	8500 lbs	Reefer/Bulkhead
Straight	G	8 skids	7000 lbs	Reefer/Bulkhead
Two Sprinter Vans	G	3 skids	3000 lbs	Dual Temp
Sprinter Van	G	2 skids	2200 lbs	Dual Temp
Based out of Erb Ottawa				
Straight	G	8 skids	8500 lbs	Reefer/Bulkhead
Sprinter Van	G	3 skids	3000 lbs	Dual Temp
Based out of Erb Montreal				
Sprinter Van	G	2 skids	2200 lbs	Dual Temp

This Last Year at a Glance:

In a year full of challenges due to COVID, we have been grateful to still quote on new leads and keep our drivers running steady. We offer a wide variety of services and are adapting to changing customer needs and demands. Our weekly reoccurring essential loads and new customer shipping requests have helped us financially. We are seeing more same-day shipping needs for last minute orders now that businesses are allowed to open after being locked down.

- Our Freshii OnRoute deliveries keep us busy with up to almost 50 deliveries a week, three days out of the week. All this product is shipped out of RT Fresh and sorted at our Goreway location in Brampton.
- Golden Windows has been busy and we add trucking to new home builds up to two trucks a week to Ontario and Quebec points.
- We started offering home delivery at the start of COVID-19 helping shippers get their products delivered to shopper's homes.
- Erb Expedite has been working with Express Retail Group to help with Carlos Bakery cake deliveries overnight to vending machines to various malls in Ontario and Quebec. This business has been steadily growing.
- A variety of cakes ship out of New Jersey back to Erb Cold for storage and picking. Erb X recently started shipping to Canada's first Carlos Bakery location that recently opened in Mississauga.
- JD Sweid and Mom's Pantry Fundraiser orders have also kept us busy and we are gearing up for another busy season of fundraiser shipping this Fall and Winter.
- Requests from TDL Distribution in Guelph have also increased and we help with rush orders to various Tim Horton's store and warehouse locations.
- In June, we assisted with twelve Good Food Market runs to frontline Health care workers to the Children's Hospital in Ottawa, Sick Kids, Toronto Grace, McMaster, St Joseph's, Juravinski and Hamilton General. A big thank you again to Martin McLaren, Muhammad Imran, Wayne Baechler and Jamie Delahunt for assisting with these shipments and for helping onsite with each Coordinator to ensure these events run smoothly.



A few pics on site of Muhammad, Martin and Wayne on the Good Food Run. Great team work!



Carlos Bakery Vending Machine Setup

DELIVERY SCHEDULE

WEDNESDAY

Acton	Georgetown
Baden	Guelph
Barrie	Hamilton
Bolton	Kitchener
Brampton	Milton
Burlington	Mississauga
Caledon	New Hamburg
Cambridge	Oakville
Elmira	Orangeville
Fergus	Waterloo

THURSDAY

Ajax	Nepean
Aurora	New Market
Barrie	North York
Bradford	Orleans
Downsview	Ottawa
East	Pickering
Etobicoke	Richmond Hill
Innisfil	Scarborough
Kanata	Toronto
King City	Vaughan
Markham	

Did You Know We Offer Home Delivery?

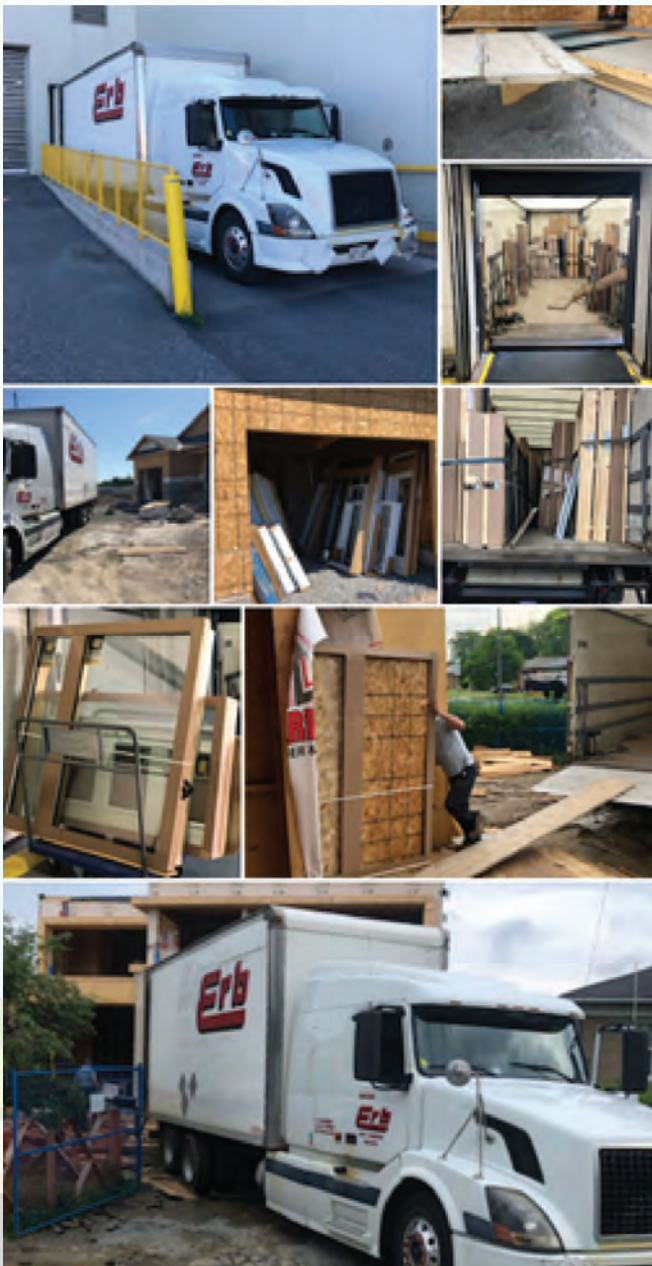
Products are all delivered in satellite tracked, temperature-controlled, HACCP certified vehicles. Vehicles are pre-cooled and loaded just in time for their departure. Routes begin in the late morning, allowing for evening drops upon request. Erb Expedite routes the home deliveries and contacts each individual customers via our tracking app to arrange for a 2-hour delivery window. Deliveries are person-to-person, we will not leave food items unattended and will return any product that is not accepted by the customer to ensure food safety and the integrity of your products. Erb drivers will call the customer from the previous stop to notify them we are on the way.

We've Got You Covered 365 Days A Year!

When it comes to expedite transportation, we have you covered 365 days a year round the clock day, evening, and on weekends. In the world of expedited deliveries, excuses do not go over well. Our goal is to deliver on our promises and help customers find solutions. We offer real time tracking and updates on all orders and are here for you to solve all your shipping needs. We do not over promise or under deliver. We do it right the first time!

If you would like to reach out to our team to discuss our services or request pricing, please feel free to email erbx@erbgroup.com or call **1-800-665-2653**.

- Jennifer Ditner



Edward Eisenmenger on the job site in Ottawa on his weekly Golden Window run. Not only do we deliver to your family's table, Erb X delivers to your future dream home!



Joseph Quaque making "Another Cool Home Delivery"

New Hamburg



Hello from Head Office! Since the last Erban Report, we welcomed some new faces to the team. A warm welcome to Alaines D'Oliveira, Danielle Duffhues, Kathrina Arellano, Christine Halasz, Leah Jakobsen, Udit Patel, Justin Power, and Doris Zehr.

We also said goodbye and happy retirement to Senior Accountant Roland Wolfe at our Highland Road location. Thank you for all your contributions and we wish you all the best. Enjoy the next chapter!

On Thursday, July 15th, we welcomed the El Milagro food truck and were able to enjoy some fantastic Mexican cuisine! YUM! It was a beautiful afternoon and a great lunch! Thank you to Tessa Jansen for arranging this amazing day!

We are looking forward to hosting the 28th Annual Erb Charity Golf Tournament on September 17th. We are pleased to invite 100 golfers for a socially-distanced event for a very good cause. This event not only connects us with our fantastic customers and suppliers, but it also makes a very important contribution to our local charities; Aldaview Services, Interfaith Counselling Centre and Wilmot Family Resource Centre.



We are looking forward to more "normal" days ahead when we can celebrate together with potlucks, spirit days and too much dessert! (Is that possible?!)

Until then, have a safe and happy summer!

- Julie Mudry



A entry for the Erb "We Miss You" Contest. The amazing team at "The Highland Island!"

A LETTER FROM ORVAL STEINMAN

Orval Steinman retired from Erb in September 2014. He was one of the original people who started the Erban Report in 1987. Here is a letter he sent about his experiences at Erb and his fond memories of Vernon.

I have known Vernon Erb my whole life; we are first cousins. My relationship with Erb Transport goes back to 1969. They had a truck on with Home Hardware, hauling hardware from St. Jacobs to various cities in Eastern Canada. On my first trip, Mel Gerber drove through Toronto then pulled over. He showed me how to shift a 13-speed transmission, told me which gauges to watch, and told me to drive. I'm not sure how much he slept, but I drove for a few hours. He was probably going to drive most of the rest of the trip, but he developed the stomach flu. I had to drive in New Brunswick, soon learning how to shift in the hills of Eastern Canada. I still remember the feeling of driving #312 through the small towns of New Brunswick. I made two more trips with Harold C. Gerber.

I would hang around the shop in Wellesley, and a week after my first trip, they gave me a cheque for \$100. I was completely surprised, not expecting to get paid to go on vacation. A few other guys that hung around the shop and I would be asked to take trucks to Checkerboard Farms in Ingersoll.

I was driving for my brother Roy in 1972, when his truck was wrecked in an accident. I talked to Vernon and started working part-time in the shop. When Roy bought another truck, I went back to him hauling for Burns Meats in Kitchener. I was hauling A trains from Kitchener with stops in Newmarket, Orillia and Bracebridge. By December of 1973, I was ready to get off the road and return to the shop.

Vernon hired me again, and I started as a truck mechanic. The Burns work followed me to Erb's, with Barry Currah and Gerry Erb doing the run. Joe Weber started soon after and wondered if I wanted to help Ken Gerber servicing the refrigeration units in the trucks. I tried it, seemed to enjoy it, so they offered to send me to Thermo King school in Minneapolis.

Over the next two years, I was at the school three times. For twenty-two years, I repaired reefers and helped out driving when they were short of drivers. I made a lot of short trips with straight trucks and the odd trailer load. I took a few loads to the US, enough to know that I didn't really enjoy it. They were buying a lot of new trailers in the US and didn't have enough drivers to pick them up, so they got me and other non-drivers to go and pick them up. I would bobtail to Virginia, Indiana, and piggyback to Nebraska. To go to Nebraska, they would piggyback three highway tractors together. When we arrived in Nebraska, we would disconnect the tractors, pick up trailers, get a load and return home. I made one trip with Vernon and Bob Hart. I remember sitting and talking with Vernon, my cousin, not my employer.

After about twenty years in the shop and driving part-time, I had the opportunity to drive full-time. For another eighteen years, I drove trailer almost daily to Windsor, Ontario.

I retired on September 5, 2014. I never really thanked Vernon for all the opportunities I had at Erb Transport. Vernon hired me twice, trained me on refrigeration, allowed me to change careers a few times. Looking back, the forty years seemed to go quickly, working for such a good and humble man.

- Orval Steinman



Baden Terminal

Since the last Erban Report we've said goodbye and congratulations to a few people celebrating a retirement. Happy Retirement to Jerry Fitzgerald (Fleet Communications & Tracking Administrator), Gordon Pembroke (Driver), Shirley Snyder (Driver), Lyle Rozendale (Driver), Brenda Taylor (Driver), Ron Heinbuch (Yard Supervisor), Sherry Wallace (Claims Research Assistant), Paul Musselman (Driver), and Michael Mozewsky (Driver). Thank

you all for your contributions to Erb, enjoy the next chapter and make sure you come back and visit!

Thank you to the Baden Terminal for organizing a Food Drive and giving back to their local community. Together we collected enough food for 320 meals for the Waterloo Region Food Bank. Great job everyone!

We are looking forward to welcoming the El Milagro food truck on August 5th and enjoying some delicious Mexican cuisine!

Baden is organizing an Appreciation Walk for their terminal employees taking place on August 19. The walk will be open from 9am – 4pm for employees to take a stroll when it best suits their workday and will take them approximately 15 minutes to complete. There will be Freezies available at the halfway point and thank you signs will line the path from supervisors, managers, and departments.



Enjoy your summer!

- Tessa Janssen



JEAN COTE

It is with tremendous sadness that we announce the sudden passing of Jean Cote, Baden Driver, on Sunday, May 30, 2021. Jean started at K-DAC in April of 2015 and since then transferred to Erb, delivering to Western Canada.

Our thoughts and prayers are with Jean's family and friends. He will be dearly missed.

Baden Terminal



Congratulations to Amanda Blum for celebrating 20 Years at Erb! :)



Happy Retirement Lyle Rozendal! Enjoy the next chapter, we miss you already!



Congratulations Darryl Erb who is celebrating 35 years at Erb. Happy Anniversary Darryl!



Warren Erb - The Ultimate Habs Fan!



Congratulations Bill Choy for celebrating 10 Years at Erb!



Happy Birthday Wanda Zilke!



Toronto Terminal

Since the last Erban Report, we have experienced higher than normal volumes in Mississauga and are all working hard to keep up. Since COVID-19 restrictions have been lifted, more and more freight is making its way across the dock. Thank you everyone for your continued hard work and dedication.

- Steve Arthur



Congratulations to Mississauga Owner Operator Ray MacNeil who celebrated 30 years at Erb!



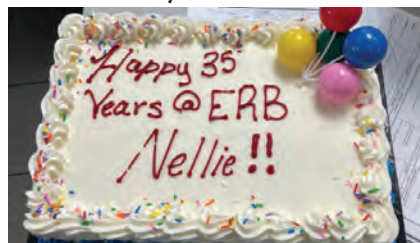
Congratulations to Nellie Voordenhout for celebrating 35 years at Erb!



Happy Retirement Leo Fitzgerald! Leo joined the Mississauga Dock in 2003 and since then has been a valuable contributor to the team.



On May 11, Bill Tilley celebrated 25 Years of Service at Erb, AND his retirement! Congratulations on a standout career and best wishes for your retirement!



Special thanks to Nestle Canada for their generous donation of hand sanitizer to the Mississauga terminal!



Rickie Sokhal celebrates 15 years at Erb!



Congratulations to Stuart Logan for celebrating 20 Years of Service with Erb!



North Bay Terminal

Greetings Erbland from North Bay,

It's that time of year again and I cannot believe we are still talking about hockey. "GO HABS GO!"

It has been busy here in North Bay with all the struggles in our industry, yet we are fortunate with the staff we have, and I am sure they do not hear this enough. On behalf of Randy and myself, a big thank you to all our team here in North Bay.

We have had a few retirements since the last report. We said goodbye to Ray Sabourin after 35 years of service. He was a Driver, a Dispatcher and ended his career as our OS&D Coordinator. Also, Happy Retirement to Danny Seadore after ten years of service as an International Driver. Enjoy, I am sure it is well deserved.

We have also seen a lot of new faces here in North Bay. We would like to welcome Brian Boniferro in Sault Ste Marie, Glen Henderson and Kamoru Adekoya as local drivers, John Ainslie as a Regional Driver, and Michael Petitclerc and Terry Tremblay to the International driver pool. Welcome aboard, gentlemen.

I would like to congratulate Susan Laferriere for moving into her new role as OS&D Coordinator. We wish her all the luck.

In closing, I would like to congratulate Chad Coughlin for his quick thinking and recognizing a serious issue that ended up saving a man's life in Thunder Bay. While in the Thunder Bay yard he noticed someone suffering with the F.A.S.T. symptoms of a stroke. Due to his quick thinking, he called 911 and ended up saving a man's life. For his swift responding we are proud to hand Chad a Superb Award!

From the gang here in North Bay,

- Marc Lafleur



Congratulations to Marcel Raymond, North Bay Dock Manager who is celebrating 25 years at Erb! Happy Anniversary!



Congratulations to Ray Sabourin from the North Bay terminal for celebrating 35 Years of Service at Erb!



Chad Coughlin with his SupErb Award. Way to go Chad!

Trenton Terminal



Hello Erbland!

Happy Summer! It definitely arrived with a bang. With the sun shining, it has been incredibly warm, and the freight volumes have most definitely picked up. Things have started opening up again, and it's been great to see the work increase.

Some changes around here in Trenton: In the past, we have always had dock loaders go over to Trenton Cold Storage to count our freight, and this has recently changed. The loaders now do all their counting here at the terminal.

We said goodbye to some of our staff this year and welcomed some new (to the office) faces:

- Kim Joly made the decision to retire. She will be missed and we all wish her well. Sherrill Lamoureux has jumped right into OS&D and is doing a great job!
- Jeff Delahunt and Tim Grieves have also moved on. We wish them both luck in their future endeavours. They will also be missed. Darryl Sarginson has moved into Jeff's Driver Trainer position, and Sheldon Parent will be taking Tim's spot in Dispatch on afternoons.
- Kirsten Maracle moved on, and we welcomed Carol Hilts on the afternoon Check-In job. Carol was here last year training on TMS and is an excellent addition to the Team.
- Debra Babony has taken over the Reception position, and is a lovely addition to the terminal.
- We also welcomed a couple of new drivers to the Team - Mike Despres and Jeff Brophy - welcome!

Al McInroy's son Scott and his wife Tara welcomed their twin boys, Rhett and Wyatt, along with big sister Kylie! What a bunch of cuties!

Well, that about wraps it up here. Hopefully we will have some more to write about in the fall, as things continue to open up. Hoping we get back to some sort of normality soon. :)

Until then, have a safe summer!!

- Amanda Joly



Ryan Brooks on his last and first day back! LOL



Dispatcher Dave Bright helping out on the dock



Mikey doing the yard check before Christmas (peep the hat)

Trenton Terminal



Al McInroy and wife Cathy with their new grandbabies (twins) and big sister Kylie



Sunset photo by Afternoon Dispatcher Tim Grieves



A rainy day in July and Lake Erb made an appearance! Ian Vink made a raft to get around!



Happy 35th Anniversary Keith Noble!





Ottawa Terminal

Greetings from Ottawa! Summer is finally here, and we are all looking forward to the loosening of COVID-19 restrictions and spend more time with family and friends. With over 25 million doses given across Canada and accelerated second doses, we can be hopeful that most Canadians will be fully vaccinated by the end of the year.

Our terminal saw some renovations over the last few months with new lighting in the garage and new racking in our freezer to maximize space. Also, our most senior local trailer driver, Kerry Stead (aka big red, aka 1A) with 37 years of service decided to retire in March. His presence is definitely missed...Hollywood John cannot keep his visor up long enough to put on the miles Kerry did on any given day. We wish you all the best in your well-deserved retirement!

We are happy to welcome new employees to our Team: Eric Balice on the Dock and Luc Allard on Regional. We are wishing our Local Driver Dean Weedmark a speedy recovery from surgery and hoping that you can get back behind the wheel soon. Milestones achieved were Chris Vrooman (15 years), Mike Cyr (15 years), Brian Varcoe (20 years), Jacques Landry (20 years), John Chartrand (35 years), and Pierre Zili (35 years).

We are proud of our very own Lyoness Woodstock who along with former Erb Driver Roger Steepe, organized a truck rally on Father's Day to honour the Indigenous children who died at residential schools. With over 75 trucks and 150+ participants, this convoy sent a clear message that we all share compassion, love and support for these children and their families.

We were also proud to be able to participate in the After the Bell Charity Drive campaign with the Canadian Trucking Alliance and Trucks for Change to help bring food to children in need this summer.

A huge shout out and thanks to our entire team here that make this terminal run as smooth as it does. Wishing everybody a safe and healthy summer! Go Leafs Go... umm, I mean... Go Habs? At least we have a Canadian team this year in the Finals. Take care,

- Jason Poon



Kerry Stead's Retirement Cake



Mechanic Dave O'Hare sporting the newest hair trend!



Tim Kirby - After The Bell Charity Drive



John Chartrand - 35 Years at Erb!



Jacques Landry - 20 Years at Erb!

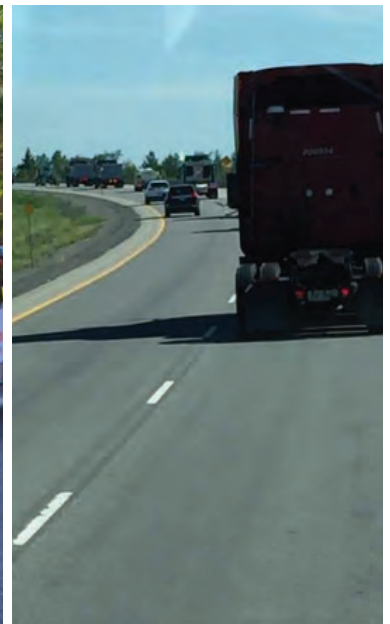
Ottawa Terminal

OTTAWA TRUCK RALLY - "215 NOW WE KNOW"

We are beyond proud of our driver Lyonesse Woodstock, who alongside Roger Steepe organized a Truck Rally in Ottawa on Father's Day to honour the Indigenous children who lost their lives in residential schools. The rally was covered by CBC French TV, CTV news @ 6 tonight, CBC English TV, Today's Trucking, Truck News, and Trucker Radio. Job well done to everyone involved!

"Thank you to my Erb coworkers Lorie Fox and Tim Jennings for giving up their Father's Day morning to join the '215 NOW WE KNOW' Truck Rally held in Ottawa on June 20th organized by myself and my friend, ex Erb driver Roger Steepe. Also, a huge thanks for the support of the Erb team for letting us use our trucks. Each truck represented four of the 215 children found in B.C., and the 104 in Manitoba. 75+ trucks, over 150 participants, and all the chrome and shine one can handle. This convoy of compassion, love, and support for these children, their families, and their communities came off as professional and committed as all who attended, and without one glitch. It was an amazing sight and the message was clear. *We truckers support, have compassion, and care about all our children.* This rally gave us the opportunity to show Ottawa, the country, and the world how we all have been affected by the news of the past few weeks, and allowed us to pass on our support to our First Nations people and our Indigenous neighbours. I am proud to share the Black Top with each and every one of these folks. Job well done. I say, 'message delivered'".

- Lyonesse Woodstock



Montreal Terminal



Hello from Montreal,

It has been an intriguing start to summer in Montreal. Our volumes started to take off in June when COVID-19 restrictions began lifting in the province. Of course, with that came lots of volume, but we have stumbled along trying to hire staff to fill key positions. The team has stepped forward and has weathered the storm. Good work everyone and thanks for hanging in there; it is very much appreciated.

In other news, our neighbours (Conestoga Cold Storage) have started phase #2 of their expansion and during are adding 7,000 pallet positions to their freezer. This phase will be completed by mid-2022.

Our shop and mechanics have also made a move. We were advised by the City of Vaudreuil-Dorion in April 2021, that the land was being expropriated for the upcoming hospital that will be constructed in this area. Of course, this didn't give us much time to hunt for another location, but luckily, we located one in the Vaudreuil area. Our new shop address is 2628 Rang St-Antoine, Vaudreuil-Dorion , QC. A big thank you to Shop Team for making the transfer to the new location, much appreciated.

UPDATE FROM QUEBEC CITY

In Quebec City, our volumes continue to increase. It looks like we have secured another five-year lease at our current location. Good work to Denis, Nicolas, and the Team in Quebec!

-Scott Jones



Remi and Christina had a baby girl named Lexi, weighing 9lbs 11 ounces born at 12:28 on July 6, 2021. Everyone is doing good.



Cold Storage Expansion



Terminal de Montréal

Bien le bonjour de Montréal,

Le début de l'été au terminal de Montréal a été plus qu'intéressant. Comme la province du Québec a décidé d'assouplir les restrictions sanitaires liées à la COVID-19 en juin, l'entreprise a connu une forte hausse de l'activité économique. C'est pour cette raison que les besoins opérationnels de l'entreprise ne cessent d'augmenter. Heureusement, nous avons su faire preuve de débrouillardise, notamment en veillant à ce que certains postes essentiels soient comblés. Ce n'est pas sans le personnel, qui s'est montré à la hauteur du défi, que nous sommes parvenus à affronter la tempête. Nous vous sommes infiniment reconnaissants d'avoir tenu le coup.

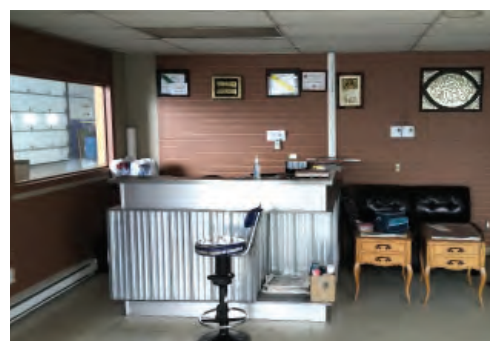
Dans un autre ordre d'idées, l'entreprise voisine, Conestoga Cold Storage, passe à la deuxième phase de son expansion. Elle ajoute un système de stockage pouvant accueillir 7 000 palettes dans son congélateur. Cette phase est censée prendre fin vers la mi-2022.

Il est à noter que notre atelier de même que nos mécaniciens ont dû déménager. En avril 2021, la Ville de Vaudreuil-Dorion nous avait fait part de l'expropriation des terres sur lesquelles elle prévoit construire un nouvel hôpital, ce qui inclut l'emplacement de notre atelier. Malgré le peu de préavis qu'elle nous avait donné, nous avons pu tout de même trouver un nouveau local dans la région de Vaudreuil. Voici la nouvelle adresse de l'atelier : 2628 Rang Saint -Antoine, Vaudreuil Dorion, QC. Nous remercions du fond du cœur le personnel de l'atelier d'avoir participé au déménagement.

UN MESSAGE DU TERMINAL DE QUÉBEC:

À Québec, nos besoins opérationnels continuent d'augmenter. Nous avons même réussi à renouveler notre bail pour une période de cinq ans. À Denis, à Nicolas et à toute l'équipe au Québec, merci et bon travail!

-Scott Jones



New shop

Thunder Bay Terminal



It has been a beautiful spring and summer in Thunder Bay with hot, sunny weather. With the lifting of restrictions, we have seen an increase in deliveries.

We would like to welcome Jason Frey who is our new local highway driver and Luke Van Schie and Jean Fortin who are our new shop members. Welcome!

We also need to waive a sad goodbye to our friend Jamie Bortolon. Jamie was our shop guy for the last five years. He passed away earlier this year. Jamie had a wonderful sense of humour that made working with him a joy. He also had an amazing green thumb. We are trying to keep his flower box going, but it is not as lush as he would have had it.

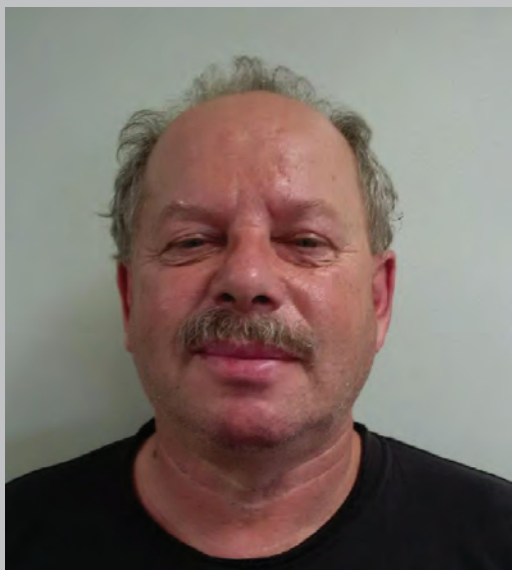
- Ann Marie & Joshua



Jamie and his garden



Jamie with Rob Cameron and Kris Palanica



JAMES BORTOLON

It is with tremendous sadness that we announce the sudden passing of James Bortolon on Friday, May 7, 2021. James (Jamie) began his career as a Truck Mechanic at Erb in our Thunder Bay Terminal, April of 2016. Jamie brought joy to Erb in many ways, especially during the holidays when he had begun a tradition of setting up festive displays in the front garden for his peers. He will be dearly missed.

Our thoughts and prayers are with James' family and friends.

Winnipeg Terminal



Hello from Winnipeg!

With all the challenges that have occurred over the last year and a half, it's hard to put a positive spin on things, but we will try. Even having provincial and company restrictions in place we have managed to meet new employees and wish others good luck in their future adventures. Our drivers have managed to maintain clean trucks with the continuous sanitizing of the equipment, and morale has stayed fairly positive. Our challenges of finding drivers is a wide spread issue, so we won't go into that.

Now as summer looms and the thought of taking some vacation time draws near, we will only increase our knowledge of what others do as we cover off their positions and find new and innovative ways of servicing the customer.

However, there is light at the end of the tunnel as vaccines are administered and restriction ease. With that, I leave you with a quote from a great man; "may we endeavour to persevere."

- The Winnipeg Team



Making Cool Moves everywhere! Check out this delivery made to Kenora, Ontario.

Elverson Terminal



There is so much excitement in Elverson that Abbe can't even stay in his seat! Just kidding - There isn't much new to report. We're keeping busy and looking for new drivers.

Have a safe summer and hopefully we will have more to report in the next issue!

- Bonnie Beam O'Hare



THANK YOU!

SUPERB TEAM PLAYERS

Since 1995, the first Friday of March is National Employee Appreciation Day. Each year we honour and recognize the hard work and dedication of our employees and we can all agree that 2020 was an exceptional year and that appreciation for the work contributed by our employees is especially meaningful.

Erb employees and those in the trucking industry have been identified as essential workers. What does it mean to Erb employees to be deemed essential during a pandemic? It means we stayed open and busy when most of the country was being kept safe at home. But we all recognized the importance of the essential goods we transported; our contribution is necessary for survival; we bring food to your family's table. Our employees made many sacrifices and are still making sacrifices to ensure our communities have what they need to keep themselves and their loved ones safe.

We would like to thank our drivers and highlight some of their extraordinary sacrifices. At the beginning, very little information was known about COVID-19 and what proper measures were necessary to stay safe. Many of our drivers chose to sleep in separate rooms from their spouses and keep a physical distance for their household. Entering restrooms and purchasing meals on the road became increasingly challenging and they spent more time than ever alone, isolated in their trucks. The camaraderie and companionship of other drivers away from home became more difficult to experience.

Our employees in the office, shop and dock have also experienced challenges. Added protocols and heightened anxiety and stress are something a lot have experienced. Many have had to adjust their schedules and working conditions to adhere to safety protocols. Some positions have also become more difficult wearing protective gear to keep their co-workers safe. Dave Dietrich, Erb's V.P. of People and Culture commended the entire team for their dedication and perseverance in this ever-changing environment; *"I would like to take this opportunity to personally thank each and every one of our excellent team members. At Erb Transport, we have the greatest Team of trucking professionals. You are all truly heroes, providing front-line, essential service throughout North America. Thank you for 'bringing food to our families' tables!"*

As an essential service, we have faced many challenges and have needed to act quickly to keep everyone safe -- the supply chain cannot stop. We need to keep our grocery stores stocked and keep the economy moving.

We are so proud of the work our employees have accomplished and the contribution they have made during this global crisis. We could not have kept our operations going and our trucks moving without each and every single employee's efforts. Thank you all for your hard work and dedication, your contribution during this time of national need will never be forgotten.



Challenge accepted! The top 20 Best Fleets were challenged to show their pride and share a picture with their plaque on social media — and we rose to the challenge! We are honoured to be a part of this amazing industry and recognized with this prestigious award. Thank you to our Erb team for making Erb a Best Fleet to Drive For! #BestFleets21

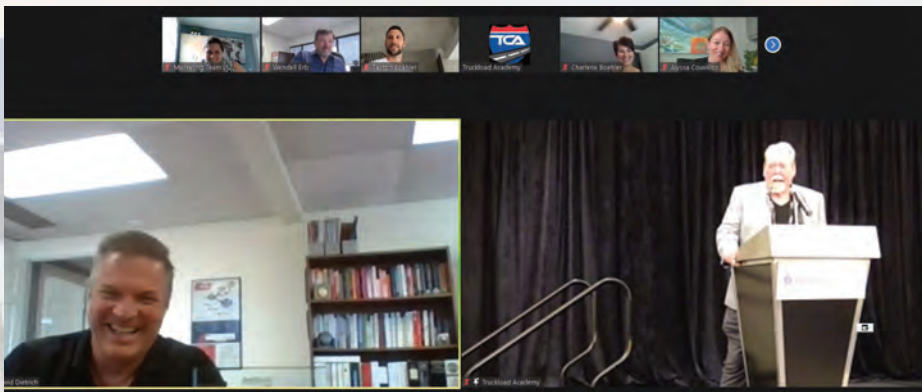
AWARDS



TCA SAFETY PROFESSIONAL OF THE YEAR — CLARE C. CASEY AWARD

Congratulations to Tom Boehler, our Director of Safety and Compliance for being named as the 2021 TCA Safety Professional of the Year - Clare C. Casey Award! The announcement was made during TCA's 40th Annual Safety & Security Meeting in St. Louis, Missouri through a live video link over Zoom. This award recognizes a person whose actions and achievements have had a profound and positive impact on safety on our highways and is dedicated to serving the industry, his/her company and the motoring public.

We are proud and honoured to have you on our team! Thank you for your dedication to safety and devoting your career to ensuring our drivers get home safely and keeping those they share the road with safe!



FLEET SAFETY AWARD WINNER!



We are honoured to be recognized another year by the Truckload Carriers Association (TCA) and Great West Casualty Company with a Fleet Safety Award! Thank you to everyone who works around the clock to keep our roads and fleet safe!

GREEN SUPPLY CHAIN PARTNER



Congrats to Erb for being named a Green Supply Chain Partner 2021 by Inbound Logistics! This list of 75 recognizes companies

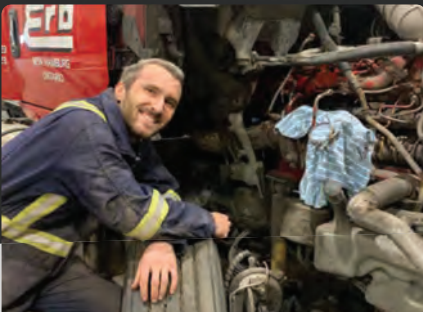


that go above and beyond to ensure their global supply chains are sustainable, and that their operations are socially and environmentally friendly. These companies are dedicated to developing and implementing best practices that leave a positive footprint on the world. Way to go Erb!

REFERRAL BONUS PROGRAM



Earn a lump sum of up to **\$2000** by referring someone to any full-time Erb Company position including Driver, Owner-Operator, or Certified Technician. You could also earn **\$1000** by referring someone to any full-time Erb Dock or Shunting position!



\$2000



\$2000



\$1000

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

If you have any questions please reach out to your supervisor or hr@erbgroup.com!



Employee Highlight

Travis Rose began his career at The Erb of Companies at our Baden terminal in March 2017, after being referred to the company by one of his parent's friends. Ever since Travis was a kid, he was mechanically inclined and enjoyed hands-on activities. He grew up in Waterford racing dirt bikes, breaking them down and putting them back together again. When he heard of the opportunity to become a 310 J Trailer Technician at Erb, he knew it was a good move for him and said goodbye to his job in construction.

"Erb's a good place to work, it has a good atmosphere and good people," says Travis about what it's like to work at Erb. Travis came on board at Erb as an Apprentice and is now waiting to complete his Journey Person Test to become a fully licensed mechanic. Unfortunately, due to COVID-19 restrictions and limitations he has had his test cancelled and is waiting to hear when his new test will be scheduled.

Being a 310 J Trailer Technician requires a lot of independent work, which he enjoys. He gets to work at his own pace and keep busy. Every now and then he'll work with another technician on a big job and he enjoys how the work and days vary. As we're sure comes as no surprise, Fridays are busier, so he says they prepare for this.

When asked if there is someone on his team he particularly looked up to, he highlighted Gerry Spachman, Erb's Baden Trailer Shop Foreman/Supervisor. He said, *"Any questions I have, Gerry is always happy to answer. He's always willing to give you a hand, he's an overall good guy."* Travis enjoys working with his Shop Team, and the work culture. New to the trucking industry, Travis was surprised by how big the industry was and yet how small the community felt. He enjoys how connected Erb is to the industry, and how tightly knit it is. When asked what he would tell someone considering a mechanical career Travis said, *"If you're a hands-on kind of person, a mechanical career could definitely be right for you!"*

If you know of someone looking to join an essential industry with a great company, make a change of career, or who wants to be a part of our award-winning team, then ask them to contact one of our recruiters today at recruiting@erbgroupp.com or 1-800-461-5299. We are currently looking for a wide range of 310 J Trailer and 310 T Truck and Coach Technicians. We only have a few apprentice openings left, so have them contact us soon and get started on making cool moves!

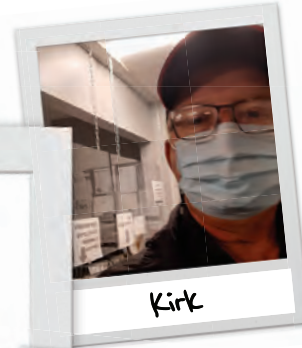
**** Earn a lump sum of \$2000 when you refer a certified Technician to a full time job. To learn more talk to your Supervisor today!***



We Miss You!



Fatima



Kirk



Anne & Jeff



Jeff



Sherri



Claudio



Brianna

WIN AN iPad!!

Send in photos of yourself to marketing@erbgroup.com in your work environment all Summer long for a chance to win an iPad!

1 photo = 1 submission. Winner will be drawn on Friday, August 27, 2021!



*Photos may be posted on Erb Connect, social media and/or the Erban Report



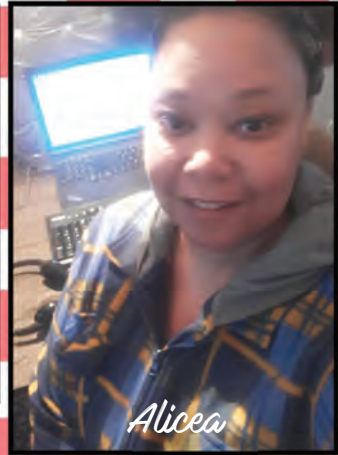
Jessica & Jenny



Carol



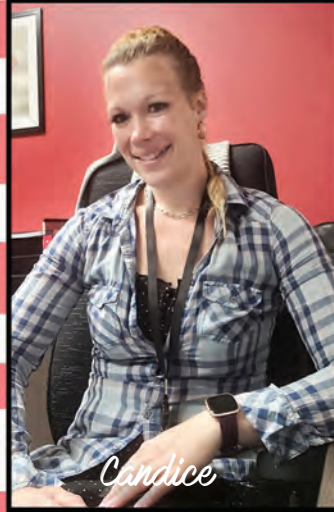
Jessica



Alicea



Timothy, Carrie & Carol



Candice



Erlinda



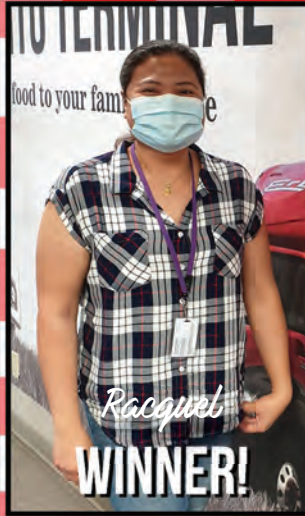
Maggie



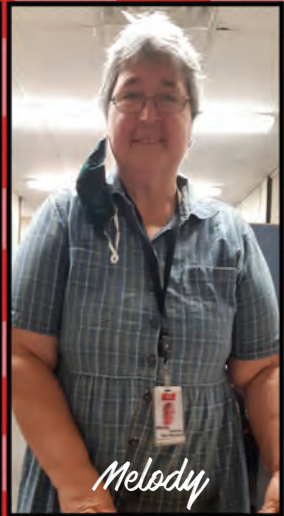
Wanda



Orlando & Leah



Racquel
WINNER!



Melody



Peter



Usha



Tracy

#PLAIDFORDAD



Brianna & Family

GOOD CHEER CLUB

"Perfection only exists in babies and pastries..."
-Gayle Wray

BIRTHS

Owen Jones & Francine welcomed baby girl, Elanor Christina in March 2020. (Montreal)

Derrick Young had a baby boy, Finley Young on April 26, 2020. (Montreal)

William Banks & Katelyn Alexander had a baby boy, Kole Dean Scott Bankes on January 11, 2021. (Baden)

John & Brigitta Van Der Ven welcomed baby girl, Isla Charlotte Van Der Ven on April 27, 2021. (Trenton)

MARRIAGES

Jordan Pendleton to David Friend on May 18, 2021 (Trenton)



CUTEST 
DOG CONTEST
Erb



Take a look at the cute furry friends we have at Erb! Congratulations to our lucky draw winner Jamie de Zoete who won Erb pet bandanas and a \$50 gift card for PetSmart. A big thank you to everyone who sent in a photo!

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.

I read recently somewhere that each of us, on average, will make 35,000 decisions a day, or one decision every two seconds. That seems like a lot until you start being aware of every decision you make, however insignificant some may be. This then reminded me of a song we often sang in church when I was young. It was titled, "I Have Decided to Follow Jesus." This Christian hymn originated in Assam, India, and is based on the last words of a man named Nokseng, from the Gard tribe.

Nokseng was converted to Christianity after hearing the gospel presented by missionaries from the American Baptist Mission sent to northeast India after the Great Revival in Wales. Nokseng's salvation influenced others in his tribe who also came to Christ. The angry chief summoned the family and told them to renounce their faith or face execution. The father said, "I have decided to follow Jesus." The chief ordered his archers to shoot down his two children. As both boys died, the chief asked Nokseng, "Will you deny your faith? You have lost both your children. You will lose your wife, too." The man replied, "Though no one joins me, still I will follow." In a rage of fury, the chief ordered Nokseng's wife to be shot down. In death, she joined her children. The chief then asked the man, "I will give you one more opportunity to deny your faith and live." Facing death, Nokseng replied, "The cross before me, the world behind me, no turning back." Like the rest of the family, he was also shot dead. Later, the chief and the entire village accepted Christ as their Lord and Saviour. Knowing the origin and story that birthed this hymn no longer allows me to sing it with an apathetic tone. Many decisions we make in a day certainly pale in comparison to Nokseng's decision. Yet, none determine our future destiny in eternity such as that one.

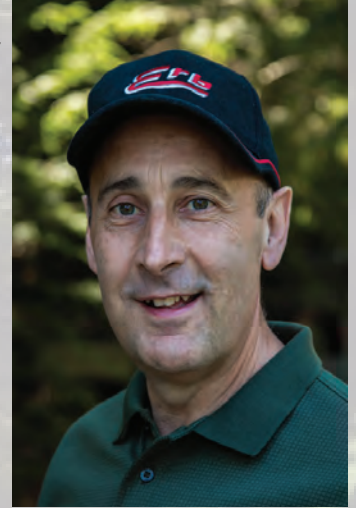
God has not created you and me as robots or puppets, but has endowed each of us with a will that enables us to make decisions. It is by the volition of the will that each decision is made. Some decisions we make are quite trivial, such as, "What colour socks should I wear today?" Others are important enough to alter or form the trajectory of our lives, such as, "Whom should I marry?" or "What type of career should I choose?" Every major decision we make closes doors of opportunity and opens other doors of opportunity. Every path we choose takes us by and to places another path would not. In light of this truth, the decisions we make on a daily basis are very important as we live each day on this earth before the face of our Creator God. Because God is all wise and omniscient ("knows everything"), His word—the Bible—is the best and safest source to go to for direction to help us in our decision making.

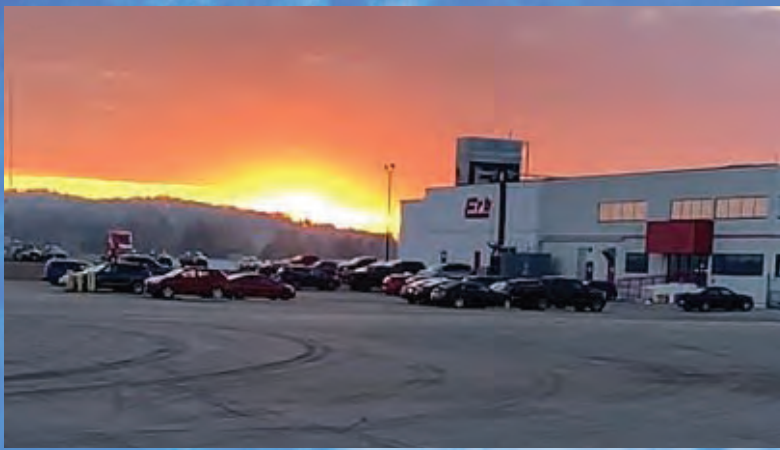
What decisions are before you today? What criteria will you access to guide you in each of these decisions? The most important decision that you will ever make in your life here on earth is "Will you decide to follow Jesus?" Your answer will have the biggest bearing on your life now and in eternity after your life here on earth is finished.

"For God so loved the world, that He gave His only Son [Jesus Christ], so that everyone who believes in Him will not perish, but have eternal life." (John 3:16, NASB)

Roger's Thoughts for the Day:

- By the time you make ends meet, they move the ends.
- I wondered why the baseball was getting bigger. Then it hit me.
- Before they invented the drawing boards, what did they go back to?





Rise and shine Baden! Another day of essential activities opens up for Erb Land! - Jim Pinder



A great shot by Missy Gray



Gerry Spachman and his son Mitch!



Mitch in Gerry's uniform a few years ago



Double rainbow in Baden! - Brent Tarabalka

SHUTTER BUGS!



Erb Driver Gabriel Haddads's children are big fans of Erb! Here are Celine and Bernard with their amazing drawing of an Erb truck. Amazing job!



Sunset in Winnipeg by Rafael Sobreiro. Beautiful!



Brad Wilker's truck in Patterson, California (1995)



Fred saying hello on a hot day in Mississippi!
- Keith Plater



A great selfie of Driver Abbasi for the Erb We Miss You Contest!



An amazing pic by Aaron Stinson!



Robert Couture and kitty Mara!



Geoff Roberts, Trenton Driver, departing Mississauga for his Kingston switch. A nice touch with Best Fleets and Top Fleet Employers trailer!



Photo by Tim Grieves

EMPLOYEE APPRECIATION BARBECUES

Baden - August 16

Mississauga - August 17

North Bay - August 18

Ottawa - August 19

Montreal - August 20

Trenton - August 24

Thunder Bay - August 31

Winnipeg - September 1



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