



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 2022 — Vol 36, Issue 1



Cover Photo Utah by Philip Wagler

WE BRING FOOD TO YOUR FAMILY'S TABLE.

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Photo Bozeman Montana
by Philip Wagler

PRESIDENT'S MESSAGE



Wendell Erb President & CEO

What is going on in the world? More politics and issues than I need or want.

Thomas Jefferson often referred to the term “good government”. For him, a good government was the one that most effectively secured the rights of the people and the rewards of their labour. If Thomas Jefferson were alive today, I would imagine he would have a lot to say about governments worldwide.

To say the last two years have been challenging would be an understatement: living through never-ending lockdowns, vaccine mandates and inflation. At Erb, we always strive to provide a safe and inviting environment for our team while providing exceptional service to our customers. However, trying to run a business, take care of our people and customers, keep everyone safe and happy, and stay profitable throughout all this has been difficult.

All that aside, I can say I am proud of our Erb team and how we've come together to confront this storm. Not one good deed should go on unnoticed. Thank you to our drivers who from the beginning have been at the frontline of it all: from enduring scarce food options on the road, struggling to find bathrooms, taking extra precautions when at home with their families and keeping the supply chain moving without any interruptions, hats off to you. I can truly say I am honoured to have a fleet of selfless, hardworking, and valiant drivers. Whether the media is calling them heroes, not noticing them, or speaking negatively about them, our drivers keep on moving — they keep bringing food to your family's table.

We know it takes a team to carry out our operations. Every department and person has been affected by the pandemic and the current climate we are living in. Thank you for continuing to contribute to our mission. I know many of you have had team members off or have had to add new complexities and processes to get your tasks done, but you have been faithful day-in-out to give it your all. Thank you, leadership team, who, on top of looking after our corporate needs, come in and put on a brave face for your teams. Thank you all for everything you do.

It's hard to believe that many positive things are also happening around Erb despite the mess we're living in. New opportunities are presenting themselves every

day, improvements on our processes and services are being innovated and worked on. Our team continues to challenge itself to be better and do better. *Again, I am proud of our Erb team.*

I will leave you all with this,

“Life's not about how hard of a hit you can give... it's about how many you can take, and still keep moving forward.”

— **Sylvester Stallone, Rocky Balboa**

Stay safe and keep on trucking!

— **Wendell Erb**



HUMAN RESOURCES



Dave Dietrich VP of People & Culture

For this edition of the Erban Report, I thought I would share with you some of the highlights that our Human Resources team has accomplished and are currently working on:

- I am very proud to announce that The Erb Group of Companies was once again recognized as a Best Fleet to Drive For. Over 200 fleets throughout North America were nominated for this prestigious award, and only 20 winners! Thanks to everyone who completed a survey and contributed to this award.
- In response to requests for better, more timely communication at all Erb locations, we are bringing back our video messaging system on the TV monitors at our terminals. The TVs will continuously display various messages and announcements on a rotating basis.
- The Federal Pay Equity Act came into force on August 31, 2021, and we posted our Pay Equity Plan on October 29, 2021. The plan outlined the steps required to be compliant with the new Act and that Erb will be following over the next three years.
- We have been training staff and managers on the new Federal Workplace Harassment and Violence Prevention Regulations. The regulations outline the new process employers must follow when a workplace harassment or violence complaint has been made.
- The Fall/21 driver safety meetings concentrated on accident preventability awareness, no-fault insurance, and the cost of accidents. The meetings were well received by the drivers who attended.
- HR has created, implemented and held management training sessions. These sessions provide new managers and seasoned veterans with updates on Erb policies, employee relations, Federal labour standards, etc.

- In conjunction with the Bell Let's Talk Day, Erb used the month of January to remind employees about mental health and the various supports that are available to help. Please keep in mind that Erb provides eligible employees, and their family members access to our Employee Assistance Program (EAP). Contact Human Resources if you would like more information.
- We are looking at ways to simplify our local P&D driver pays. We recognize that driver pay methods are not always easy to understand and follow, so we are considering several different methods that we would trial with selected terminals.
- We have a Retention Committee that was formed last year, and they have been working diligently on various ways to enhance employee retention. They thought a good start was to create an employee engagement survey to obtain feedback from employees. Look for information about this survey later this year.
- Our Recruiting Department did a fantastic job hiring a total of 349 new team members in 2021. This total included 81 Erb Transport Limited and 64 Erb International Inc. drivers and owner-operators. Great work!
- As you know, the Canadian and U.S. governments both recently implemented the requirement for commercial truck drivers to be fully vaccinated to cross the Canada / U.S. border. While we certainly understand that this created concern for some drivers, out of a total of 288 Erb U.S. qualified drivers, 259 (90%) provided proof of being fully vaccinated, and the other 29 transferred to our Canadian division had their U.S. qualifications removed or retired. Thanks to all our U.S. drivers for the challenging jobs you do.

I want to take this opportunity to thank all of our valued team members; you have led the way during this way too long pandemic by providing an essential service to all North Americans. We have you all to thank for "Bringing food to our families' tables." Also, if there is one positive thing that the pandemic has done, the public has a much greater appreciation for truck drivers and trucking in general. Thanks to all of you, our excellent team of professionals who have helped with this.

— **David Dietrich**

INFORMATION TECHNOLOGY



Darryn Nafziger Senior Director of Information Technology

In mid-January, Wendell's update communicated the decision not to go forward with our planned TruckMate software implementation. I like to look at the TruckMate journey as an eye-opening learning experience that led us to the path where we ultimately needed to be. With all of Solomon's quirks, we know it moves our freight better than any system we could buy because... we built it to work within our complex way of moving freight.

Over the years, we had continued to tweak and make changes to Solomon to improve it as we saw fit at the time. And because of that, it made our system very complex, making it very difficult to transition from Solomon to another system. With the decision to remain on our current platform, we had to ask ourselves, "What was Solomon missing that made us look for a new TMS in the first place?"

After several meetings and discussions with departments impacted the most by this, we developed the "Solomon Improvement Project or "SIP" plan. The first priority project of the SIP is to create our own customer load tendering web portal. With TruckMate, we had a web portal and many customers on it. We were averaging 250 orders per day. So, by going back to Solomon, we understood that we needed to continue giving these customers this ability, and we encourage more to also use this portal.

At the time of writing this article, our IT development team has been working very hard on this portal, and it is in the testing phase. The new portal, which is actually built on our Erb Interactive, is even better than the TruckMate version because it is more automated, reducing data entry time for our Customer Service team.

We have a long "wish" list of items to work on to improve our system, and our development team will be focusing most of their available time on this list. The list consists of automation of Solomon within the back office from reducing paper printouts, imaging improvements, more EDI automation, better revenue, and cost capturing, to name a few. As we progress with improvements to the back office, this will carry on into improvements in operations, dispatch and integration with our maintenance software. We are excited to see where we can take Solomon in the coming months and years!

Since my last article, we have had some new faces join our IT team. I'd like to formally welcome Cameron Emmett-Hodge on the helpdesk, Ruchi Bhavsar and Chris Fox on the development team.

— **Darryn Nafziger**

FLEET MAINTENANCE



Jim Pinder
Senior Corporate Fleet Director

Interesting Comments Heard at the Baden Shop Counter.

It is my pleasure to spend time listening to drivers and vendors at the service counter on a regular basis. Drivers speak with shop staff and alert them of concerns they have about The Erb Group's equipment and other vital challenges in the world! The number one focus is always safety; no matter the business pressures, safety and safety concerns are always dealt with as a serious concern; they take precedence over all else.

We have a monitor mounted on the wall in that area that tracks all the Erb power units across North America, they track detailed locations and monitor vehicle faults. No matter the vehicle make, braking system, electrical system, engine or transmission, if there is a system fault code generated, our shop team can track it. They can track the code number, the importance of the code, and they can identify the next steps for operations and repairs.

I recommend you check it out next time you're in; it's absolutely worth seeing — a very *Cool Move!*

We also have a sign mounted on the way in with BIG letters, which states a motto we live by, "Do Not Make a Mountain out of a Mole Hill." Here are some tips for common truck safety concerns we get at the shop.



Recent comments have ranged from: "I need new winter blades" to "these just do not clean well or last." Wiper blades like the windshield need to be cleaned now and then. Taking a paper towel and wiping the edge with vinegar works great as a cleaning agent. Unfortunately, the tacking agent put on the roads to make salt stay in place on travelled sections does a great job on the roads to make the salt stick and does the same to the windshield and blades. A bit of effort at a fuel stop will enhance your safety and maximize the wiper blade's return costs; this works on cars and trucks!

"According to this tag, I need a re-torque, was the job not

Continued on Next Page

FLEET MAINTENANCE cont'd



During the January 17th 2022 "Snow Magadan" our own Ian Vink and his trusty mobile service truck headed out onto the roadways to assist Erb drivers and Erb equipment to be safe and get the job done for our customers. With the high demand on tow trucks and snow plows, this unit spent some time on the roadway while Ian had rescued driver Jim who was dropped safely at a local hotel waiting for the overnight crews to open up the streets and get his vehicle returned safely to him!

Thank you all our drivers for your professionalism on that challenging day and your efforts, Ian, simply SupErb!

done correctly? How far can I go before getting this done?"

This process is a recommended industry practice that came to light back in the early 1990s when several wheel separations on major highways caused deaths to motorists travelling innocently on their commutes. There were several recommendations by the Coroner's Inquest; the re-torque is one that has stuck and remains a very credible process.

It really is more of a torque check than a re-torque check. Checking to ensure the wheel fasteners are still tight is essential. Slight movement on a couple of fasteners on a wheel shouldn't be a significant concern, but major movement on several fasteners would be cause to disassemble the wheel fasteners and start over with the installation procedure.

Don't even get me started on the old Stud Pilot-style wheels with their directional threads and multiple fastening components. The recommended distance to travel before a torque check is 150 kilometres. If you get to that distance on the road, please do not stop and call road service for a torque check; drive to the shop, and the service will be provided. This distance is a guideline, not a critical distance. If there was an issue in the fastener clamping torque, you would feel or see it at the wheel end. If there is no issue, please drive to the next convenient position for that torque check.

A loose wheel will show rust streaking off the stud with a steel rim and black oxidation streaks off aluminum rims. The safety nut holder (orange connectors) that we utilize in the fleet holds nuts in place and will flex if there has been nut movement; torque checks can be done without removing the safety tabs for a quick turnaround on torque checks.

"I need my fifth wheel moved around. I was heavy on the steer axle on the last load." Erb has developed the fifth wheel locations for the best possible weight distribution on our tractors for the majority of the loads and configurations within our fleet. As several of you know, we have different kingpin placements on some trailer groups; that six-inch difference will have minor weight transfer when comparing loads and axle weights. Our customers' needs do not always align with what our equipment can legally haul or scale to meet axles or axle group maximums. Fuel on board is a critical component of the gross vehicle weight and what weight is on which axle. Burning fuel contributes to the diminishing load aspect as you travel. We have a five-hundred-pound overage variance for all the tractors. The battery-powered APU is equipped with the anti idle feature and seasonal flexibility with winter snow and ice build-up. Also, depending on how the next trailer will be loaded, there could be a need to facilitate moving it back. I suggest, go with what we know, meeting the company policy is the best policy!

"I need the sliders lubricated on this trailer; they are dry, and when I want to slide it, the tires slide on the pavement." At Erb, we want the sliders to be dry. That is how they are meant to work; lubricant will attract dirt that will grind into the slide material and cause more friction with long-term damage. The parking lot or drop yard surface material and the loaded weight have a major impact on the



Olivia and Erban Report!



Jim P — Olivia, Luke, and Kate Sledding!

process of sliding bogies to meet the legal requirements of the jurisdiction you are travelling in or through. Put a wheel stop in the direction you are attempting to slide the bogie or put it up against a well-anchored parking barrier or curb to compensate for the wheels sliding on a surface with a low coefficient of friction.

"I need the rear doors replaced on this trailer I can not close them; they do not line up." Unless physically damaged, doors do not get replaced. More so on new trailers with tight door seals or units that have had door seals replaced recently, there can be a struggle to get the doors to close together. Generally, one will be higher and one lower. I recommend pulling the wheels on the lower side up on a 4 x 4 piece of wood with no nails or screws in it, and that will transfer the alignment of the trailer body and align the doors. It may take more than one attempt or looking at the alignment move off the wood to align the doors.

If you hear someone with a concern about Erb Equipment specifications, service, repair, or operation, please have them contact any Erb shop, and it will be our pleasure to answer their concern or get them the answer if we do not have it handy.

Thank you for all you do and your commitment to doing it!

See you on the SLED TRAILS and get Vaccinated; thank you!

— **Jim Pinder**

2021 Market Recap

S&P/TSX	+25.2%
DJI	+20.9%
S&P 500	+28.7%
Nasdaq	+22.2%
Gold	-3.6%
Oil	+55.0%
10-yr Cdn Bonds	+1.43%
10-yr US T-Bonds	+1.51%

Deadlines & New Limits

RRSP Contribution:

(Registered Retirement Savings Plan)

- Deadline: Mar 1st, 2022

TFSA Contribution:

(Tax-Free Savings Account)

- \$6,000 for 2022
- \$81,500 life time max

2022

HAPPY NEW YEAR ERB LAND!

A new year, a renewed focus on financial wellness, and how to build long-term financial resilience and security in a dynamic economy.

Interest rate increases and Inflation

The Central banks around the world are positioned to tame persistent inflation by increasing interest rates. Economists predict the Bank of Canada will gradually increase the overnight lending rate by up to 1% over the next 12 months. Should this happen, banks and lenders will likely follow suit with similar rate hikes on mortgages and loans.

What does this mean?

Higher interest rates will further increase the cost of living, and generally reduce consumer spending.

Ex/ Assume a household has a current variable rate mortgage of \$500,000, 5-year term, interest rate of 1.55%. The household is currently paying \$2,011.45 per month (principal + interest). Over the 5-year term this will amount to \$35,548.43 paid in total interest.

If the mortgage rate increases by 1%, to 2.55%, the effect on this household will be: monthly mortgage payments will increase to \$2,255.69, an increase of \$244.24 per month. The total interest paid over the 5-year term will be \$59,072.04 or an additional increase of \$23,523.61!

Now may be a good time to review any variable rate mortgages and prepare for increased borrowing costs on upcoming mortgage renewals or other financing.

2022 Market Outlook

The Central Bank's emergency stimulus is ending and so we will likely experience some near-term volatility as market conditions shift. While the Omicron variant is concerning, it should not stop the global economy's recovery. Economists suggest fundamentals and corporate earnings remain healthy. Inflation will likely cool, as supply chain disruptions ease, but will settle at a higher rate than we had pre-pandemic.

Regardless of where we are in the market cycle, it's important to take a disciplined approach to investing and stay focused on your long-term financial goals.

Our team is here to assist you in building your wealth and ensure you are well positioned for financial success. We would be pleased to assist you with your savings plan contributions, reviewing your current investments, and helping you create your own personalized financial plan. Did you know that you can also access your account information, statement, tax receipts and contribute online? Ask us how!

The Wagner, Livock Team would like to extend our sincere THANK YOU for all that you do, every day, in keeping food on our tables!

p. 519-570-4633 or 1-800-567-0822
e. erbsavings@wagnerlivock.com

WLA
Wagner, Livock & Associates
Financial Services Inc.

Erb

ENGAGE WITH US ON SOCIAL MEDIA!



FOLLOW US ONLINE:



Facebook: Erb Transport



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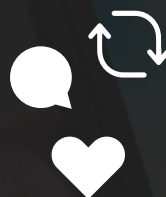


LinkedIn: The Erb Group of Companies



Twitter: @ErbTransport

Please engage with posts by liking, commenting and resharing them so we reach more people!



PLUS, MARKETING WANTS TO HEAR FROM YOU!

Send any relevant photos or interesting content to us for inclusion on social media, the Erban Report, and more!

These could include:

- Photos at company or terminal events, or with coworkers
- Photos of Erb gear items being worn/ used
- Photos of our branded trucks or scenery on the road
- Relevant or trending news articles

Send to MARKETING@ERBGROUP.COM anytime!



BBQ & ESSENTIALS

Every year we look forward to our Employee Appreciation BBQs. With our terminal network being spread widely across Canada and our employees working various shifts, we organize events throughout the summer and try to include as many employees as possible. We enjoyed seeing many familiar faces and new ones as well this year! It was great to be able to connect with each other, even if masked and from a distance.

During our Employee Appreciation BBQs, we also visited with the Essential Trailer! This NAL Insurance's Thank a Trucker program aimed to raise funds to feed truck drivers at various events and equip them with personal protective equipment. We were honoured to be able to participate and give back to our frontline heroes. We didn't only visit the majority of our terminal network, but we also took the time to honor the men and women working the frontlines in the Quinte West area. We are so thankful to everyone who has been tirelessly working the frontlines during this crucial time

A special thank you to Sheldon Wheeler from our Trenton terminal for leading this tour and to everyone who helped make this possible! And a big thank you again to our amazing Erb team for all they do to contribute to our mission of bringing food to your family's table; your hard work and commitment are greatly appreciated!

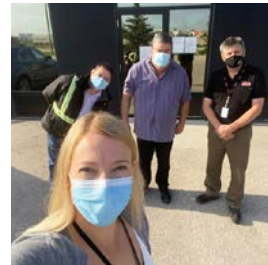
Special thanks to the Baechler Family for all the help in organizing these events



Police and Mayor



Essential Workers



Alyssa and Winnipeg Team



Greg Tuckwell



Jim Pinder



Essential Fire



Highland Road Team



North Bay Group



**Mike and Jeanot
Thunder Bay**



**Wendell
and crew at
our Mississauga
terminal**

FROM HIGHWAY TO HEALTH



Welcome to 2022! It has been said, we are experiencing times like no other due to the covid pandemic. We all continue to look for ways to improve and/or strengthen our health and wellbeing.

Here are a few resources and supports, to help build a new year of possibilities and make 2022 our very best.

Healthy Eating

Canada's Food Guide is available www.food-guide.canada.ca/en
- Tips for healthy eating habits, plan what you eat.

Healthy Eating during the covid pandemic: <https://www.canada.ca/en/health-canada/services/food-nutrition/healthy-eating/covid-19>

Physical Activity

Website — www.participaction.com

- Exercise videos i.e. Workouts - Low intensity -Strength, Stretch; Rejuvenating Yoga
- Get active with their Participaction app- beginners, workout warriors, runners etc.

Website — www.alltrails.com

- Explore hiking trails, trail running, mountain biking trails, wheelchair friendly trails.
- Erb has a partnership program with GoodLife Fitness facilities across Canada (except Quebec). If you are interested in a membership, show your ID badge at any GoodLife facility, and advise them you are part of Erb Transport. There is a 30% membership discount for Erb Employees.

Mental Health

Mental Health Awareness Videos — video interviews with people who experienced mental health issues www.workplacestrategiesformentalhealth.com/resources/mental-health-awareness-videos.

Wellness Together Canada — coping with covid 19 www.wellnesstogether.ca/en-CA/covid

Supports

Erb's EAP (Employee Assistance Program) is for full time employees and their immediate families. For confidential inquiries regarding EAP counselling sessions contact eap@Erbgroup.com

- **Kid's Help Phone**
1-800-668-6868
- **Crisis Services Canada**
1-833-456-4566
- **Hope for Wellness Helpline** — on line chat counselling service for all Indigenous people
1-855-242-3310

For additional health and wellness inquiries, contact:

Carolyn Vokes Reibeling

Corporate Wellness Coordinator
cvokesreibeling@Erbgroup.com
519-662-2710 x2274

DRIVER NEWS



Listed below are the award winners for this year along with the attached 5 year safe driving awards.

Highway Driver of the year

Dennis Hartog — Winnipeg

Local Driver of the year

Robert Leduc — Trenton

Owner Operator of the year

Orie GERber — Baden

Most Improved Local Driver of the year

Dave Willoughby — Trenton

Highway Rookie Driver of the year

James Stemmler — Baden

Local Rookie Driver of the year

Yves Tanguay-Vaudreuil

Top Performing Large terminal

Baden

Top Performing Small terminal

Ottawa

100% club

- David Stocker — Baden
- Bruce Porter — Baden
- James Ginn — Baden
- Dean Selwyn — Baden
- Wayne Bast — Baden
- Jagtar Gill — Baden
- Jordan Schultz — Baden
- Stewart Jutzi — Baden
- Douglas Dyet — Baden
- Stewart Robinson — Mississauga
- Darryl Ward — Thunder Bay
- Brian Robertson — Thunder Bay
- Paul Kroeker — North Bay
- Donald Carvell — North Bay
- Andy Cleroux — Ottawa
- Gilles Poirier — Ottawa
- Luc Lapointe — Ottawa
- John Chartrand — Ottawa
- Yves Tanguay — Vaudreuil
- Kim Charbonneau-Bradshaw — Trenton
- James Reilly — Trenton
- Robert Leduc — Trenton
- Michael O'Brien — Trenton
- Scott Martin — Winnipeg
- Dennis Hartog — Winnipeg

CONGRATULATIONS TO OUR 2021 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 2021:

terminal #	terminal
1	Baden
2	Mississauga
3	Thunder Bay
5	North Bay
6	Ottawa
8	Montreal
9	Trenton
12	Winnipeg

terminal	Name	Pin Year	terminal	Name	Pin Year
1	Reginald Claxton	5	9	James Livingston	10
1	Wayne Richardson	5	9	Jeff D. McMaster	10
1	Keith Schwartzentruber	5			
1	Anthony B. Van Pypen	5	1	Scott Gehl	15
1	Brian Wagler	5	1	David Klynstra	15
2	Onkar Bhangal	5	1	Jeff O'neill	15
2	Leonard Bramhill	5	2	Elyas Basha	15
2	Grzegorz Kociecki	5	2	Bentley Mowatt	15
2	Brad Savage	5	2	Stewart Robinson	15
6	Kenneth P. Clark	5	8	Eric Brunet	15
6	James Holmes	5	8	Derek Muir	15
6	Gilles Poirier	5	8	Joey Schembre	15
9	David P. Polkinghorne	5	8	Nicholas Volis	15
12	Dean Gaumont	5	9	Robert Meiusi	15
12	David Oliver	5	9	Arthur Quinn	15
12	Christopher Palmer	5	9	Darryl Sarginson	15
12	Jeanette M. Taylor	5	12	Trent Collins	15
970	Muhammad Imran	5			
			2	Uzel Bartley	20
1	Arnold Fife	10	2	Christopher G. Conway	20
1	Robert Hough	10	3	Richard Liddicoat	20
1	Stefan Kadia	10	3	Brian J. Robertson	20
1	Leonard Kennedy	10	6	Luc Lapointe	20
1	Ritch Thiessen	10	6	Todd Marshall	20
2	Darryl R. Fisher	10	8	Marcel Montgrain	20
2	Abdul Jabbar	10			
2	Christopher V. Keenan	10	1	Doug Moeser	25
2	Martin McLaren	10	2	Munroe O. Thompson	25
2	Dominik Mularz	10	6	Jeffrey Smith	25
2	Michael A. Payne	10			
2	Pawel Szczygiel	10	1	Dale Moeser	30
2	Jamie A. Wilson	10	2	Mark Mountain	30
2	Leonard E. Wilson	10	6	John Chartrand	30
3	Frederick Gatz (Jeremy)	10			
6	David Parsons	10	1	Orie GERber	35
9	Daniel Dafoe	10	1	Glenn C. Shantz	35

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 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.

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 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!

- \$1000
- \$2000
- \$2000

- 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

COMPANY AWARDS



Wendell Erb attended the TCA's highly-anticipated 83rd Annual Convention and was presented with Erb's 2021 Best Fleets to Drive For, as well as our 2020 Fleet Safety Award. The event was scheduled to be held in April but was postponed to September due to gathering restrictions and to ensure the well-being of attendees. It was a great weekend full of information sessions, opportunities to connect with industry leaders and to celebrate everyone's accomplishments.



This year in January, we were incredibly proud and honoured to be recognized once again as Truckload Carriers Association and CarriersEdge Best Fleets to Drive For, alongside other industry leaders. With over 200 fleets across North America applying, we secured a spot in the top 20. We want to thank all our employees for their hard work and dedication, especially during these challenging years. Our incredible fleet of drivers and all our supporting personnel is what makes what we do possible. Thank you to our team for always striving for excellence, integrity, teamwork, and respect in everything they do.





GOLF TOURNAMENT

ANOTHER COOL TOURNAMENT

Last September we hosted our 28th annual Charity Golf Tournament, raising over \$25,000 for local charities Aldaview Services, Wilmot Family Resource Centre, and Interfaith Counselling Centre. Since starting the tournament in 1994, with the help of our industry partners, we have raised \$494,000. Previously, this event was held in June but because of COVID-19 regulations, we have held it in September for the last two years. This year, once again, we were only permitted 100 golfers but we're grateful we were still able to raise a significant contribution for these great causes.

The day started off foggy but ended with some great golfing weather. Golfers began to arrive at 7:00 am on Friday, September 17, and were greeted at our drive-thru registration with gift bags and hand sanitizers. The shotgun event began at 8:30 am and off everyone went to enjoy a fun, and competitive day of golf.

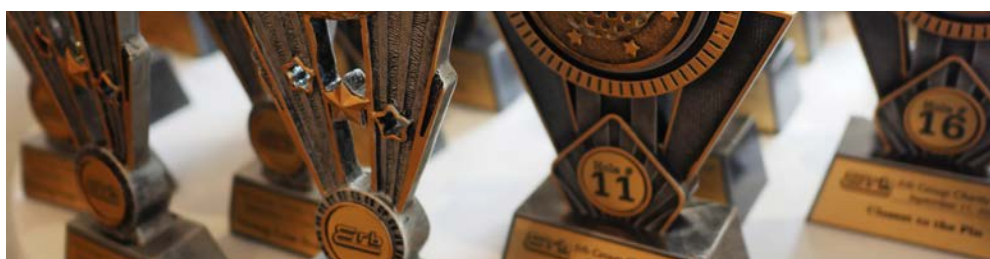
This year, our President and CEO, Wendell Erb, golfed closely behind the infamous Baden Shop team, "The frequent tournament winners, Ryan Maue, Ben Yates, Jeremy Fulton, and Jason Shantz

golfed right ahead of me, and I can assure you their winning score of minus eleven was legit! We had a great day, and the weather was fantastic."

We were able to resume our previous format and have golfers attend a banquet and awards ceremony after the tournament. With safety top of mind for everyone, tables were properly distanced, and all public health regulations were closely followed. Despite added safety precautions, everyone was able to have a great time and connect after so long.

Erb has been in business for over 60 years, and our commitment to giving back to our surrounding communities has never wavered. We are fortunate to have great suppliers and business partners in the industry who share our values of giving back and help us make this charity event possible.

Thank you again to our suppliers and business partners for their generosity and support!





Head Office

Hello everyone, from New Hamburg!

As I am writing this, I am staring out the window at a grey and chilly morning; I cannot believe that it is already February! The past two years have been quite a roller coaster but I cannot help but feel happy and hopeful as I think about the future and truly believe that normal is right around the corner. As restrictions begin to ease, I am happy to say that I have slowly been seeing more and more faces around the office.

Things are a little different here at Head Office than they were two years ago, no potlucks over the holidays, which was one of my holiday favorites, but we've found ways around this and have truly embraced technology in a way that still allows us to feel connected and close.

We have seen some new faces, promotions, and exciting changes at the terminal. Welcome and congratulations!

As a personal note, I also wanted to share that I will be leaving Erb due to accepting a very close position to home. I have made many wonderful memories at Erb and have learned a lot, which is why it is so difficult to say Good Bye. I am so thankful for everyone that I have met and that have made me feel like part of the family. I wish you all the best of luck, and keep making cool moves.

— **Katerina Simonovska**



The "Highland Island" Team



New Hamburg



Lauren Hart — *New Hamburg Driver Services*



Diane Heyer celebrating 35 Years at Erb with *Sia Askari*



Alex Egerhazi celebrating 25 Years at Erb with *Sia Askari*



Tessa Janssen encouraging her peers



New Hamburg Ladies



Baden terminal

I hope everyone is enjoying the cold and snowy start to 2022.

The past two years have been challenging, and although I don't know what 2022 will bring, I am looking forward to a good year. We've faced many challenges within the freight industry: driver shortages, winter storms, cold weather, truck breakdowns, vaccine mandates, and equipment and parts shortages, to mention a few.

Despite these challenges, I am incredibly pleased and proud of the entire team. I commend everyone for their hard work, dedication, and great sense of humor, even through the stressful times we have faced. The good has outweighed the bad, and we have definitely had our share of laughs as a group.

I'd also like to take some time to thank the drivers especially. As already mentioned, we have been facing many challenges, and I appreciate all the drivers who continue to demonstrate commitment and flexibility each day.



Tomislav Mihaljevic
celebrating 10 years
with Bruce Harnock



Ed Eisenmenger
celebrating 15 years
with Bruce Harnock



**Jeff Teixeira and
Anne Mata**



Bruce Collins
celebrating 10 years
with Bruce Harnock



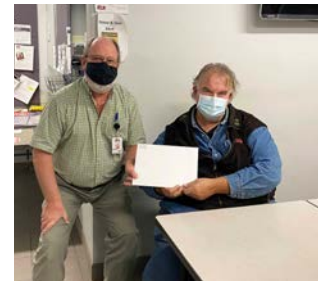
Scott Misener
celebrating 15 years
with Bruce Harnock



Wayne Bast
celebrating 40 years
with Bruce Harnock



Vilmos Virgoncz
celebrating 10 years
with Bruce Harnock



Mike Fallis
celebrating 20 years
with Bruce Harnock



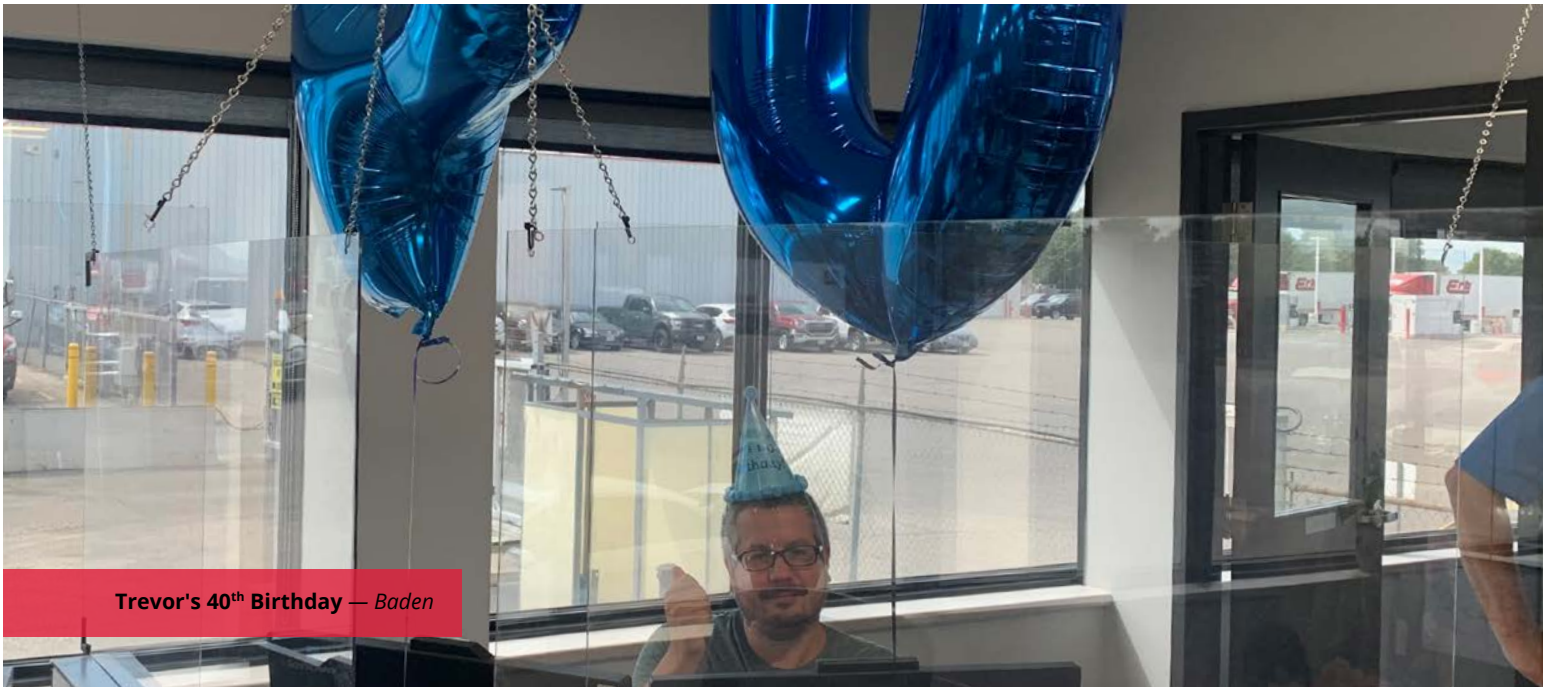
Team Erb on duty Coolest Dudes
Jim Pinder, Nathan Roth dressed for
COOLNESS in the Baden Shop... Go Erb GO!



David J Klynstra



Nathan Roth and Scott McKay



I am sure many of you have seen the recent announcements as Erb International Operations makes some positive changes to adjust to the cross-border freight industry challenges. I'd like to highlight some of the changes and well-deserved promotions quickly. Randy Steckly is now Senior Director of International Solutions to help ensure the company grows its cross-border freight volume. Adam Jantzi joins Randy as Director of Logistics to work towards enhancing relationships with partner carriers. Kelly Kittmer has moved to the role of Director of International LTL Operations and will be responsible for all cross-border LTL shipments. Chris

Jantzi takes on his new role as Fleet Manager — International Truckload and will work alongside many others to maximize efficiency and profitability. Congratulations and best of luck in these new roles!

In addition to these internal changes, we are hiring for Western Canada Fleet Manager. We also are excited to have Jennifer Landry lead the Customer Service teams for all boards as International Customer Service Manager.

It seems that 2022 will be a year of more change, and I am excited to see what this year will bring, not only for Erb International but throughout the entire Erb Group. I think we can all agree that the biggest change we would like is to have things return to normal. With that, I hope for the chance to travel to the different terminals to visit and hopefully, the BBQ tour will make its return this summer!

Thank you, everyone, for all that you do.

Stay safe, and all the best!

— **Kevin Erb**



Toronto terminal

Welcome to the frosty season.

The smog bubble of the GTA did not keep out the cold weather this year as we thought it would. It seems like we got hit hard so far with the snow and cold; at least summer's almost here, right? Shout out to our dedicated snow removal experts, Fred, Tracy, Will, and everyone else who keeps us safe.

Mississauga has always been the terminal of change, and this year is no different; new faces from the dock to the yard to the office welcome everyone glad to have you on the team. I would also like to thank my outstanding team in Mississauga who I've developed great relationships with over the past 20 years; as I move over to the Regional department, I won't forget all you have taught me; thank you for the great years. I'm back in my new/old office if you're looking for me.

"The secret of change is to focus all of your energy not on fighting the old, but on building the new" -Socrates

There is a lot of change this year, but there is a tremendous team here to execute that change.

— **Steve Arthur**



Leroy Johnson celebrating 25 years at Erb with Steve Arthur and Tracy Quinn



Donald Post, a Barrie driver, retired after 15 years with Erb



Claudio Parra
Local Dispatch



Ellie and Gus stuck in the storm



Steve Arthur
Terminal Manager



Michael Duckworth



Katie Harris (Erb) and Ted Harris welcomed **Kelly** to the world on May 18 2021



Fatima A and Sanjay with matching yellow shirts

North Bay terminal

Greetings Erbland from North Bay.

What a year 2021 was, but we all survived! We continue to be busy here in North Bay even with all the struggles; we keep bringing food to everyone's tables with a smile. I'm confident that this pandemic will pass, and we will have brighter days ahead. Again, Randy and I would like to express our deepest thanks to all the staff here in North Bay for their continued support and dedication to the North Bay terminal and to The Erb Group of Companies.

After 40 years of service long-time driver Ken Seyler has decided to hang up his keys for the last time. Patricia Russell also retired after 16 years of service. Congratulations, Ken and Patricia; we wish you all the best in the next chapter in your life.

We have a few milestones to acknowledge. First, congratulation to Susan Laferriere our OS&D Coordinator, for 25 years of service and to Patrick Etches, a local driver, for 25 years of service. Thank you both for your many years of dedication.

We also have a few new faces here in North Bay. We would like to welcome Peter Gibbons to the International driver pool. On the dock, we added James Gorden and Mark Noel. Welcome aboard, guys.

I would also like to congratulate Migel Giroux, who accepted the position of Driver Services trainer here in North Bay. He is a welcomed addition to our staff.

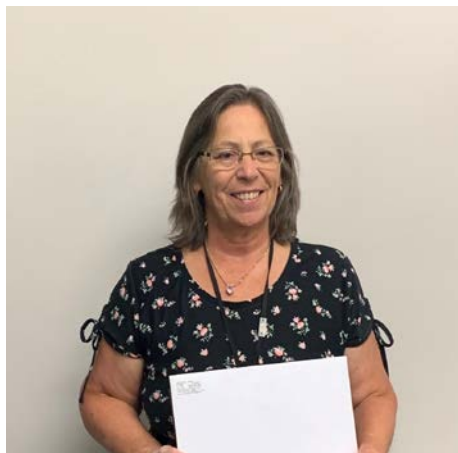
I know we were to keep this positive, but it would not be right not to mention the passing of Edward Smith, a 30 plus years retired veteran of Erb Transport. Ed worked here in North Bay as a DZ driver for his entire driving career, and he will be missed by many friends here at the terminal.

From the gang here in North Bay

— **Marc Lafleur**



Ed Smith



Susan Laferriere celebrating 25 Years at Erb



Patrick Etches celebrating 25 years at Erb



Trenton terminal

Hey Erb Land!

Happy 2022! I hope everyone had a safe and happy holiday season!!

We had some great moments in 2021, despite everything going on in the world.

We welcomed a few future Erbanites; Jammie Humphries and partner Beth welcomed baby boy Dale on August 19th, 2021.

Ryan Brooks and wife Kylin welcomed another baby boy, Daxton, to their crew on November 28th, 2021.

Ian Vink and Laura Stevenson were married in October 2021; congratulations, you two, wishing you many years of happiness!

We saw some longtime employees hang up their hats and settle into retirement. Paul Logan, Bruce Sills, Randy Novroski and Charlie Gravelle. We wish these hard workers a very happy retirement; it is so well deserved!

Sheldon Parent decided to move on to a new chapter. Wishing you all the best, you will be missed!

Stan Waycott celebrated 20 years with Erb in October. Congratulations, Stan, on your achievements here!

We welcomed Jack Morrison as dispatch assistant; he is doing a great job and fitting right in with the crew!



Stan Waycott and Sheldon Wheeler
celebrating Stan's 20 years with Erb



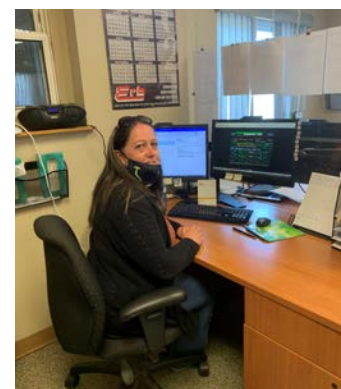
Ryan and Kylin Brooks
baby boy Daxton



Jammie Humphries and Beth's
baby boy Dale

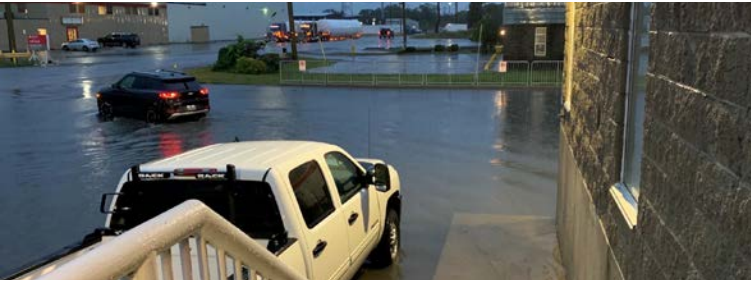


Al McInroy



Amanda Joly —
Regional Dispatch

TRENTON FLOOD



We also said goodbye to one of our longtime drivers — Robert Jones, also known as Jonesy. If you knew him, you loved him. He always had a smile on his face and was quick to say hello and strike up a conversation. He will be greatly missed.

That's all from Trenton for now.

Countdown to spring is on! Talk to you all in the summer!

— **Amanda Joly**



Bruce Sills is SupErb!

Bruce was at our Trenton yard fuelling when a young lady pulled into the drop yard driveway with a blown tire and bent-up rim. Apparently, the young lady was travelling north on Glen Miller Road and was cut off by another vehicle, causing her to hit a curb, damage a rim, and blow the tire. She pulled in our driveway to get out of the way of traffic. She had called her parents in Sterling to come and change the tire and rescue her. Bruce pulled away from the pumps and came out through the gate to offer her assistance and change her tire for her. Way to go above and beyond and save the day, Bruce!



Steve Eckel embracing the rain



Ottawa terminal

Wishing everyone a Healthy and Happy New Year!

It seems like the last two years have been on replay; our lives and ways of doing things have changed drastically since this pandemic began. We hope that implementing the new antiviral treatment will reduce the severity of COVID-19 in people who have become infected.

There have been no major changes with our day-to-day operations as we continue to strive to meet our customer's needs. Everyone here is giving 110%, and it's remarkable how well our team coordinates to make this terminal run so smoothly. Keep up the great work, everybody!

Ottawa has been lucky so far with snow accumulation. We've only had one big snowfall of 48 cm in mid-January, let's hope that's it for this winter, and we can look forward to some warmer temperatures.

We would like to welcome some new members to our team: Christian Sommer and James Irwin to our International division, Gill Sukhraf to Regional, Keith Robinson and Nicholas Collette to our Local AZ driver team,



and Quinton Reitano and Daniel Lynch to our dock team.

Denise Crawley departed at the end of December after 10 years of service. She will be missed, and everyone here wishes her the best at her new job. We welcome our new evening dispatcher, Amethea Cyr, to the team.

Welcome to everyone, and wishing you all great success!

We celebrated some Milestones achievements as well. Congratulations to Salim Al Boukhari, Donald Kennedy, James Holmes, and Darrell Seymour, who all celebrated five years at the Erb Group.

Until next time...take care and stay safe,



Shawn Coville and Jason Poon

— Jason Poon

Elverson terminal

Winter is in full force here in Southeastern PA!

We had several inches of snow over the weekend, which keeps Abbe busy plowing the yard, so the trucks don't get stuck.

Abbe Stoltzfus and Bill Schuler both celebrated ten years with Erb over the last few months. Abbe continues to work hard to keep the trucks running smoothly, and Bill is a dedicated driver who always puts the best interests of Erb first. I appreciate both of them and their hard work and commitment over the last ten years!

Will Stover and his wife Charla welcomed their daughter Josephine on October 26, 2021. Will and his wife live in Marathon, ON.

COVID-19 continues to present challenges for all of us, but we just had our first positive case here at the Elverson terminal in January. Luckily, the symptoms were not too bad for this person, and they are back at work.

That's all for now, stay safe and well!

— **Bonnie Beam O'Hare**



Abbe Stoltzfus 10 year anniversary with Erb award



Bill Schuler celebrating 10 years at Erb



Will Stover — October 26 2021 at 10:03AM
8lbs 0oz — 20.8 inches Josephine Lynn Annette



Josephine Lynn Annette



Montreal terminal

Welcome from Montreal!

With all the challenges our terminal and departments have had to face through these difficult times, it's a good thing we have staff that are cross-trained to work in other departments. I want to thank all our team for their efforts and hard work — thank you!

Volumes remain strong, and a few key shippers have increased volumes this past year, keeping everyone busy.

Looking forward to the warmer temperatures ahead and terminal BBQs!

Shop Update

Denis has the shop up and running — the only thing missing is a few mechanics — which we're having a hard time filling these roles. The staff that we have in place are doing a great job keeping our equipment running — good job, Shop team!

Our Neighbors — Conestoga Cold Storage

In the last Erban report, I mentioned the new construction that had started. Well, the walls are up and the roof is on (see below)! Hoping to get a bit of extra volumes out of this location (would be nice).

— **Scott Jones**

Quebec City — Update

We have good news to announce for our Quebec City location this year.



We have started the year off in a great way by posting a position for a Dock Lead Hand and by signing three new contracts and a fourth one for mid-February concerning warehousing and cross-docking services.

By the end of February, we will be accepting nearly 500 pallets of ice cream from Coaticook in a storage space with a capacity of 577 pallets. For the second storage space, we are currently changing the racking system to allow for an additional 260 spaces in consideration of our fourth contact.

In addition to Line Haul deliveries from Vaudreuil to Quebec City, United Natural Foods has been giving us more and more deliveries to do in the city.

Whyte's has also followed suit.

Sysco now occupies the three end doors for their cross-docking services. They also have a few slots in our freezer.



Furthermore, we have a new agreement with Nestle for whom we will be doing three trips a week to Quebec City. Towards the middle of May, it will be five trips a week at a rate of one trip per day.

Our outbound volume is about three to four trips per day, and sometimes even five. For this reason, we must call upon our colleagues at our regional location. Thank you to Brenda's team who is always there to help us out.

Quebec City: Our driver Yves Tanguay wins the New Recruit of the Year Award. Congratulations!

— **Denis Fortin**

I would like to introduce and welcome several new staff to our team

Drivers

Jasvir Singh	Abdool Monebahal
Mohammad Abbasi	Tarandeep Sidhu
Makram Kharazmi	Tarun Bhanota
Ilyas Inayat	Farhat Rja Naveed
Sukhdev Singh	Charan Jeet Batth
Amarjit Singh Raina	Victo Siretanu
Dumitru Grosu	Patrick Bohemier

Operations

Kiran Sandhu (Admin/OS&D) , **Gurjant Sighn** (Overnight Dispatch) and **Reynold John** (Overnight Operations Manager)

Payroll

Shehreen Monebahal

Dock Staff

Jonathan Dillion, Clifford Neiman , Mustafa Nasser and Kevin Oxley (Overnight Dock Foremen)

Freezer Team

Edzer Ante and Tristen Deuton

As you can see, it's been a busy year filling many roles within our Operations & Driver pool – we have also moved a few staff into key roles:

- Daniel Jacques** — terminal Manager
- Cory Mootrey** — Afternoon Operations Manager
- Lionel Pepin** — Afternoon Router Supervisor

Congratulations to you all!



Terminal de Montréal

Bienvenue à Montreal

L'équipe de Montréal vous souhaite la bienvenue!

Vous n'êtes pas sans savoir que notre terminal de même que nos départements ont dû faire face à de nombreux défis en ces temps difficiles. C'est pourquoi nous nous estimons chanceux de compter parmi nous des employés ayant suivi une formation polyvalente, ce qui leur permet de travailler au sein d'autres départements si le besoin se fait sentir. J'aimerais remercier tous les membres de notre équipe pour leurs grands efforts et leur travail acharné. Merci!

Les volumes demeurent solides alors que certains expéditeurs clés ont décidé d'augmenter leurs volumes au cours de la dernière année. Cette augmentation tient les employés très occupés.

Nous avons tous hâte au temps estival et aux barbecues des terminaux.

Atelier - mise à jour

Denis s'est assuré que tout dans l'atelier est opérationnel. Tout ce qui manque, ce sont quelques mécaniciens pour y travailler. Ces derniers temps, nous avons eu du mal à trouver de la main-d'œuvre pour combler ces postes. Heureusement, les employés qui sont déjà sur place font un excellent travail dans le maintien de nos équipements. Bon travail!

Ce qui se passe chez nos voisins Conestoga Cold Storage

Dans la dernière édition de l'infolettre The Erban Report, j'ai mentionné que les travaux de construction avaient commencé. Les murs ont déjà été construits et le toit



a été installé (voir ci-dessous)! Nous espérons que nos volumes augmenteront grâce à cette installation!

— **Scott Jones**

Quebec city

Les Nouvelles sont excellentes pour la Ville de Quebec en 2022.

Nous avons commencé l'année de très belle façon en affichant un poste de dock leadhand et également la signature de 3 nouveaux contrats et un quatrième pour milieu février pour l'entreposage et du cross dock.

Nous allons accueillir tout prêt de 500 palettes de crème glacé Coaticook d'ici la fin février pour une capacité de 577 palettes pour cette pièce et pour la seconde pièce nous sommes actuellement en train de modifier la configuration des racking pour pouvoir accueillir 260 espaces palettes pour notre 4ieme contrat.

UNFI nous donne de plus en plus de livraisons à faire en Ville en plus des LH de Vaudreuil vers Quebec.

Même chose pour Whytes.



Sysco occupent maintenant les 3 portes du fond pour leur cross dock et garde également quelques espaces dans notre congélateur.

Nous avons également une nouvelle entente avec Nestle qui nous amènent 3 voyages par semaine à Québec et vers le milieu mai ça sera 5 par semaine/1 par jour.

Notre volume sortant joue en 3 et 4 voyages par jours et parfois même 5. Nous devons donc faire appel au régional. Merci à l'équipe de Brenda. Toujours là pour nous aider.

Québec - Le conducteur Yves Tangauy remporte le prix de recrue de l'année - Félicitations

— **Denis Fortin**

J'aimerais vous présenter plusieurs nouveaux employés et leur souhaiter la bienvenue au sein de notre équipe.

Chauffeurs

Jasvir Singh, Abdool Monebahal, Mohammad Abbasi, Tarandeep Sidhu, Makram Kharazmi, Tarun Bhanot, Ilyas Inayat, Farhat Rja Naveed, Sukhdev Singh, Charan Jeet Batth, Amarjit Singh Raina, Victor Siretanu, Dumitru Grosu et Patrick Bohemier

Opérations

Kiran Sandhu (Administration et S.M.A.), Gurjant Sighn (répartiteur de nuit) et Reynold John (directeur des opérations de nuit)

Service de la paie

Shehreen Monebahal

Personnel de quai

Jonathan Dillion, Clifford Neiman, Mustafa Nasser et Kevin Oxley (contremaîtres de quai de nuit)

Équipe chargée de la congélation des marchandises

Edzer Ante et Tristen Deuton

Comme vous avez pu constater, nous avons eu du pain sur la planche cette année, étant donné le grand nombre de postes à pourvoir et notre bassin d'employés travaillant dans les opérations et le transport. De plus, nous avons décidé de réaffecter quelques employés à des postes clés

Daniel Jacques – directeur de terminal

Cory Mootrey – directeur des opérations (après-midi)

Lionel Pepin – superviseur des répartiteurs (après-midi)

Félicitations à tous!



Thunder Bay terminal

It was a wonderful summer in Thunder Bay with hardly any rain.

The consequence of the beautiful sunshine was the area had quite a few forest fires. They made for some smokey days.

It was nice to have the return of the company BBQ. Thanks to Wendell Erb, Sheldon Wheeler and his wife Wendy for joining us. The food was delicious this year. We had beef on a bun and persians for dessert (persians are a Thunder Bay dessert, with a cinnamon bun and strawberry icing. They are quite good and should be tried when visiting Thunder Bay). The staff enjoyed the opportunity to have a bit of normalcy for a change after missing out on BBQs and Erb Excellence Nights the last couple of years.

There are some new drivers at the Thunder Bay terminal — we would like to welcome Joe Boucher and Terry Johnston to the SUP-ERB team!

We were happy to have participated in the team decorating contest. Thank you so much for the Christmas pizza party. We didn't think our Charlie brown tree and decorations would make the cut. It was a nice surprise for all the staff here in TBay and brightened the day.

After 34 years as terminal Manager of Thunder Bay, Gerald Erb has decided to retire from management and take a step back. He will still be around as a mentor to the new manager and will mostly be driving and working in the shop/yard. We wish him well in this change and the best in his future endeavors.

— **Joshua Swerda**



Gerry Erb and Sheldon Wheeler having fun



Kenny Seyler and Gerry Erb celebrating their retirements



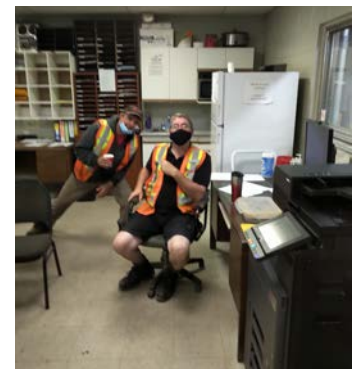
Doug Salatino on orange shirt day



Drivers Mike Moore and Jeanot St.Coeur at Thunder Bay's BBQ



Sheldon Wheeler and his wife Wendy



Shelton and Doug



Beautiful summer morning



Rise and shine

Winnipeg terminal

We are reporting another winter of extreme cold temperatures and a lot of snow here in Winnipeg.

Tis' the season of trucks and reefers not starting. We do wish to recognize Kenora Driver, Greg Livingston. Greg went above and beyond by laying under a Sysco pup trailer at 40 below temperature, hammering it to release the frozen brakes. Unfortunately, the break pod exploded, and the spring hit him square in the forehead. Greg is currently rehabilitating. It sure makes one think how fast one's life can change.

On a lighter note, we wish to congratulate the following:

Dennis Hartog — Highway Driver of the Year 2021- that is two years running!

Robin Sra and Pawandeeep Warring *Dock team members* — both were awarded jackets for working crazy long hours to keep us operational during this pandemic.

A big thank you to our team for all their hard work and contributions during these hard times.

Courage doesn't always roar. Sometimes courage is the quiet voice at the end of the day, saying, "I will try again tomorrow." — Mary Anne Radmacher

— **The Winnipeg Team**



David Clyne and Pawandeeep Warring



David Clyne and Robin Sra



Kenora delivery taken by May Klwak

EMPLOYEE PROFILES



Komalpreet Kaur

Recruiting Coordinator — New Hamburg

Been with Erb since/for

Since September 2021

What is your best Erb memory?

Get involved in the Christmas decoration contest. Planning the decoration and decorating the office with my Team – we made it the GingErbread Office!

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

I would take my mother-in-law. Unfortunately I never had the luck to meet her. I miss her even though I never knew her. I wish this could become true 😞.

Would you prefer to visit Earth in 2100 or 1900?

I would for sure go in 2100. I am a very curious person about the future. I can't wait to know what will happen next. For example every time someone plans a surprise for me I end up ruining that because I want to know what should be happening in the future days.



Cameron Emmett

Help Desk Technician — New Hamburg

Been with Erb since/for

5 Months

Do you have a favourite hobby or pastime?

I am fortunate to be in a position where my career stems from my hobbies. I love keeping up with the latest technology and trying different things with computers on my home network. Aside from technology I like spending time around cars whether that's in the garage or out on the track. And on the lazy days, video games make for a great way to unwind.

What did you want to be when you grew up?

Growing up I wanted to make it to the NBA or be a video game tester. Going into high school I also thought about being an astronomer.

Would you prefer to visit Earth in 2100 or 1900?

This answer may be a little obvious but definitely 2100. I can only imagine the technological advancements.



Kate Marchbank

USLTL Customer Service Representative —
Baden, ON

Been with Erb since/for

Just passed my 1 year (in January)

What is your best Erb memory?

When our team in the basement got Sandi a hot dog toaster for Christmas, and she yelled “WEENIES!!!” and was overjoyed and did a little dance 😊. And also our stellar entry for the tree contest, and the fact that it is still on the board down here! The daily banter between the boys is always entertaining too!

Name the top two items on your bucket list

We would love to buy land and build our own house in the country some day!! I think I'd like to try sky-diving too...

Would you prefer to visit Earth in 2100 or 1900?

Travel back... Life looked much simpler then



Migel Giroux

Driver Services Trainer — North Bay

Been with Erb since/for

In total 6 years

What is your best Erb memory?

When I was doing a long haul, I ended up in Baden on Driver BQQ night. Wendell + Vernon were there, Wendell called me over. I had my dog with me, and Wendell started talking to me and made a hamburger for my dog, he ate just as much as I did.

Do you have a favourite hobby or pastime?

Watching and cheering my two girls play hockey

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

My dad, he passed away. I never got to bring him for a ride with me.



Philip Wagler

Owner Operator — Baden, ON

Been with Erb since/for

2 years and 5 Months

Name the top two items on your bucket list

Drive to Alaska with my wife for our 25th anniversary

Being able to retire at 50, even though I don't plan to retire any time soon and I am a long way from 50.

What did you wanna do when you grew up?

Farmer or Truck driver.



FROM CONSTRUCTION TO DRIVING WITH ERB

Edwin Lopez didn't always aspire to be a driver. He originally started his career at a car dealership in Kitchener after graduating high school. Thereafter, he heard the news that he had a son on the way! He wanted to move forward into a new career opportunity, which led him to construction. Edwin worked in construction for three seasons, but it didn't offer him a consistent income year-round. A family member encouraged him to apply for a job at The Erb Group of Companies in 2019.

We sat down with Edwin to hear more about his role at Erb. Edwin said, "When I started at Erb, I got a letter from Wendell and his dad, Vernon. The letter said, although our company is large, our door is always

open for you. On my first day, they introduced me to Wendell, and he offered his appreciation for me coming on board. This really meant a lot to me as I really value family and how Erb is a Canadian owned company."

A day in the life

Edwin began his role at Erb as a Straight Local Driver based at the Baden terminal. In January 2022, he will reach his two-year milestone with the company. A typical day for him starts off with some paperwork at the office and saying hi to the team. He explains, "Saying hi to the dock guys is really important. We work so closely with them, and it's good practice to be friendly to co-workers." Afterwards, he moves to a safety inspection on his truck, logging into the satellite and a bit more paperwork. Of course, before hitting the road, he stops by Tim Horton's for his typical order. Edwin continues to share, "Being a Straight Local Driver means I always get to come home every night, so I never have to sleep in the truck. The furthest I travel to is Windsor."

Proud to be on board

After completing his first year of service at Erb, Edwin was presented a plaque to highlight his hard work and dedication to the company. He tips his hat to a senior driver named Stu, a veteran driver at Erb. "He's always happy, and you never see him frustrated. Everyone shows him nothing but respect."

Career development and personal growth are held to a high regard at Erb. In the nearly two years as a driver, he gained a better understanding of the trucking world. "This job made me a better person through responsibilities and hard work. At the end of the day, it feels good. I have this one bid run to a bakery, where I go every Wednesday, and store owner always shares a coffee and lunch with me. It truly makes my day, and I'm always happy to see her."

But the job does come with its challenges. Truck drivers' patience can be tested quite frequently. A characteristic Edwin highlighted that he is learning to work on more. "I'm still facing it now. I aim to get all the freight taken off but sometimes things don't always go to plan. Lineups at the pickups or grocery stores and sometimes you can't work around it. So, I've learned to be patient more."

Using Erb benefits

"I've also been using massage and physio benefits frequently. Feels good to say we have access to 20 massages a year!"

Edwin has continued to utilize the employee benefits package by using his



Edwin and his son proud to be part of Erb

work boot allowance and contributing to a TFSA and RRSP. Edwin is also a walking Erb ambassador. He is always decked out in Erb clothing.

Next cool move

If you are looking into the trucking industry, Edwin says "It's ideal for someone who is mature, outgoing, respectful, family-orientated, hardworking, and always looking at the bright side. At the end of the day, we are doing this for our family. The money is good, but it can equally be very hard at times. This job helps you move forward in life and opens you to new opportunities. I have been able to save and start house hunting in 2022. Erb helped me make this a reality."

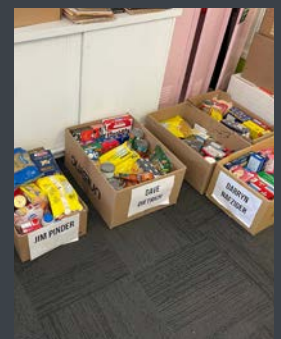
Pantry Poll



Darryn Nafziger
Pantry Poll winner



Jim Pinder
Pantry Poll winner



Pantry Poll Food Drive



I hope everyone had a safe & happy holiday season!

Since our last report, we have been keeping steady here at Erb Expedite. It has been quite the year so far but as always; we keep on trucking and delivering on our promises.

We had another successful fundraiser shipping season in the winter. These events are always great to be a part of and for a good cause.

ErbX continues to offer home delivery services for various shippers regularly. We complete our home delivery pick-ups on Mondays and Tuesdays. All orders dropped off at the terminals as well as the orders out of Erb Cold Storage are then consolidated by our staff. We have three-four routes each week. We are always set for delivery to the following areas on our delivery schedule on Wednesdays and Thursdays.

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	

In the Fall we assisted with a special delivery for Iceculture out of Hensall to Minett to the JW Rosseau resort. They used a crane to offload the ice from our



A few pictures on site in Timmins & North Bay on our Golden Window Runs

tailgate truck up to a landing at the hotel. There the Iceculture team was onsite, and they built the ice portion of the Crystal Head Vodka Ice Bar. ErbX also recently helped with deliveries to Blue Mountain in Collingwood. We delivered to the team where they were tasked with installing some ice blocks for other ice carvers to carve for display in the Village.

Our team welcomed Ramandeep Nijjar in Erb Mississauga as our new Logistics and Solutions Coordinator in December.

Tarun Bhanot also joined our team in Montreal as an owner-operator in the Fall.



In Baden, we added two more DZ Drivers to our pool in November. Welcome, John Taylor and Jim Rae.

ErbX Driver Milestones:

Kiljuit Singh owner-operator based out of Ottawa celebrated 1 year in December.

Arnie Schwartzentruber Baden will be celebrating 5 years in February.

Muhammad Imran Mississauga will be celebrating 10 years in June.

Honorable mention to Luis Cordeiro who has been with us since July 2004 as an owner-operator out of Erb Mississauga. Luis is our most senior driver here at ErbX!

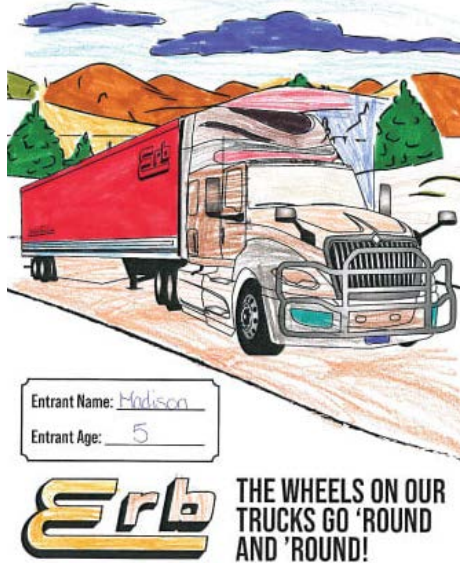
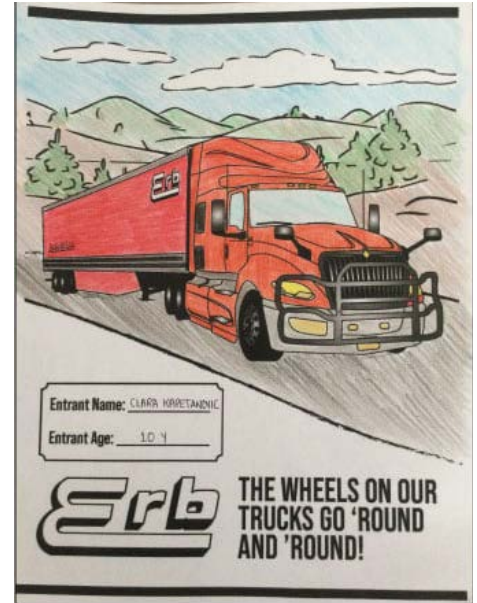
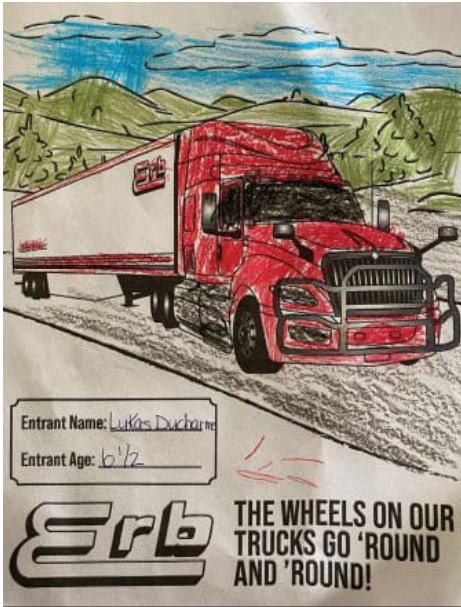
Our Drivers continue to make us proud daily. Without them, we would not be the division we are today 25 years strong and growing. Driver safety and respect are our priorities here. With COVID-19 still in our future, we here in dispatch make sure our drivers have what they need to stay safe daily. Again, thank you all for what you do for us and our customers! Your hard work and commitment to our team does not go unnoticed.

Now let us all hope for an early spring and a beautiful summer!

— **Jennifer Ditner**



COLORING CONTEST



WINNERS!

During our back-to-school season, we had a colouring contest. We had so many participants we couldn't just pick one winner!

Congratulations to our lucky winners Clara, Madison and Lukas! Thank you to everyone who participated; we loved seeing all the creativity and artwork.



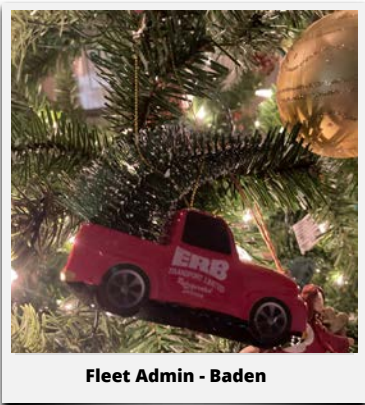
HONOURABLE MENTIONS



Recruitment - New Hamburg



Dispatch - North Bay



Fleet Admin - Baden



Fleet Admin - Baden



U.S. LTL - Baden



Accounting - Highland Road



Payroll - New Hamburg



Operations - Thunder Bay

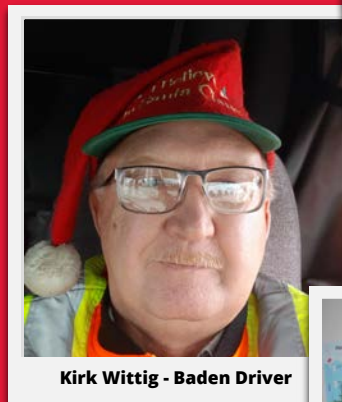


Payroll - New Hamburg

DECORATING CONTEST 2021 WINNERS



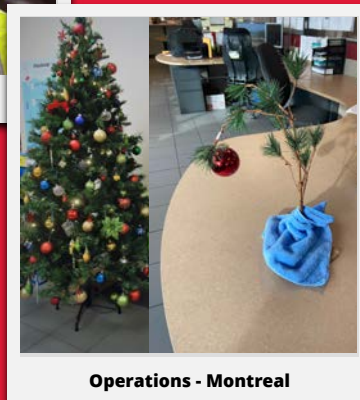
Document Control - New Hamburg



Kirk Wittig - Baden Driver



Driver Settlements - New Hamburg



Operations - Montreal



Operations - Trenton



Erb
WE SUPPORT
ORANGE SHIRT DAY



September 30th is National Day for Truth and Reconciliation and Orange Shirt Day in Canada. We encouraged our team to show solidarity and help honor all the children and families whose lives were deeply affected and forever transformed by Canada's residential school system by wearing orange. We know the path to reconciliation and healing is ongoing, and we are committed to listening and learning.

HALLOWEEN TRUCK COSTUME



Bryan Wettlaufer's son Aaron



Scouse in Truck



Candice Zehr



Candice Zehr's son Landon Zehr



Alexandra Salmeron

This Halloween, we challenged our team to get crafty and make homemade Erb truck costumes for a chance to win an iPad! Thank you to everyone who participated and brought a smile to our faces.

On that note, check out this winning smile! Landon Zehr could not believe he was the lucky winner of the Truck Costume Contest! On the draw day, he told his mom Candice Zehr from our Baden terminal that he was excited to hear who won; although he didn't have his hopes up it would be him because he "never wins anything." We were happy that Erb could provide Landon with his first win! Here's to many more!



Landon Zehr (Candice Zehr) — Halloween Costume Truck Winner



WOMEN IN THE TRUCKING INDUSTRY

What is it like to be a female truck driver?

Although the trucking industry has traditionally been predominately male, there has been a significant increase of female truck drivers emerging into the industry. Katia Barrette, being one herself, entered the industry in 2018 as a Class 1 long-haul driver. After working in various administrative and office jobs for most of her life, she earned her Heavy Vehicle Driver's License (Class 1) in Quebec one week ahead of her 49th birthday.

She spent 10 years in the real estate market and felt it didn't challenge her enough. Reflecting on her upbringing, she says, "My grandfather used to be a truck driver, and it made me think that it could be a lifestyle I may want. In 2018, I was at a point in my life where I wanted to make a drastic change. I wasn't happy with the life I was leading and decided to switch it up and move into trucking. Today, I don't just love my job at Erb; I adore it."

Road to The Erb Group

At the beginning of her trucking career, she moved through various companies but made the jump to The Erb Group in November 2019. She explained, "I used to work for other companies, and they took advantage of me, especially as a woman. I made a list of truck companies I wanted to work for, and Erb was always on the top. Whenever I met another Erb driver on the road, they always said they'd been at the company for a long time. There are so many transport companies, and they're all hiring. But the fact that people stay a long time at Erb makes it look like they are doing something right."

Women in Trucking

In Canada, women make up 3.5% of Canada's 300,000 truck drivers, according to labor market data from Trucking HR Canada. Katia is one of several female drivers at The Erb Group. She keeps in touch with other female drivers while on the road, through a Facebook group called She Trucking. "I'm very ambitious, and I think that's why I am good at what I do. Sometimes the job is physically hard, like when the axles don't want to budge. But it's our job, so I manage to get it done." Katia continues, "My piece of advice to younger drivers is that it's not all rosy and you need to have thick skin. It takes time to learn how to drive, but if you take it slow, you will succeed. Just have patience and go slow. Your confidence will build over time."



Confidence is Everything

"I've grown in confidence in the last three years, and I feel like a REAL driver. I was doing a delivery in LA a while back and googled what the area looked like ahead of time to ensure I could back in easily. Once I arrived, I realized it was going to be a tight squeeze. The gentlemen guided me into the docking zone, and I parked in one smooth transition. Once they learned I had only been driving for three years; their faces were shocked. They said most drivers refused to back in and made them unload on the street. It made me feel like a champ."

Katia continues, "Another time I had an eagle hit my windshield while driving. I learned to stay calm in tough situations. My previous experience in customer service may have helped me in this area. The windshield completely shattered. I had to transition through different lanes and pull over safely. When I look back on the video footage, I was incredibly calm and confident."

Safety is embedded into The Erb Group's corporate culture, ensuring initiatives and programs are in place across the whole company. The company has been recognized multiple times for being an industry leader, including being awarded TCAs (Truckload Carrier's Association) Fleet Safety Award twice!

Her last piece of advice for anyone sitting on the fence, "It's never too late to make a change. Life is short, and you have to do something that makes you happy. And this job makes me happy."

Katia Barrette



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and **#Erbanreport** on your
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**Would you like to be part of
the Erban report?**

Send your photo submission to
marketing@erbgroup.com for a chance to
appear on the cover or to be included in
the next issue!



GOOD CHEER CLUB

BIRTHS

Trenton terminal

Jammie Humphries & Beth Mocon —
Baby boy: *Dale* on August 19, 2021

Ottawa terminal

Baby boy: *Brian Day* born on October 31, 2021

Toronto terminal

Katie Harris & Ted Harris —
Baby boy: *Kelly* on May 18, 2021

MARRIAGES

New Hamburg

Sarah Burkholder to *Dan Arnold* on July 31, 2021

North Bay

Paul McDonald to *Antonella Venilli* on
August 2, 2021

A VIEW FROM THE DRIVER'S SEAT



There is something that every human being possesses regardless of age or whether we have given much or little thought to it. It's called a worldview. It is an outlook on life or a mindset. It is how we perceive and understand the world around us and how our life fits into that world. Granted, a four-year-old's worldview is not as comprehensive as a 40-year-old's because at that point the child's world is very small, undiscovered, and relatively simple, free from major complexities.

Our worldview is formed by what we learn, what we experience, and how we perceive life on this earth. This then forms the basis of our behavior. The Biblical book of Proverbs was written a few thousand years ago by a very wise king named Solomon. Listen to how this same truth was stated by him. *"For as he thinks within himself, so he is"* (Proverbs 23:7a, NASB).

When I became a born-again believer, I started to read and study God's Word because I realized it was God's revelation of Himself. I wanted to understand the God who saved me and gave me eternal life. Since God created the world and everything and everyone in it, the sensible thing in my mind was to develop a Biblical worldview, so I could see and understand the world I live in, my relationship to this world, and my place in it from God's perspective rather than my own. This gave me purpose in life.

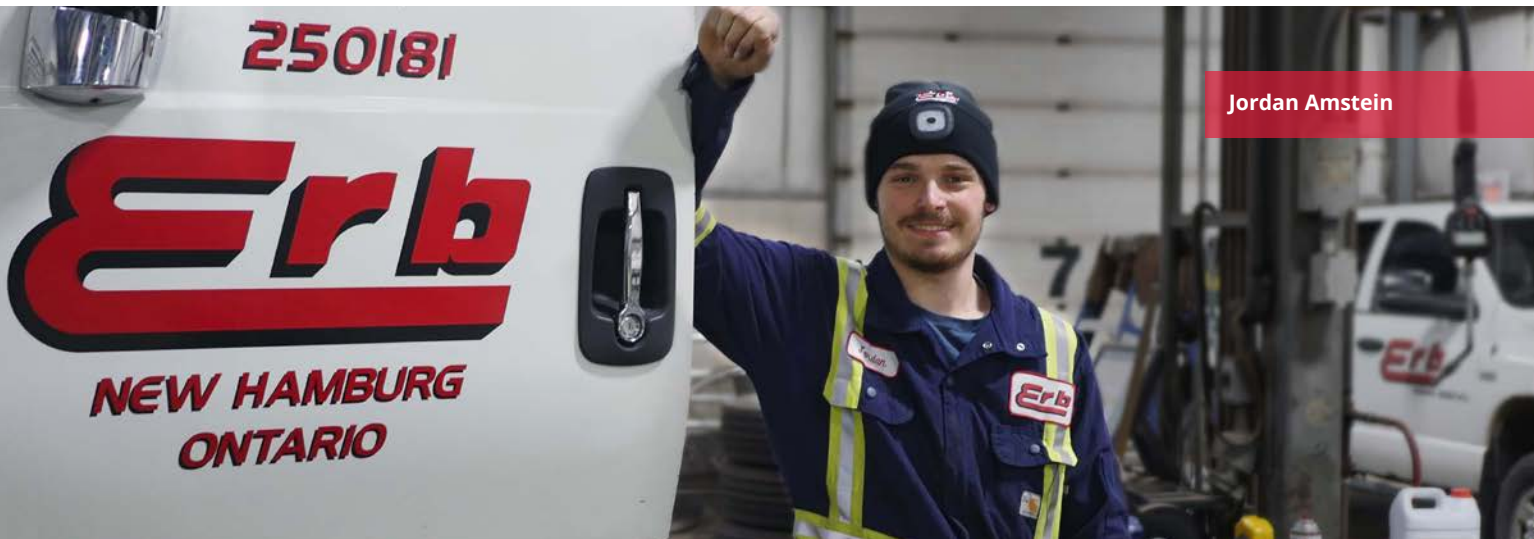
At one of Billy Graham's crusades in Chicago in 1971, he asked the question, *"Who is Jesus Christ to you?"* That question dovetails with the statement made by pastor and author A.W. Tozer. *"What comes into our minds when we think about God is the most important thing about us"* (A.W. Tozer, *The Knowledge of the Holy*). Because belief determines behavior, your worldview is where it starts. It is true that many factors come into play that shape one's worldview. Since we live in an imperfect world, some factors will be positive while others will be negative. Both, however, will play a part in forming our worldview. A Biblical worldview will align your thinking with that of our Creator God by shaping your evaluation of yourself in relation to who God is and what He has done and is doing. This, in turn, determines how you will live in this world He has created. In trucker terminology, the engine of your belief will drive the transmission of your behavior.

On what is your worldview based? How would you articulate your worldview if someone would ask you? I challenge you to read the whole Bible and allow God to form your thinking and your worldview. Find purpose for your life — His purpose!

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

Roger's Thoughts for the Day

- No one gets a second chance to make a first impression.
- Why do they call it a drop cloth when the paint usually drops where the cloth isn't?



Jordan Amstein

A DAY IN THE LIFE OF A 310T TRUCK AND COACH TECHNICIAN APPRENTICE

Jordan Amstein started his apprenticeship with The Erb Group of Companies in September 2021. We sat down with Jordan at our Sandhills terminal to learn more about his professional growth in the last three months as a 310T Truck and Coach Technician Apprentice.

“I originally started a plumbing job as part of my co-op in high school. But I realized it wasn’t for me and started exploring mechanic roles. As a kid, I always worked on fixing our family’s snowmobiles and trucks for fun.”

Making Another Cool Move

We may be a large company, but we have not forgotten where we started, or that our greatest asset is our people. Jordan explains, “I chose to work for a bigger company as there are more opportunities to learn. I also can work alongside other apprentices, which is nice to talk through tasks with someone who is at the same level as me.”

A typical morning for Jordan starts out with performing various services and inspections. No day is the same as a mechanic. “I learned how to pull a transmission, change brakes and fabrication. A fabrication job requires using specialized equipment, such as metal welding or soldering tools to assemble a product.”

Career Growth at Erb

“There is a licensed technician in our shop; his name is Justin, and he’s always a good person to go to for advice.” Jordan reflected on his role and offered advice to anyone interested in being a mechanic. He explains, “to be a mechanic, you need to have a strong work ethic. There is also a lot of physical labour, so you need to be okay with getting dirty.”

Jordan has made great strides as an apprentice at Erb. He comments, “I have become very organized in this job. It’s important for us to keep our workplace clean and tidy, or else we risk a hazard at work. Being here has instilled top quality safety protocols in my day-to-day job.”

WENDELL ERB ON: NATIONAL TRUCKING WEEK

Prior to COVID-19, for some, we might have been an invisible workforce. However, through our efforts, we have now become much more front and centre in the public eye, in the media and at all levels of government. Ontarians that have always expected store shelves to be stocked and critical supplies readily available have now come to realize that these items do not magically appear. It is clear now that there is a much better understanding and appreciation of how the supply chain works and what it takes to ensure Ontarians have access to the goods they need. This is a great accomplishment.

And while the public was learning about what makes us so essential, I believe we also learned a lot about ourselves.



Throughout this pandemic, which is still ongoing, our employees have faced many new challenges as a result of COVID-19. All businesses in our sector worked with staff to respect and manage family, health and operational challenges that had never been seen on this scale before. And despite all of these new challenges, we were still able to pull together and continue to move our nation's economy with nominal interruption. This was not an easy task and still is not, but as a sector, I believe we will emerge from this crisis even stronger and with a greater sense of purpose. We should be proud of what our sector has achieved throughout this crisis, both internally and externally, all of which would not have been possible without a talented and driven workforce.

- President and OTA Chairman, Wendell Erb

Excerpts from article shared on Truck News website. *(A Message from the OTA Chair Commemorating National Trucking Week)*

DRIVER COMPLIMENTS

Just wanted to pass along a nice compliment to one of your drivers today in Ridgetown, he was driving through and came up to the remembrance day celebration at our cenetaph. You should be proud ,your driver stopped and parked to not disrupt the procession. Great show of respect from your driver and your company. **GREAT JOB Erb TRANSPORT !!!!**

Just wanted to say how impressed I was with one of your drivers in Collingwood this morning. At 11:00 he parked his truck and stood in front in silence to commemorate Remembrance Day. While everyone around was going about their business, he stopped to pay his respects as my wife and I were also doing. Tell him "Thank You"

— Bruce Gauer

Katia Barrette and Buddy in Oklahoma



Katia Barrette and Buddy in Oklahoma x2



Philip Wagler — Largest Truck Stop

ERB ON THE MOVE



Jack Rodrigues in Texas



Philip Wagler — Largest Truck Stop



Fred



Jack Rodrigues in Texas



Brent Tarabalka



Denis Fortin — Entry for the next cutest dog contest — **Enzo**



Alex Quick — Credit Representative dog submission



Philip Wagler — Bozeman Montana



Labour Day — US straight truck being loaded to bring more food to tables in the hard hit US Eastern sea board — **Jim Pinder**



Labour Day — US straight truck being loaded to bring more food to tables in the hard hit US Eastern sea board — **Jim Pinder**



Scott Martin — Sunset



Erb Moon is rising in Baden — Jim Pinder



Brent Tarabalka

ErbGear.com

Check out **ErbGear.com** where you can shop for all your Erb gear items! You will be able to view our products in full range, with all styles and sizes, from men's and women's wear to our pet accessories! This website offers a seamless shopping experience, which you can access in the comfort of your own home, truck or office space!

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