



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 2018 - Volume 32, Issue 1



Photo by Stephen McWilliams

IN THIS ISSUE...

- Check out photos from recent Erb events and job fairs!
- Read what's new at our terminals!
- Check out comments from our social media pages!
- ... and much more!



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FOUNDER'S



Vernon Erb
Founder

In preparing a story for this issue my thoughts went back to 1961 while I was a part time driver for Don M. Sindall Transport. Even though Viola and I had bought our first dump truck in 1959, the winter months were usually quite slow in road construction so I would go back to Sindall for a few months in winter and spring. In the spring of 1961, I was dispatched to take a load of peat moss from Welland, ON., to New Jersey and return with a load of New Holland machinery out of New Holland, PA. At that time, Sindall had International and Diamond T. tractors, however they did buy three 1959 800 Fords for some of their lighter loads, so I was assigned one of them for this trip. These trucks were quiet inside and had a nice wide bench seat so I decided to take Viola and our one year old daughter Karen along on this trip and drop them off with Viola's sister Violet at the Beam farm in Elverson, PA.

We loaded the Peat Moss on Thursday afternoon in Welland and travelled all night through the mountains on Route 15 with the little Ford struggling to get up some of the hills. Finally we arrived at about 4:00am at the Beam farm, waking the whole household. I carried on after leaving Viola and Karen at the farm, got back on the turnpike at about day break when my little Ford started sputtering and finally stopped dead on the turnpike about halfway between Morgantown and Philadelphia. Well, I was thankful Viola

and Karen were not with me. After sitting there for a while deciding what to do next I decided to go sit on the rocky embankment. I just sat down and heard a strange noise beside me. In closer observation, a huge snake was slithering right next to me. I am not a lover of snakes when I first see one. I think in about one big jump I was off the cliff and down inside my broken down truck.

My truck problem, as I recall, was the fact that these trucks were equipped with an alternator which was replacing the generator of the past. These new alternators were somewhat troublesome and failed to keep the batteries charged properly. Also, these trucks had electric fuel pumps in the gasoline tanks and when the batteries were low in charge the fuel pumps were the first indication of a problem not supplying fuel to the engine. Apparently driving all night with the clearance lights on gradually drained the battery until everything stopped. My memory fails me now as to how I got going again (and away from the snake), but it seems with not needing the lights on and giving the battery a little rest the alternator put enough charge to the batteries so the fuel pump could function and pump gas into the engine. I imagine I got the load delivered in New Jersey and headed back to the Beam Farm. We lived off the Beams for the weekend while our truck was being repaired at Goodfellows garage at Elverson.

Monday morning we loaded New Holland balers and the deliveries were to dealers in the Ottawa, Kempville area. We then picked up a load of chicken oyster shells in Havelock, ON, for the New Hamburg Mill, this was the end of the first truck trip Karen was on and I am sure she doesn't remember anything about it.

Fast forward to 2018. Many things have changed since those early days of trucking, some good and some not so good. In those early years most of us drivers drove day and night while there was no enforcement for hours of service. Even though we, our drivers, and I worked many hours way beyond the reasonable driving time, I am thankful we had very few incidents of falling asleep at the wheel.

MESSAGE

Today I am thankful to our operations people, customers, and drivers who respect the hours of service that we need to abide by and still provide the quality service to our customers that we have always been known for.

On numerous trips to Bedford and Granby, QC this spring and stopping at our Vaudreuil and Trenton terminals occasionally, I am sincerely impressed with the caliber of people our company is blessed with. The drivers who have joined our company recently make an effort to see me in the yards, rest area, fuel pumps or wherever, sharing their appreciation and compliments about the atmosphere and friendliness of all the people they work with at Erb. This is very fulfilling and encouraging to hear as our company is growing larger all the time. I appreciate the comments that we still have a small company reputation of being helpful and friendly to our new employees, for which I thank you.

On my trips to Quebec, I am also impressed with our drivers on Highway 401. At certain times of the day it is not unusual to see an Erb truck every 15 minutes between Toronto, Trenton and Montreal. I have not seen any driving in a negative manner, or following too close behind other traffic. This is not the case with many drivers on the 401 today. I can certainly see why there are so many vehicle pileups as these drivers don't have a chance to avoid rear-ending another vehicle when they are following a mere few feet behind each other.

On a lighter note, the rumor is out that Erb is so hard up for drivers that they went to the senior's home and recruited three drivers, Howard Lebold, Murray Stewart, and me, all in our eighties. We encourage you young drivers of sixty-five not to retire, but stay with us until you are at least eighty years old! (Just trying to help our recruiters).

I thank the Lord every day for my good health and that I am able to enjoy doing what was my ambition to be a driver over sixty years ago. Where did the time go?

Until next time
God bless

- **Vernon**

The exhibit of our founder, Vernon Erb when he was honoured in The Waterloo Region Hall of Fame (2003) at the Waterloo Region Museum. The Hall of Fame honours individuals and groups - now numbering more than 400 - for their significant contributions to the community.



PRESIDENT'S MESSAGE



Wendell Erb
President & CEO

At our Baden/New Hamburg Annual General Meeting in March I reported to our employees that we followed up a forgettable 2017 with an even more forgettable December and start of 2018. What a few months we have had since then! We have been very busy and that combined with proper freight rates has resulted in a memorable spring from a financial standpoint.

We didn't plan on adding a lot of equipment this year and had one of our smallest capital budgets in years. Coincidentally, this year we were not obligated to return many trucks on walk away leases. We do need to stay on top of equipment replacement. Strates are aging as are trailers and equipment order lead times are at unprecedented lengths out. This makes planning future needs difficult. We are looking at adding some trailers "off the lot" this summer to give everyone the tools they need to service our customers.

We welcomed the M&M stores distribution on behalf of Gordon Food Service business on May 28th to stores in Ontario and a few Northern Quebec locations. Account Manager Kyle Erb has spent nearly 100% of his time on the planning and now executing the plan. We have had a few issues, but in general we have done a tremendous job with such a large project transition. We had big

boots to fill as Conestoga Franchise Services had done this for almost 30 years. We bought most of their trailers and received invaluable advice from them which is very much appreciated.

With it as busy as it has been I got the privilege of going trucking on short notice a few times. I had an overnighter to Auburn, IN and another late night delivery to West Seneca, NY. Both times I had delays unloading and in Buffalo I had a lengthy delay loading. With my smart phone I could accomplish a certain amount of work I normally do in my office but that's not the point. When I am in a truck, just like you drivers we want to be moving down the road. While delay pay lessens the pain of sitting, it does not get you home or onto your next destination. We really need to pound home the message to shippers and receivers. Keep the trucks moving, we are truck drivers not truck sitters!

On my last trip Dad and I ran a couple loads to Trenton and brought back GFS/M&M loads to Baden. I also did a truck switch and brought back Pamela Broughton's truck number 2258. I was pleased the truck was spotless even though it had two million kilometres on it. On the trip back to Baden I was getting a little tired and looked for something to munch on. I found some cinnamon valentine hearts in the ashtray that hit the spot. A few times I'm not sure I was eating a valentine heart, but I'm still alive today, Thanks Pamela.

Until next time, drive safely.

- Wendell

SALES & SERVICE



Dale Bauman
V.P. of Sales

You may have noticed that things keep changing here at Erb and wonder why, or you begin to mutter under your breath, “why can’t things just stay the same? I liked it the way it was! How will this help?” If our company does not change it will die. I grew up on a farm and I still enjoy gardening and if my plants are not growing I get worried and I look for the reason it is not maturing and bearing fruit or flowers.

Fifty-nine years ago, Vernon and Viola planted a seed (Erb Transport). They did not know what it would look like and never dreamt that its branches would spread as far as it has. They have watered this plant, fertilized it and pruned it. This plant has not yet reached its mature age and so it continues to grow which in turn brings change. The trunk grows, new branches appear and its roots go deeper and spread out farther.

I am sure you have all heard the story that the trees in the open have deeper roots and can withstand higher winds because their root system goes deeper and the strong trees bend in the wind. This brings me to an interesting point on the word change. It comes from an old French word “changer” to mean to bend or turn. That is all we are doing here at Erb is bending in the wind so we grow strong. The transportation industry is changing and so we turn in the direction of this movement to stay out front of the competition.

I have heard many people say we should not have to reinvent the wheel and I would agree, but as the wheel gets bigger the hub must get bigger and we must add more spokes. The good news is all this fundamental change is part of our DNA that comes from that seed that was planted 59 years ago. Erb has a culture and a DNA that will continue to be healthy as long as we let it grow and reach its full potential.

The Erb DNA is to risk, to change, to grow. Erb culture is about learning to do things better and more efficiently. To ask Erb to not change is asking it to die, it is asking Erb to be something it is not. Wendell has implemented some decisions in the last two years that move us toward growth and they involve change, but they are true to the DNA of that seed that was planted 59 years ago. Wendell cannot do it alone and we all are privileged to walk with him into the future of Erb, embracing change and learning how to do things differently and having fun doing it.

Our sales department works with people every day that choose Erb because we are known in the industry as a company that does it right. Our customers are glad we are keeping up with new technology. They want to be associated with people and companies that have our type of DNA.

In this summer season as you see things grow and change think of that seed that Vernon and Viola planted 59 years ago that is still growing and changing. Give thanks that you are a part of it and have a hand in helping it stay healthy.

- Dale

CANADIAN



Kevin Cooper
Chief Operating Officer

When I think of trucking in the past I think of a lot of people who saw an opportunity to buy a truck and move goods for people and to people and took the risk to get into the business. It was an exciting business which was just developing and there was an attraction for many to get behind the wheel and drive wherever opportunity presented itself. Vernon Erb was certainly one of those people, but there were many others who started trucking companies and attracted hardworking and loyal employees as we did. The business demanded hard work, sacrifice, risk taking, imagination, ingenuity, good people skills and some good fortune to survive and thrive. Technology and society were very different in those days.

A lot has changed over the years. Our business here at Erb is still one of great people who meet the storms of business and customer demands head on, no matter what the challenges are. There are drivers who have driven in every conceivable type of weather to meet a delivery deadline, endure breakdowns or endless wait times to get freight, deliver freight or cross a border. Dock people who rely on their expertise to figure out where freight is to go even when there are no markings on the freight or mechanics who drop everything to start a unit to get a driver on the road. We can't forget about the traffic and administration staff who keep everyone paid, dispatch the drivers, soothe a frustrated or angry customer or keep the freight revenue billed and collected. Also, keep in mind that someone at some point invested their money to buy the trucks and buildings to seize an opportunity and service a customer. (Thank you very much Vernon).

Trucking, present and future, demand the same attributes I mentioned before: hard work, sacrifice, risk taking and so on, but while there are similarities there are also many differences to the challenges that trucking is currently facing:

- The pace of change in society, let alone trucking, is getting faster and faster. Consider that in 2006 Facebook was in its infancy, Twitter had not been born and nobody had iPhones. Today, here is what's happening in an Internet Minute:

- o From ordering groceries online and receiving them to your door the same day to driverless vehicles, to ordering a weeks' supply of meals premade and ready to cook, are both risks and opportunities for trucking.
- o Customers, more than ever, are looking for great service and creative transportation solutions. We have the smarts and the facilities.
- Technology is presenting never ending possibilities to trucking and we need to make sure we take full advantage of available technologies:

- o Erb is currently working hard toward implementing our new Transportation Management system which will streamline and automate some of our current processes. We will receive and send much better information from and to our customers, have better information to analyze and open



OPERATIONS

up the near term possibility of things like digital signature capture on the bills of lading, almost real time costing and reduced paperwork burdens.

o We are well into the installation of our new Orbcomm trailer tracking system which will allow real time monitoring of fuel and temperatures as well as location. This is vitally important for food safety.

• Given that our industry, unlike some, is and always will be a people business probably our biggest risk/challenge/opportunity are human resources. Shortages of skilled workers is a problem in many industries right now and trucking is no exception. Drivers particularly are in short supply so we are being creative through social media, advertising and job fairs to attract and recruit new employees.

At Erb we have a great trucking story to tell. We have a great people oriented culture, and a large and diverse network of customers and types of business which creates a strong structure for stability and growth. Not only that we are in an economy which is full of opportunity right now. Freight tonnage has increased across North America at a time when the numbers of available drivers is flat or declining. Erb has been successful in attracting new business fitting our current resources plus we have a lot of new opportunities available. It's been a very busy start to 2018.

We have also been successful in attracting some key employees in several areas to help take us into the future. Greg Tuckwell has been hired as Vice President of Operations to further develop our operating structures for greater efficiency and profitability. Greg has both an LTL and truckload background which will bring fresh insight to an already strong team.

With our rich history and current strengths Erb is well positioned for a great future through the rest of 2018. Thanks to all our employees who provide outstanding customer service every day. I wish everyone a great and safe summer.

- Kevin

INFORMATION TECHNOLOGY



Vic Thiessen
V.P. of I.T.

A number of IT Department Staff have experienced a bunch of change in the past months. Darryn Nafziger was promoted to Network and Systems Manager. Help Desk staff Laura Metcalfe and Lynn Robertson now report to Darryn. Sia Askari, Application Developer III had 2 significant changes. Sia and his wife Paria welcomed the arrival of their first child, daughter Liana. Secondly, Sia accepted a new position with Erb IT, as Systems Administrator, reporting to Darryn Nafziger. All the best Sia in your new responsibilities! Another milestone celebrated was Val Sanderson, Manager of Application Development, in June 2018 completed 25 years of excellent service. Congratulations Val! And finally, IT said goodbye to Paul Reid, Application Developer III. Paul had been with Erb since early 2011.

IT staff continue to be actively involved with the TruckMate project. Though the project GO LIVE date has been postponed again, the volume of work required on both the TruckMate and Solomon systems continues to keep everyone busy.

Have a safe and happy summer!

-Vic

FLEET & SHOP



Jim Pinder
Corporate Fleet Director

SHIFTING TIMES!

It was my pleasure eighteen years ago to drive one of the early automated transmissions. Well, not really a pleasure, but more of a dramatic experience that was totally against the normal driving tendencies. The transmission was a very basic ten speed set up; designed for low torque, low horse power, low tech engines with three pedals available to the driver: fuel, brake and a clutch for starting and stopping. The clutch was a ceramic dual disc with aggressive engagements and limited input adjustments for loads and grades.

During the eighteen years since that experience the automated transmission has gone through dramatic changes as computers have become the backbone of transportation equipment. Early equipment relied on a heavy duty frame and cross members as the backbone, but now computers control all functions on equipment from starting, moving, transferring torque, braking, driver comfort functions, lighting, diagnostics and component protection.

Here at the Erb Group of Companies we have grown the percentage of automated transmissions in the fleet steadily as the technology has continued to improve. As well, we have embraced the automatic transmission (fluid drive) as standard in all straight trucks. Both of these additions have reduced drive line failures, transmission/clutch failures and enhanced the drivability of all late model equipment.

In 2013 when we ordered unit 200609, a sharply spec'd 9900 International for Vernon Erb, he was open minded and allowed an automated thirteen speed two pedal transmission to match behind his preferred Cummins engine. The shifting parameters from the factory did not suit Vernon's fuel conscious and conservative driving style. With the assistance of Brent Talbot and a few adjustments over a couple of visits to the Baden yard followed by and including testing, I was pleased to hear Vernon say, "The transmission shifts as close to perfect as you are going to get," after he road tested the truck on a loaded both ways as always trip. We did have a wiring harness failure related to a poorly sealed connection where corrosion affected drivability, but otherwise the transmission has delivered.

So where does the industry go from close to perfect? It goes to PERFECT. That is what I experienced at a test track in Michigan this summer. The perfect driving experience. Start ability, uphill/downhill (18% grade), highway speed, backing into a dock, stop/go traffic, manual mode, incline hold and automated shifting in sync with the engine to maximize fuel economy.

This transmission does not require a fluid cooler (which is a real maintenance advantage), features a pneumatic shift actuations system, has twelve critically designed gears for a wide ratio coverage, low cruise RPM, great gear efficiencies for maximum fuel economy and a manufactures recommended seven hundred and fifty thousand mile (750,000) fluid change interval. Internal wiring and sensor placements minimize exposure to corrosion (the greatest challenge faced by commercial vehicle maintenance departments). A reduced maintenance organic self-adjusting clutch provides excellent launch and low speed maneuverability backed up by clutch life prognostics to provide clutch replacement notification in advance for planned down time. All of this is just PERFECT!

To the buyers/drivers that purchased/operated the original automated transmission, as well as the improved versions over these many years and supplied critical feed back to the manufactures demanding better products and more efficiency, thank you. To the many industry manufactures and their staff that embraced technology and addressed operator concerns, thank you. The result has been perfection and getting a chance to drive the Endurant was truly my pleasure.

Please contact me at jpinder@erbgroup.com or 519-501-9198 with feedback or questions on our equipment specifications or fleet maintenance operations. Drive defensively, travel safe and enjoy a SupERB summer. See you at an Erb Barbecue!

-Jim



151205 Vernon's truck on display at TMTA Waterloo Region

HUMAN RESOURCES



Dave Dietrich
V.P. of H.R.

Pick up a truck publication or attend any trucking industry event and what is the common topic? DRIVER RECRUITING / THE DRIVER SHORTAGE!

For years the trucking industry has known that it would be experiencing a serious truck driver shortage. Really, we have no one to blame but ourselves. We knew the storm was coming but did little to prepare for it, other than sticking our heads in the sand and hoping it wouldn't come. Well it has come with a vengeance and now we need to deal with it.

Why are we in this predicament? First, the North American economy is doing very well which is causing two issues: the economic growth is creating demand for goods which trucks haul and therefore, our industry is quite busy; and with a booming economy, it creates many other employment opportunities for people looking for jobs. Another reason is demographics – older drivers are retiring while fewer younger drivers are taking their place. Lastly, the work our drivers perform is difficult – long hours, often driving long distances, being away from home and family for days and sometimes weeks.

As the saying goes, “If you got it, a professional driver brought it!” The trucking industry is robust, contributing over 4% of Canada's gross domestic product (GDP). There are over 62,000 Canadian trucking businesses employing over 900,000 people. But, in spite of all of these positive stats, the predicted gap or shortage of truck drivers by 2020 is over 25,000!

Here at Erb Transport, we have hired sixty-six drivers so far this year (until mid-June). Not bad, but we need to do much better. So what are we doing to attract drivers? We are continuing to promote our driver referral bonus program. We are working on revamping our bonus program with less restrictions. Look for a communication soon. Referrals are still our number one source of driver hires and we certainly appreciate every employee who refers a driver for us to consider hiring. Please keep it up and earn yourself a bonus! We are expanding our Recruiting Department to provide quicker responses to applicants. Our Communications & Marketing Department is using great, innovative techniques to generate driver leads, such as Google Adwords, remarketing, online job boards, Facebook ads, etc. Erb has also hosted a number of job fairs and attended industry hiring events with some great success. Once the applicants get to see our company and great culture, they are usually hooked.

Transportation is a significant part in the overall economic machine. Without trucking, our economy would grind to a halt. It provides an excellent career for many Canadians. The average Erb driver earned approximately \$70,000 last year with some making over \$100,000. We all know the great things about our industry and our company. Now we just need to tell everyone else out there so we attract more people to consider trucking as an employment option.

Thanks for all that you do for our organization. We have the best team of professionals in the industry!

-Dave



*The H.R. Team at the HRPA Premier Event
“The Subtle Art of Happiness” with Neil Pasricha*

K-DAC OPERATIONS



Adam Jantzi
Operations Manager

Hello from Baden East, aka K-DAC. I hope everyone had a nice winter and spring and are ready for the heat of summer.

We have been working hard between K-DAC and Erb Western Canada to figure out ways of maximizing our loads to the west. Shipping to Western Canada has a risk of large expenses so we need to make sure all steps are taken to make sure loads are full and organized. You may have seen Wendell's Updates on this West project, which has gone quite well and we are having some success at accomplishing our goals. There have been struggles and heart aches along the way as what seems to be a simple change isn't always simple.



Adam presenting Karen Kane on 25 years at Erb/K-DAC! Congrats!

improvements in revenue per load and also a reduction in split city deliveries and less dual temp trailers used as well. It's not easy to make things work and I appreciate all the effort put in by a lot of good people. If you are reading this and you have been part of this change to make things work better, thank you for your effort.

It's looking like its going to be a hot summer, so stay cool and keep our shipper's product cool or frozen as well.

-Adam

There has been a lot of effort put into this from the dispatch office, to the dock, and also Erb and K-DAC drivers as well. We hope to continue to see



A LETTER OF THANKS

Bruce Harnock received this from a customer regarding K-DAC Driver Jason Stasse:

"Please put a good word in for the driver who delivered my product to Vernon on Tuesday evening. The forklift did not get properly charged up and your driver helped my husband hand bomb the skid contents into the back of our truck. He also helped unload our truck into the warehouse. As usual, you guys deliver more than freight. Thanks very much!

Tahn, Healthy Horses Ltd."



*A great pic from driver Keith Schwartzentruber!
Clinton, North Carolina*

TRUCKMATE UPDATE

We are currently moving forward and building a solid foundation for TruckMate. Part of this was reorganizing the Core Team into a cohesive group of subject matter experts within the business, now called the “TruckMate Project Team”.

We would like all of you in the Erb community to understand a few of the complexities of the TruckMate Project and reassure you that we are continuing to move forward. To date, we have achieved many major milestones in this project. For example, the customer file has just shy of 20,000 records which have all been recently built into TruckMate. This, among many tasks this size, and two years of working with this project, have all led to a better understanding of the enormity of the tasks at hand. Because of this, we have engaged a seasoned leader to help the TruckMate Project Team move forward.

We are in the Project Initiation Phase and moving towards the Project Planning Phase. Below is a diagram of all the processes, systems and software which need to interact with TMS. The Initiation Phase helped us closely analyze the interaction between TruckMate and all other Erb applications.

We are now driving forward with a renewed sense of team work, and with clearly defined goals now set, we will be able to kick the ball into the net and score a goal.

- Jay I onson

Senior Project Manager

The 5 Phases of Project Management

Project Life Cycle

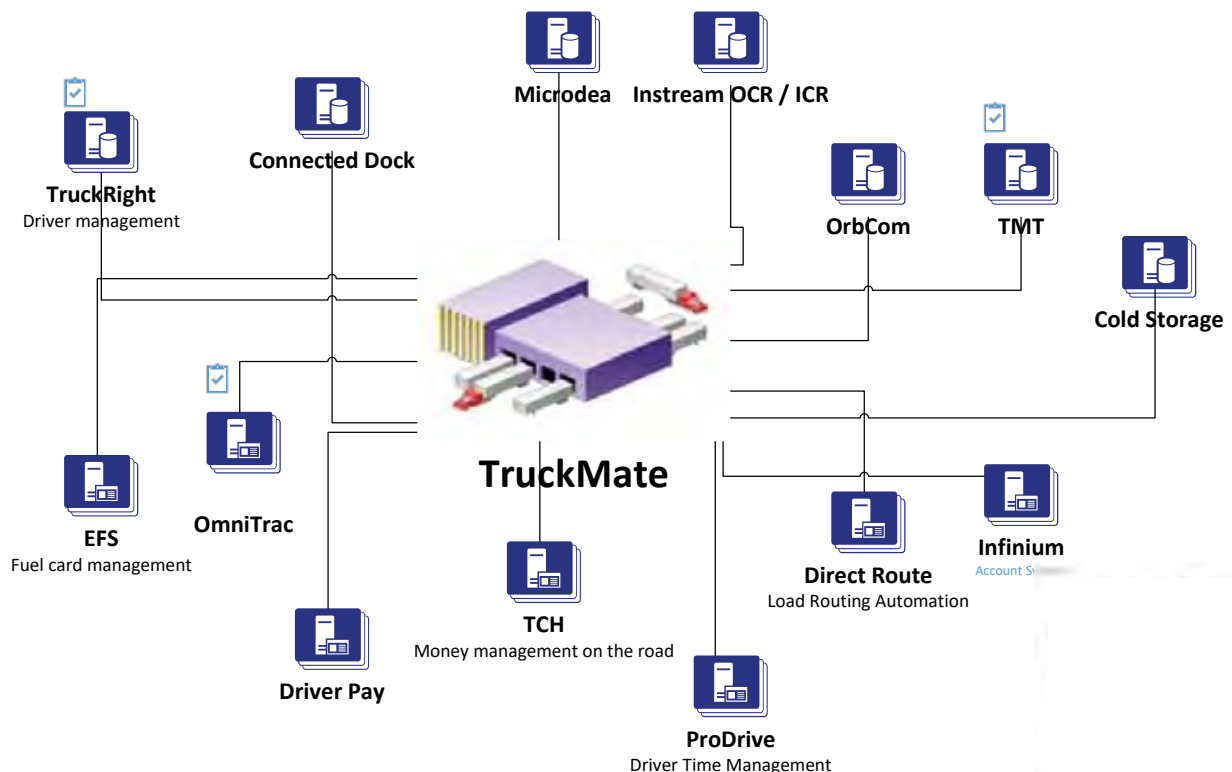
The 5 Phases of Project Management is also called the **Project Lifecycle**. The 5 Phases of Project Management consist of:

- ☐ Project Initiation Phase
- ☐ Project Planning Phase
- ☐ Execution Phase
- ☐ Monitoring and Control Phase
- ☐ Project Closeout Phase



Erb Application Inter-Connectivity

All processes, systems and software which need to interact with TMS



CANADA PENSION PLAN ENHANCEMENT

Hello Erb members! It is our goal at Wagner, Livock and Associates to keep you well informed of financial matters affecting you. The following article outlines pending changes to the Canada Pension Plan (CPP). Starting January 2019, the Canada Pension Plan contribution rate will gradually increase, and will be phased in over a seven-year period.

How will this affect you? Employers and employees will be required to contribute a higher percentage of income, up to the yearly maximum pensionable earnings (YMPE) projected to be \$59,700 in 2019. The CPP contribution rate increase will be an additional one percent for both employers and employees. Self-employed people such as owner operators will be required to pay both the employer and employee increase.

Will the increase in CPP contributions increase benefits? That depends. The goal of this change is to provide increased CPP retirement, disability and survivor pension benefits. And the target is to have CPP retirement benefits increase from 25% of pre-retirement income to 33% of pre-retirement income. However, to receive the increased benefit, you must contribute at the new enhanced rates for 40 years since the full enhanced benefit will not be realized until 2065.

Beginning in 2024, a contribution rate of 4% for both the employers and employees (eight percent for self-employed persons, who pay both shares) will apply on earnings between the projected YMPE and a new additional upper earnings limit (UEL). During this period, the projected UEL above the YMPE will be increased from 107% to 114% of the YMPE and is projected to be \$82,700 in 2025.

To summarize: once the CPP contribution enhancement is fully implemented in 2025, a contribution rate of 5.95% for both employers and employees will apply on earnings up to the projected YMPE. And an additional contribution rate of 4% will apply on earnings above this projected YMPE up to the new projected UEL.

Estimated Bi-weekly Employee Contributions (nominal, pre-tax)				
	\$27,450 (half 2016 YMPE)	\$54,900 (2016 YMPE)	\$82,700 (Maximum)	Projected YMPE
2018	\$0	\$0	\$0	\$58,000
2019	\$1	\$3	\$3	\$59,700
2020	\$3	\$3	\$7	\$61,500
2021	\$5	\$6	\$12	\$63,500
2022	\$7	\$10	\$18	\$65,600
2023	\$9	\$15	\$25	\$67,800
2024	\$9	\$20	\$33	\$70,100
2025	\$9	\$20	\$42	\$72,500

*QPP is subject to the same rate enhancement schedule as CPP starting in 2019. Please contact your advisor if you require additional information.

** YMPE 2018 = \$58,000, 2019 = \$59,700

Please feel free to contact one of our associates if you have any questions.

Wagner Livock & Associates Financial Services Inc.

1-800-567-0822 or wla@wagnerlivock.com



PERSONAL FINANCE UPDATE
BE INFORMED ABOUT YOUR SAVINGS

ERB REMINDERS

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

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, retirement etc.). Should you, as an Erb or K-DAC 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 our Human Resources Manager at 519-662-2710 ext. 2221.

REFERRAL BONUSES

You'll be happy to hear that we are now increasing your chances of earning more referral bonuses. Drivers - Keep an eye out for some air fresheners coming to your mailboxes. Write your name on these air fresheners and hand them out to other drivers you meet on the road. If they're hired, you earn the referral money! Any dock, driver, or mechanic counts!



PRO-DRIVE PROGRAM

The Erb Pro-Drive Program was created in 2008 to award Drivers and Owner-Operators who go above and beyond fleet standards.



It was designed, developed and approved by a large committee, many of whom are representatives from the driver pool. They have worked hard to create an incentive plan that is achievable, worth striving for and of benefit to the bottom line for both the company and for each driver. Engine idle time, hard brake incidents and speed are measured and tallied to reward those who exceed the benchmark levels.

GAINSHARING

The Erb Group offers a gainsharing program to individuals working 39 or more weeks per year, either as full-time employees, or permanent part-time employees averaging 20 hours per week or more. The Erb Group of Companies need to earn 3% of company revenue, before income tax, to pay for necessities such as equipment, etc. When net earnings before tax exceed 3% of company revenue for the combined operating companies, gainsharing will be paid to all eligible employees of the Erb Group. Your gainsharing amount will be based on a percentage of your eligible earnings.

ERB GROUP SAVINGS 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.

For more information contact our Benefit Plan Administrator at Head Office – 519-662-2710 ext. 2278 or the plan broker: Wagner, Livock & Associates Financial Services Inc. Toll free: 1-800-567-0822. Email: wla@wagnerlivock.com

FUNDAMENTALS OF FIRST AID WHAT'S AT STAKE?

If a person suffers from a heart attack, sudden cardiac arrest, or other medical condition where they are no longer breathing or their heart stops working, quick action is a must.



WHAT'S THE DANGER?

The blood carries oxygen and the heart pumps the blood and oxygen throughout the body. The lack of oxygen can cause brain damage in only a few minutes and a person may die within eight to 10 minutes. Carrying out cardiopulmonary resuscitation (CPR) manually pumps the heart, keeping the blood flowing around the body and to the brain. Doing rescue breaths raises the oxygen levels, which is vital for reducing brain damage. It can take many minutes for emergency medical support (EMS) to arrive and CPR must be carried on until the paramedics arrive.

HOW TO PROTECT YOURSELF

1. Know the Safety Basics:

Call 911 immediately when you notice someone has collapsed.

2. Know the Signs

Having no pulse, non-responsive, you cannot feel their breath when you put your cheek to their mouth.

3. Not trained, but in the know

Lay the person on his or her back. Carry out hands-only CPR. Uninterrupted chest compressions of about 100 a minute until paramedics arrive. Compressions are repeatedly pressing hard down on the lower middle of the person's rib cage (the sternum or breastbone) and releasing. This presses down on the heart to keep it pumping and also causes suction, so the person 'breathes' and gets some oxygen to the lungs and blood. Sing 'Stayin' Alive' by the Bee Gees in your head to get the rhythm.

4. Trained and Ready to go:

Start CPR with 30 chest compressions. Check airway for obstructions. If airway is clear, start doing rescue breathing. If airway is blocked, carry out mouth to nose rescue breathing. Now continue with 30 compressions to 1 rescue breath until the paramedics arrive.

5. Trained but rusty:

If you've previously received CPR training but you're not confident in your abilities, then just do chest compressions at a rate of about 100 a minute. Continue until EMS personnel arrive.

6. Do Not Use This Approach On Newborns

If you have any questions about first aid or safety here at Erb please feel free to contact me in New Hamburg x2275 or send me an email: droth@erbgroup.com.

Daren F. Roth

Corporate Health, Safety & Environmental Manager

ERB NEWS

BEST BOSS 2017 CONTEST



Our most positive and memorable work experiences often stem from the work of a great boss. These bosses are integral to growth, development, and a comfortable work environment. In order to thank these great leaders, several employees across diverse industries shared their best boss stories with Predictive Success through the Best Boss 2017 Contest.

We are proud to say TWO Erb members were in the top 5 finalists: Congrats to Randy Steckly, Driver Supervisor and Dale Bauman, V.P. of Sales! Dale (pictured with Phil McQuillan who nominated Dale) went on to the top 3 and was named the third finalist in the entire competition. Congrats Randy and Dale!

WOMEN WITH DRIVE SUMMIT



Unfortunately, on Monday, May 27, a sudden house fire took place at the home of Warren Erb. (Warren has worked at Erb for over 35 years, and is currently the Lead Hand at the Baden dock.) Thankfully, no one was injured in the fire, but Warren and his family suffered a tremendous loss. A Go Fund Me page was created to help Warren start rebuilding his life.

Thank you to everyone who donated to Warren Erb and his family. In total, we raised a tremendous \$2,324.00! AMAZING! Erb prides itself on being a unified and family spirited company, and that has been fiercely demonstrated during this time. We consistently see the employees at Erb generously give their time and money to those who need it. Thank you again to everyone for donating to this cause.

Pictured: Lois Broda presenting Warren to cheque

WARREN ERB FUNDRAISER



EMPLOYEE NEWS



TRUCK DRIVING CHAMPIONSHIPS

CORTDC is a not-for-profit volunteer organization dedicated to providing an opportunity for professional truck drivers to show their stuff. It gives the trucking industry a means to promote safe driving and skill. By means of a written test, an obstacle course and a truck inspection, drivers compete to represent the Central Ontario Region in the annual Ontario Truck Driving Championships.



Congrats to Erb drivers Jeff Lambskin (4th, Single/Tandem Class) and Stew Jutzi (1st in Straight Truck Class and highest points of all participants) as well as named Grand Champion!

Stew and Jeff will go on to compete at the Provincials being held in Barrie on July 14th. Good luck gentlemen!

TRUCK DRIVER GONE PUBLISHED AUTHOR



June has been an important month for one Erb truck driver, Robert Lichti! Robert is not only a truck driver, but now officially a published author. Robert's novel is a true crime story about his life and real experiences. It will be available August 1st through the Erb Gear store or Krystal Satchell in New Hamburg. If you have any questions, don't hesitate to contact Robert himself.

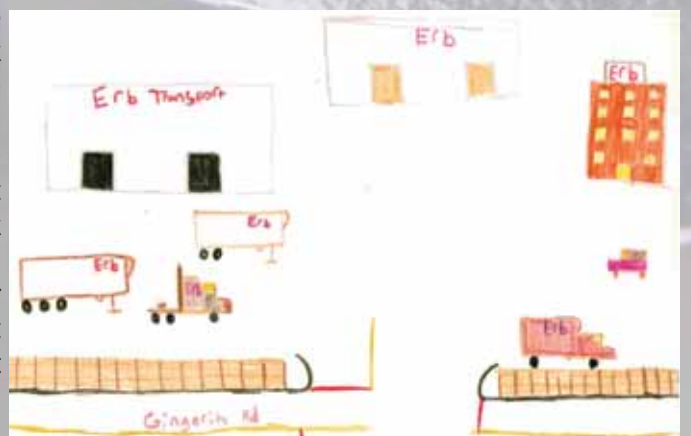


Robert is celebrating his 41st anniversary with Erb this July. He was there for the opening of the Thunder Bay terminal, and was the terminal manager for 10 years. He was also the first person to ever complete a shift at the Baden terminal as a US dispatcher. Today, Robert is making his way as an International Erb driver. As you can tell, his dedication to Erb over the years has been unwavering. He has been there for many milestones, and now we have the chance to be there for him. We hope you will all support him and grab a copy of his book upon availability!

ERB RIDE ALONG



Once a year, for the last three years, our Baden driver Kirk Wittig takes Cory on a drive in an Erb truck with him. Cory looks forward to the drive all year and even sent in this drawing to say thank you! We are so thankful for employees like Kirk for helping to create great memories and excitement about the trucking industry!



TRADESHOWS

SIAL - MONTREAL



TTSABO HIRING EVENT



TRUCK WORLD - TORONTO



HEROES FESTIVAL



HIGHWAY TO HEALTH



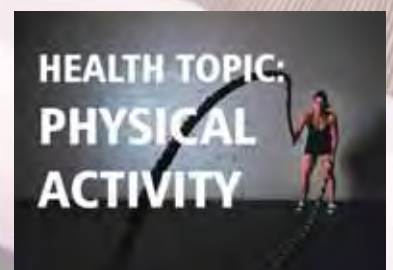
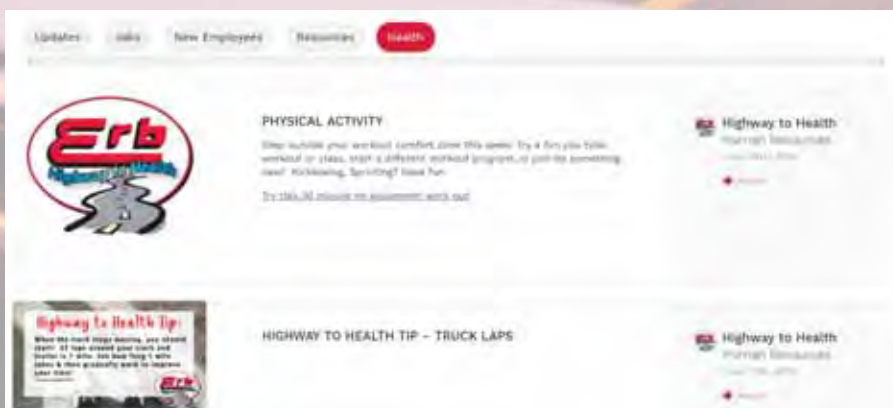
HEALTH FAIRS

Representatives from the Erb Group organized health and wellness fairs and events at each Erb terminal. The fairs were a great success! Representatives from Diabetes Canada, the Heart and Stroke Foundation, mental health associations, and various dietitians were all present at these health events. Attendees were able to ask these experts any of their questions in an open and transparent atmosphere, and also were provided with additional resources and information (web links, brochures, etc.) about all health topics. We have been very pleased with the response and interest from our Erb employees, and are always working towards maintaining a positive and healthy work environment!



INTRODUCING HIGHWAY TO HEALTH ON ERB CONNECT

Erb Connect is your new spot to keep up on everything Highway to Health! On the home page you will find a health tab, which allows you to scroll through highway to health tips, videos, and information. New articles are posted in the health tab weekly so make sure you check back often! There is also a Highway to Health resource library in the additional resource section. In this library you will find PDF's and brochures categorized by topic. These resources will be changed annually; if you want your own copy of any of the resources feel free to contact us. Have a health topic you would like to learn more about? Have any questions about Highway to Health initiatives or have feedback? We would love to hear from you! Email: health@erbgroupp.com.

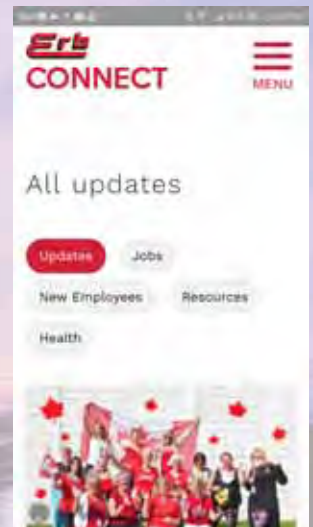


Communications & Marketing

The Marketing and Communications department has been swamped since the last Erban Report! As always, we've been working diligently on recruitment efforts, trade shows and events, our new internal website Erb Connect, and more.

Recently, we've even started highlighting various departments through our weekly blogs. Conducting informal interviews with department leaders is a great way to gain an inside look at the department, and let them share their stories or interesting news. The blog is shared on our corporate website as well as our social media accounts, so everyone can see! If you want to highlight your department with a blog post, email marketing@erbgroup.com and we will be happy to sit down and work with you. Let's make your department heard!

Have you checked out the new employee website, Erb Connect? Make sure you check it out and bookmark this new page. It is replacing the Erb Engine and is your key place to find all company news! It will work on any desktop, tablet or mobile device so you can view Erb company news on the go. Simply sign in with your lastname and employee ID number. Note: This page is designed to work in Google Chrome.



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ERB GROUP NEWS



ERB'S TRUCK REPAIR SHOPS: AN INSIDE LOOK
JUN 20 2018



ERB'S ANNUAL GOLF TOURNAMENT
JUN 13 2018



IT'S OUR BLOGIVERSARY
JUN 6 2018



WEEKLY BLOG: KEEPING IT COOL WITH ERB COLD STORAGE

Erb Transport is most commonly known for refrigerated food transportation and truck driving. Many people don't know, however, that not only ...

Erb Annual Charity Golf Tournament

June 12 was Erb's annual Charity Golf Tournament, hosted by Rebel Creek Golf Club in Petersburg, ON. This annual golf tournament aims to raise money for our local charities, while connecting Erb employees with suppliers and customers. This year was our 25th year hosting this event. As always, it was a well-attended event with 164 golfers, raising \$32,000 for our local charities, Aldaview Services, Wilmot Family Resource Centre and Interfaith Counselling Centre. The total raised over the last 25 years is approximately \$406,000!



Awards



SupErb Award Winners

Nathan Roth - Nathan Roth (Baden Dispatcher) was nominated by Randie Pautler (Baden Driver) for his actions assisting Randie in a great time of need.

On February 12, 2018 Randie was on a run to Greenville, MS and started to feel ill. When he woke the next morning, he felt so bad he couldn't get up from his truck to call for help. Luckily, Randie was able to send a Medical Emergency Marco and connected with Nathan who was able to get help. Nathan called the T.A. in Effingham and got help to Randie in his truck. Nathan also phoned Randie multiple times to ensure he was still okay.

A special thanks to Al Burgers who switched and took the load the rest of the way and to Rene Weetering who helped when Randie was not there. Also thanks to Robert and Rhonda Litchti and Carl Jantzi who stopped and helped Randie head for home.

"My wife, Donna, and I talked and we were so happy with Nathan's actions from over 500 miles away that we truly believe his actions were above and beyond. I honestly did not think I was coming home. We have a bunch of great, caring people here at Erb Transport." – Randie & Donna Pautler

Congratulations Nathan! We are happy to have you on the Erb Team!

James Ranta - Early April, during one of those bad weather days, Erb Dispatch received a call from Constable Carpenter out of the Barrie OPP saying that he wanted to say what a good job driver 348 was doing in dealing with the weather conditions up in Barrie. He said there had been numerous accidents this morning and that our driver was one of the few driving very sensibly for the weather conditions and wanted to pass it along.

Way to go James! We are proud to have a safe driver like you as part of our team!





New Hamburg Office

Summer is here! We welcome the sun and heat and the sound of children at the park and in their backyard pools! We endured another winter which lead us to spring where everything starts to bloom. At Head Office it's a time to settle in, work hard and enjoy the time we spend here during the day.

The fall and winter months at Head Office were filled with many of the usual celebrations. We began with our continued spirit of giving when we collected gently used winter coats, hats, mittens and boots for the Salvation Army, who distribute them to those in need throughout the community. A BIG thanks to everyone who helped in gathering our donations in Baden, New Hamburg, K-DAC and Highland Road locations and to Tara Wasilka (K-DAC) for delivering what we collected to the Salvation Army. And a special thanks to everyone who donated. Your generosity is always appreciated.



We enjoyed our traditional and "famous for fantastic food" Christmas Pot Luck lunch. We always look forward to the abundance of wonderful food and fellowship we share at our lunch. Thanks to everyone for your yummy contributions to our luncheon table and for your Christmas spirit. Julie, Melissa and Jacqueline kept us busy during December with an awesome Christmas game, prompting us to wear Red & Green and our Christmas sweaters and keeping our brains working with a Christmas quiz! Lots of fun things to add to our days! Thanks ladies!



Moving into the New Year we celebrated Pancake Tuesday with none other than Pancakes! With the many choices of pancakes and toppings there was something for everyone to enjoy. Good thing we skipped breakfast at home. Continuing some fun in February, on the 23rd we closed the winter Olympics by wearing the colours of the Olympic rings. The first letters of our last names were assigned to one of the colours in the Olympic rings so we knew what colour to wear for the day. All five colours were represented and worn with pride. Thanks to everyone who participated in the fun.

On a more personal note we have wedding and birth announcements to share. Tricia Daum in the Payroll Department chose Saturday April 28, 2018, as the day to marry Dave McKay. It was a wonderful celebration in Stratford. Congratulations Tricia and Dave! Krista Wagler (Credit Department) and her husband William welcomed their first child, Liam Jackson, on December 19, 2017. Liam weighed 6 lbs. 9 oz. and brought with him much joy and love! Sia Askari (IT Department) and his wife Paria welcomed their first child, Liana, on June 9, 2018, weighing 7.35 lbs. Congratulations Sia and Paria on this precious little girl to love! What an exciting time for Tom Boehler (Safety & Compliance) and his wife Charlene when they became first-time Grandparents! Their son, Peyton, and Vannessa,



Christmas saran wrap ball game!



Pancake chefs Julie & Melissa!

New Hamburg Office

welcomed a new baby girl, Scarlett, on May 28, 2018; weighing 3.5 lbs. Congratulations Tom and Charlene on this new chapter in your life! I kept hearing from friends, family members and co-workers about that “special feeling” when you become a grandparent. “You’ll know it when it happens” they would say. On March 22, 2018, my husband, Gary, and I were overwhelmed with this feeling when our daughter, Courtney, and her husband Ben welcomed their first child; Marlynn (Marley) Patricia weighing 6 lbs. 8 oz. We now know this special feeling, that can’t be described, and are thoroughly enjoying our new role as Grandma and Grandpa! #bestfeelingever #lovebeinggrandparents !!

I will try to capture the many changes and new opportunities within many departments here at Head Office. The Credit Department welcomed Patty Smith, Amelia Hamacher and Brent Skerritt and said goodbye to Cheng Numekevor. Tricia (Daum) Mckay transferred from the Billing Department to the Payroll Department. The Billing Department welcomed Naomi Jutzi and Lindsay Higgins, who transferred from Document Control. Catherine Kenyon and Tara Kraemer joined the Document Control Department. You have probably seen more of Melissa Dubeck lately because she is in the Communications and Marketing Department full time now instead of just one day a week. Kristen O’Neill joined the Human Resources (WSIB) Department to fulfill the responsibilities available given that Tom Broda is easing into retirement. Jamie Sullivan moved from his office in Baden to New Hamburg to be more accessible within his department. Krystal Satchell moved to the Human Resources Department in New Hamburg from Driver Services in Baden and Karen Hubbard was hired as Corporate Recruiter to join her and develop our Recruiting Department. And last, but not least, there were a few position changes in the IT Department recently. Paul Reid said goodbye, Darryn Nafziger was promoted to the new position of Technology Services Network & Systems Manager and Sia Askari was selected to fill the role of the newly created position, Systems Administrator/ Application Developer in the Technology Services Department. The IT Department has also welcomed representatives from TMS to assist in implementing the Truck Mate project. Welcome all new employees to Erb, all the best to those in new positions and to everyone who moved to a new location

we hope you are settling into your new desks and routines!

On behalf of everyone at Head Office thanks for reading our Erban Report. Enjoy a safe summer, especially when you are on your vacation. Be sure to say hello next time you visit us and remember we always welcome treats !

Until the next issue,

- Patty Hobbs



Dave Beaver brought in this cute little visitor, his new puppy Harley!



Sia and Paria's baby girl Liana



Brenda Penner and Val Sanderson, our green thumbs!



Waldo was spotted on Monday attached to the “Waldau” sign just outside Erb’s Highland Road facility in Kitchener! Thanks to Stacey who snapped a picture of him last night, which is a good thing, since the wind and rain are rendering him less than photogenic today.



Baden Terminal

The first official day of summer only came last week, but the temperature has already been in the 30's a handful of times in May and June here in Baden! Looks like the summer of 2018 might be shaping up to be a scorcher in Southern Ontario, and that works fine for me! It will likely mean a very busy summer season for Erb, which is always a good thing.

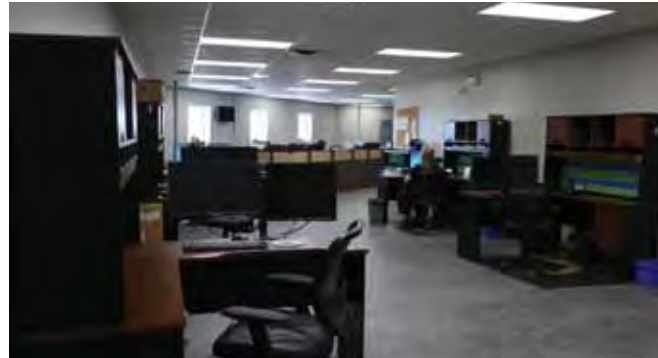
The Erb Baden Terminal welcomed Greg Tuckwell as Vice President of Operations in January. Greg has brought a wealth of experience with him from his previous employment, and extensive connections in the transportation industry. He has brought many fresh ideas and helped to implement important changes such as streamlining the way we have our regions in dispatch set up, to give just one example. These changes are an integral part in our goal of making all the divisions within the Erb Group more profitable. Greg has settled into the second floor office which used to be occupied by Bruce Jantzi, drop by and say hello and welcome Greg to Erb.

The Erb Operations and Sales Teams have been busy implementing rate increases and new appointment fees for our customers that have been long overdue. Most increases were implemented in the first quarter of 2018, and have started to generate financial return and hopefully we will continue in this positive direction.

The Baden Customer Service division completed their move and settled into their office space on the second floor of the new Baden shop early in 2018. In the basement space that they vacated, Sherry Wallace and the Erb Gear have moved in.

The Logistics division have moved down to join the dispatch team on the main floor of the Baden terminal, to be more of an active part of Inbound and Outbound dispatch, working together to cover our customer's freight either on Erb trucks or on Carrier Partner trucks.

The Baden Terminal hosted a driver recruitment job fair in hopes of adding more fantastic drivers to our team. We still have a major shortage of drivers, and lots of work to keep everyone busy! Thanks to everyone whose hard work it takes to make an event like this a success.



Customer Service Department

There have been many strange noises overhead lately, some days employees on the second floor of the Baden terminal wondered if the roof itself might cave in! Workers from Arcadian Projects have been busy installing the new solar panels that will completely cover the roof of the main Baden terminal. These panels will generate solar energy to cycle back into the power grid and is just another example of Erb taking part in important "green initiatives".



Solar Panels on the Baden Terminal

Special thanks to Lois Broda and everyone that helps to make the Erb Charity golf tournament such a big success. This annual golf tournament held in June is a sold out event every single year, and helps to provide funds to local organizations in our area such as the Wilmot Family Resource Centre, and Aldaview Services.

On a somber note, in May one of our long time employees suffered the devastating loss of his home due to fire. Warren Erb, Lead hand at the Baden dock, and his family have suffered tremendous loss. Thankfully no one was injured in the fire. As we always do during times of crisis, Erb staff have banded together and offered their financial support through a go fund me page. All the best to Warren and his family as they rebuild after this tragic accident.

Soon enough the Erb BBQ season will be upon us, with many events to attend. Some events are put on by our generous suppliers; as well as Wayne Baechler's travelling summer gig - the Erb Employee Appreciation BBQ that we all enjoy at our home terminal each summer. I hope everyone enjoys some well deserved summer vacation time spent with friends and family. Have a fantastic summer everyone !!

- Jessica Wagler



Elverson Terminal

Bonnie was contacted by the local Lancaster Online Newspaper who wanted to interview one of our drivers, so Bill Schuler agreed.

Below are excerpts from the article, which for the most part is accurate and a good representation of how Erb Elverson operates.

What's it like to BE a driver?

**By Karen Triano Golin
Lancaster Online**

Meet Bill Schuler who has worked for Erb Transport in Elverson, PA, since August 2011.

This isn't Bill's first stint behind the wheel. His previous driving was for his produce business, either hauling his own produce or picking up at the Baltimore docks to sell at farmers' markets. After closing his business, Schuler wasn't ready to retire and, with his CDL license already in hand, was hired by Erb Transport.

Erb Transport is Canadian-based and with most loads going to Canada, this is the start of every run Schuler makes. From there he'll pick up another load and either head back to the U.S. or elsewhere in Canada. A third load will follow and at that point he usually heads home. Normally he's on the road anywhere from 12 to 14 days and once in a while three weeks.

In his first year alone Schuler was in the 48 contiguous states and all 10 Canadian provinces, and a trip out west is usually a two-week run. And his 2015 truck? It has over 400,000 miles on it already. "It's something I enjoy," Schuler says, "but I understand that not all drivers care for it."

Life on the road works just fine for Schuler. Figuring out where the truck stops and rest areas are comes with experience (as well a book that details them). This has become more important with the advent of electronic logs as it is harder to find a place to park as more drivers are stopping when they should.

His cab has all the comforts of home. Seriously. Microwave, grill, refrigerator, double bunk, laptop, heat and air conditioning. Even a TV that has its own antenna in the truck. He takes most of his food with him, not only to cut expenses from eating out, but also to have a healthier diet.

So what's not to like? Schuler as an older driver (he's 66), prefers day driving. His biggest complaint? "Other drivers that try to take advantage such as pulling out in front of you. Trucks carrying 80,000 pounds driving 60 miles per hour can't just stop," he says.

As far as Erb Transport goes, Schuler couldn't be happier. "They're very good to work for, very conscientious. The people are polite and courteous." He feels assured knowing they run excellent and fairly new equipment. His 2015 truck should be replaced with a 2018 soon. His truck is always serviced and ready to go to minimize breakdowns. Any concerns are dealt with quickly.

While Schuler may want to stay closer to home sometime in the future, he has no plans to retire. "I don't know what I'd do if I retired," he says. "I get enjoyment and pleasure from working, but am happy to be home for a couple of days rest in between trips."



Elverson Driver Bob Wade's 25 Year Anniversary!



North Bay Terminal

Greetings Erbland, once again!

In a normal fashion, I am writing this Erban Report late again. Doing this while at a customer and patiently waiting my turn for a door. It seems that there is never enough time to do these simple tasks these days.

As I hear from all the other terminals, we are all now feeling the crunch of a driver shortage which is making things very hard to juggle both loads and staff. Now with the holiday season upon us, I'm sure that by the time you all read this we will all be looking for some time off if we haven't had the chance already!

On behalf of the staff here in North Bay, I would like to wish all the best to our father and son duo of Paul and Shane Rose. Paul Rose has finally retired after 32 years of dedicated service. Paul spent these years doing local trailer work and always made a point of going that extra mile in looking after his customer. Paul was blessed with a safe career and was a mentor to many of us. Thanks again Paul for all your years of dedicated service.

Shane Rose has also decided to move on after many years. Shane started part-time as a very young man working in the yard doing shunting until he was old enough to get his license and then became a trailer driver. Shane did local and U.S. work for many years before deciding to become a broker. Shane and his wife Chantal have decided to take on a new venture where they will be running their own company. We all wish Shane and Chantal all the best. Thank you Shane for your years of dedicated service.

We would like to welcome Korey Benoit-James to our dock staff as a part-time employee. We would also like to welcome the following new drivers: Brad Restoule, Hector Chief, Paul Gignac and Chris Soule. Welcome everyone to the team!!

Not much else to report here now but hopes for a nicer summer than last year.

Hug a trucker today!

-John Walsh



Shane Rose receiving his 25 year gift from Randy Cameron



Happy Retirement Paul Rose!



Toronto Terminal

The summer heat is upon us. As I write this the forecast in the GTA is in the high 35+ range. With that we all know this puts a tremendous strain on our equipment. Thanks to Johnny Soscum (KPI Johnny) for his efforts on creating a predictive tool for repair and nogo trends. Many of you know Johnny is responsible for our terminal KPI reports

and is doing a great job. Shortly Johnny will be the host of the "Johnny KPI Awards"... More to follow on this later.



Our shops have done a great job keeping up to the strain and getting in the right services to help us in our heavy repair times.

Our volumes are up, and with that comes some long loading times, longer hours for drivers and higher number of calls on trucks. Thanks to the dock/yard/office/admin staff for keeping up to the challenge.

We are working very hard with our sales team and shippers to adjust their pickups times and information so we can plan accordingly on the LH departures and local pickup and delivery. As you know, these changes are greatly needed, but are difficult to implement quickly so I ask for your patience as we work through them. We will get back on track and get you out on the roads as soon as we can.

The M&M business is flowing and has increased our volumes and runs out of Terminal 2. We have added some helpers for the summer. Thanks to the drivers of the M&M runs along with the helpers. Great job! A shout out also goes to Claudio Parra (Dispatch Float), who has taken on this as a special project to help watch, plan and setup this M&M business, stellar job.

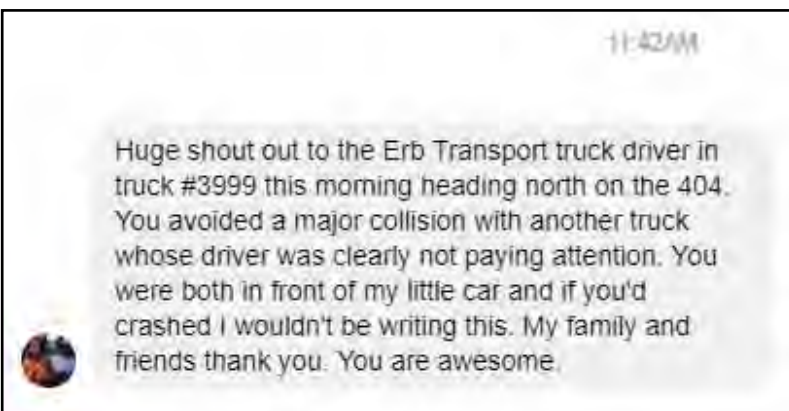
Soon we will be changing the faces in the Driver Services Department with Ross' pending retirement in January 2019 as Driver Services Supervisor. We are also searching for a new driver trainer. With the changes you will see a renewed commitment to the relationship and performance for our drivers. Along with me we are developing some new support mechanisms for the driver pool and operations which we believe will be of great benefit. Also a thank you to Tom Boehler, Dave Dietrich, Randy Steckly and the Driver Services team helping us through our transition.

Keep up the great work everyone! Here's to a busy, hot summer. At least global warming is good for something.

-Steve Arthur



Happy Last Day Silvio!



A message we received on our Facebook page. The driver they're referring to is Jongoh Park out of Mississauga. Great job Jongoh!





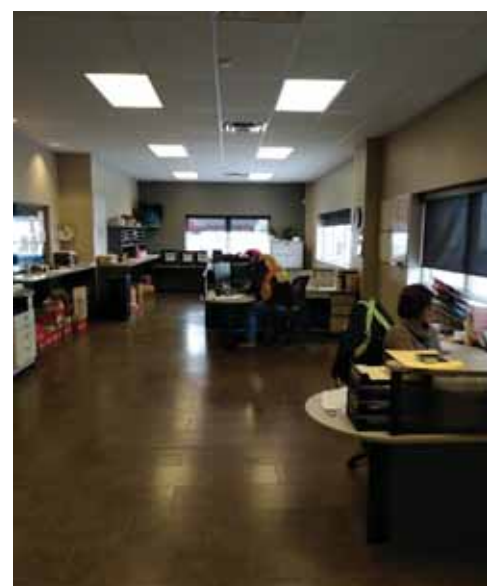
Winnipeg Terminal

One of the joys of living in Winterpeg, Manisnowba are March/April snowstorms. On March 5, 2018 Winnipeg was hit with a 20cm snowfall of thick, heavy white gunk. Highways and schools were closed around most of southern Manitoba. It definitely felt like there was quite a bit more snow than the weather was reporting. When we sent someone out to shovel the walkway, the poor man wasn't sure he would ever be able to stand up straight again.

The snow was so heavy, that we had to have someone clean over the dock doors as it was becoming a potential safety issue, so, with typical Manitoba ingenuity, we used the snow trailer for cleaning the top of the bumper pads.

As you can see from the pictures, there was quite a bit to scrape away. Most everyone in the building was looking forward to the upcoming spring and summer, but in typical Manitoba humour, some are already looking forward to the cooler temps of fall.

-The Winnipeg Team





Ottawa Terminal

Hello from the Nation's Capital!

When it comes time to write the Erban Report, I sit back and try to think of what has transpired in the last six months. Sounds like a real simple task until you need to put something down on paper. Although we find ourselves busy, it's not easy to find things that are actually newsworthy.

Let's start off with a nice little story that transpired right before Christmas: Kattie Brooks stopped into the terminal. For those of you who may not know, Kattie is Steve Brooks' wife who worked for Erb International until he passed away in 2014. Kattie and her mother had just returned from a trip to Illinois and had a winning \$20 scratch ticket. She gave me the ticket and asked me to pass it on to a driver that may be traveling through Illinois and to tell him that it came from Brooksie. I ended up giving the ticket to Andrew Inglis and told him that Brooksie wanted to buy him dinner. So the next time Andrew went through Illinois, he cashed in his ticket, but instead of buying himself a dinner, he bought another scratch ticket. He ended up with a \$100 winner. Before you start thinking that Andrew had a night on the town, he did something truly commendable. While at the truck stop, waiting for his shower to be cleaned, he was talking to an autistic young lady who does the cleaning. He asked her if she was all ready for Christmas and she said she still had a couple of gifts to buy but was waiting for payday. Andrew handed over the \$100 he had just won and told her that she had an angel looking out for her and that his name was Brooksie. Andrew said he got the biggest smile he ever seen and she said she would remember him over the holidays. This is one of the best pay it forward stories I've ever heard. Thank you Andrew for not only making this young lady's Christmas better, but also in showing everyone that there is still good in this world. I am so proud to call you my friend and fellow employee.

Now back to remembering things:

We said goodbye to Merv Ellis after 34 years with the company. Merv retired on May 25th to be closer to his family. We wish Swervin' Mervin the best of luck in his new adventure and look forward to seeing him at Erb Excellence Day this year.

Speaking of the Erb Excellence Day, this year even though she is on the D/L, Denise has been able to find us a murder mystery troupe who will be in to entertain us during the evening. Even though it's still 5 months away, the planning has begun.

We had a couple of key milestones this year. Jim Sarazin and Steve Crawley are both celebrating 25 years with the company. Thank you to the both of you for being the dedicated employees that you are. Additions in Ottawa include one new Regional Driver, Ying Wei and a new Local Driver, Gerald Gagnon. Welcome aboard and may you have a long and great career with us. We also had Chris Groulx transfer from the North Bay U.S. Division to Ottawa Regional. Chris is actually from my neck of the woods. Anyone who thinks North Bay is far, try driving another five hours north.

We beefed up the mechanics pool with the addition of Junuel Calingasan. We also added a Driver Trainer in Ottawa; Marc Lecavalier who started in January and has done an amazing job. Marc is a fountain of knowledge and was instrumental with the training of the new satellite systems. Marc has been to Montreal, Trenton and North Bay helping out with Driver Services.

Well that's about it for Ottawa. Here is hoping that volumes keep increasing, the staff stays healthy and the sun shines all summer.

-Marc Lamarche



Shawn Coville (Dispatch & Jack of all trades) & Jim Sarazin - 25 Years at Erb



Marc Lecavalier (Driver Trainer) & Steve Crawley - 25 Years at Erb



Thunder Bay Terminal

Hello everyone, well another winter has passed and the lilacs are finally coming out in Thunder Bay. We would like to congratulate James Ranta for his good driving during the ice storm. The OPP called to compliment him on his driving. We would like to thank all of our drivers for the hard work during the very cold months.

For the last time, the A.C.T. decorated the Santa Clause parade float for the Christmas parade. They have passed the torch onto another group. Gerry Erb pulled the float in the parade for them this final time.

We had a lovely time at Erb Excellence night and would like to thank Jim Pinder and his wife, Barb for having a good sense of humor.

Thunder Bay has been busy this year with highway loads from Terrace Bay, Lakehead Newsprint, and Walmart. In the city we have extra Pratts and GFS deliveries.

The Thunder Bay Terminal was recently recognized for their contributions to the Good Food Box Program, improving community food security and helping the program reach 50,000 food boxes.

We would like to welcome Trair Yacuk and Morris Mclean as new city drivers and George Ager as a new highway driver. We would also like to welcome Doug Salatino as our new Operations Manager. Welcome all! We would also like to congratulate Alain Beaven on 30 Years of Service at Erb Transport. Congratulations!

In November, Karen Kane left Thunder Bay and joined the team at K-DAC. We hope they know how lucky they are to have her because we would take her back anytime! We miss you Karen!

To help welcome spring, our Mechanic Jamie Bortolon has built us a lovely flower box for out front of the terminal. He filled it with plants he grew in his greenhouse, proving he is hiding a green thumb under the grease. We are also trying once again to grow flowers in the gravel. So far the nasturtiums and cosmos are coming.

We are looking forward to the Erb Annual BBQ on September 11 and Erb Excellence Day on November 10.

That's about all that's new with us here in Thunder Bay. We wish everyone a safe and fun summer with wonderful weather. Enjoy!

- Ann Marie Williamson



Gerry Erb with the Good Food Box Certificate



Kris Palanica & Trair Yacuk



Morris Mclean & Doug Salatino



Jamie Bortolon, Kris Palanica, Rob Cameron Jr.



Jamie in front of the flower box he built



Alain Beavan



Trenton Terminal

Happy Summer Erbland!! What a beautiful start it has been. :) Things sure have picked up here in Trenton. I feel like we only had a couple of slow weeks through January before it picked back up again. A positive thing for sure.

We recently took on the GFS/M&M account, which has us all super busy. TCS has all of the warehousing for this account. Trenton has 38 stores that we are servicing from Midland, to Markham to Kingston. We are working closely with TCS, GFS and fellow Erbanites from other terminals to get through all the transitions that come with servicing new accounts. I look forward to seeing this grow!

I would like to welcome the following people who have joined the Trenton crew since the last report:

In the driver pool, Christopher Stephens, Jordan Hall, Jammie Humphries, Dale Warren, John Abraham, Cory Brushie and Brad Collet. On the dock, Jeff Steacy. In the office, we welcomed our new Driver Supervisor Sheldon Wheeler. Sheldon started in January and shadowed John O'Malley for a few months. John has officially gone back into retirement! (LOL) You can find Sheldon in Trenton, humming Christmas carols, or breaking out in random song. He is always quick to introduce himself to any and all drivers with a smile and a handshake.

Congrats to Jeff and Jessica Delahunt who welcomed their baby girl, Eleanor Marie and to Kevin and Melissa Travers who also welcomed a baby girl, Eli.

A little blurb from Al McInroy (Terminal Manager):

Our volume is up over the last year in Trenton, even after losing the Walmart Cornwall freight. Drivers, Dock, Wash Bay, Dispatch and all of office staff have been working very hard and have been under a lot of pressure. We have even had Sheldon and Jeff (Driver Supervisor and Trainer) out driving for us. We are working on getting more drivers that will help all areas. I want to thank everyone for all that they do, as it is very much appreciated. Thank you!

Well, I think that's it for now. I hope you all have a safe and fantastic summer!! Talk to you in the fall!
- Amanda Joly



Here is George Crouch treating and grating the drop yard so no more dust storms!



Mikey during Shark Week! Sneaking up on Shop Foreman Ryan Brooks



Pat Walsh & Kim Joly celebrated their 15 Years with Erb!



Brian Rudman picking up his retirement clock from Al McInroy



Montreal Terminal

Hello once again Erbanites. Now that summer is here and our departmental changes have now been put in place, things are looking good in Montreal. The weights on all shifts have increased greatly. Yes, this does mean long, hard working days, but in the long run we are all one big team.

Due to the weights increasing, we recently have had two job fairs to hire new drivers for Erb. Since these new drivers have been on board, the freight has been getting back to the terminal earlier and leaving to the other terminals. We would like to welcome our new drivers to Erb Transport.

We would like to congratulate a few people in their new departments:

Raymond Pitre – Senior Operations Manager
Daniel Jacques - Evening Operation Manager
Jean Claude Desbois – Afternoon Operation Manager
JF Blais – Dock Supervisor
Owen Jones – Afternoon Dock Foreman

Things are slowly moving with the opening of our new Erb Cold Storage in Vaudreuil (ECSV). We have been slowly filling up the freezer. Once we get certified by the Canadian Food Inspection Agency (CFIA) we will be able to fill the freezer to its fullest, with outside carriers and the 11 trailers here in the Montreal yard, plus more to come from the other ECS locations. We would like to congratulate Cory Mootrey in his role of Erb Cold Storage Vaudreuil Lead Hand. Our new location has a capacity for 1784 pallet locations, but only 1657 of these locations can be used due to safety reasons (i.e. Emergency exits, fire extinguishers, etc.)

We would like to also congratulate Richard Farrow and his spouse Alisia on becoming new parents. Jacob was born on Friday, March 30th at 21H40. Everything went well with the birth of Jacob who weighed 9lbs 11onces.

- Ryan Burkinshaw

Bonjour encore une fois Erbanities. Maintenant que l'été est arrivé et que les changements dans notre département ont été mis en place, les choses vont bien à Montréal. Les charges sur tous les quarts de travail ont considérablement augmenté. Oui, cela signifie de longues journées de travail, mais à long terme, nous sommes tous une grande équipe.

En raison de l'augmentation des poids, nous avons récemment eu deux salons de l'emploi pour embaucher de nouveaux conducteurs pour Erb. Depuis que ces nouveaux conducteurs ont été à bord, le fret est revenu au terminal plus tôt et en partance vers les autres terminaux également. Nous souhaitons la bienvenue à nos nouveaux chauffeurs chez Erb Transport.

Nous aimerions féliciter quelques personnes dans leurs nouveaux départements:

Raymond Pitre – Directeur Senior des Opérations
Daniel Jacques – Directeur des Opérations de Soir
Jean Claude Desbois – Directeur des Opérations de l'Après-Midi
JF Blais – Superviseur de Quai
Owen Jones – Contremaître de Quai de Soir

Les choses bougent lentement avec l'ouverture de notre nouvel Entrepôt Frigorifique Erb (Erb Cold Storage Vaudreuil (ECSV)). Nous sommes à remplir lentement le congélateur. Une fois certifié par l'Agence Canadienne d'Inspection des Aliments (ACIA), nous serons en mesure de remplir le congélateur au maximum, avec des transporteurs externes et les 11 remorques ici dans la cour de Montréal, plus d'autres provenant des autres emplacements ECS. Nous tenons à féliciter Cory Mootrey dans son rôle de Chef d'Équipe de l'Entrepôt Frigorifique Erb Vaudreuil. Notre nouvel emplacement a une capacité de 1 784 espace-palettes, mais seulement 1 657 de ces espaces peuvent être utilisés pour des raisons de sécurité (ex. sorties d'urgence, extincteurs, etc.)

Nous tenons également à féliciter Richard Farrow et son épouse Alisia en devenant de nouveaux parents. Jacob est né le vendredi 30 mars à 21h40. Tout s'est bien passé avec la naissance de Jacob qui pesait 9lbs 11onces.



*Robert Ratkiewicz
25 Years of Service*



It is with great sadness that we announce the passing of Paul Carney, Baden Lube Technician on January 4, 2018. Paul previously worked as a driver and on the dock before entering the Baden Shop. He will be missed.



Terminal de Montréal

2018 - It has been a challenging year to date for the Montreal Terminal. Unexpected high volumes/new business and the leasing of a freezer facility has brought huge challenges to our staff (good challenges, I'd like to mention) as mentioned in Ryan's message. There have also been many movements within our operations staff, congratulations to all of you. As everyone settles into their new roles, I'd like to take this time to thank all our staff for a great job and the dedication that everyone has provided. I'm looking forward to the growth of the Montreal Terminal during this coming year.

Quebec City Terminal and Staff – our freezer is now 98% to capacity! Congratulations to Denis and Lisette on their continued efforts to see this through. Business in Quebec City continues to be steady – good work team!

Ottawa Terminal – This is such a dedicated team to work with. Ottawa has also seen a rise in volumes and new business. I'm looking forward to working with this team to grow the Ottawa Marketplace. Great job everyone!!

- Scott Jones

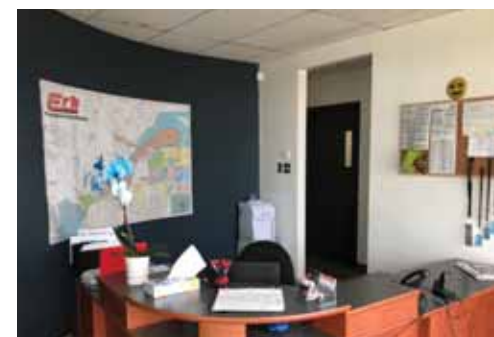
2018 – L'année a été difficile pour le terminal de Montréal. Des volumes élevés inattendus/de nouvelles affaires et la location d'une installation de congélation ont posé d'énormes défis à notre personnel (de bons défis, je tiens à mentionner) comme indiqué dans le message de Ryan. Il y a également eu de nombreux mouvements au sein de notre personnel des opérations, félicitations à vous tous. Alors que tout le monde s'installe dans leurs nouveaux rôles, j'aimerais prendre le temps de remercier tout notre personnel pour son excellent travail et le dévouement que tout le monde a fourni. J'attends avec impatience la croissance du terminal de Montréal au cours de la prochaine année.

Terminal de Québec et le Personnel – notre congélateur est maintenant à 98% de sa capacité! Félicitations à Denis et Lisette pour leurs efforts continus à voir à ceci. Les affaires à Québec continuent d'être stables – bonne équipe de travail!

Terminal d'Ottawa – C'est une équipe tellement dévouée avec qui travailler. Ottawa a également vu une augmentation des volumes et de nouvelles affaires. Je suis impatient de travailler avec cette équipe pour développer le marché d'Ottawa. Excellent travail tout le monde!!

- Scott Jones

ERB COLD STORAGE VAUDREUIL

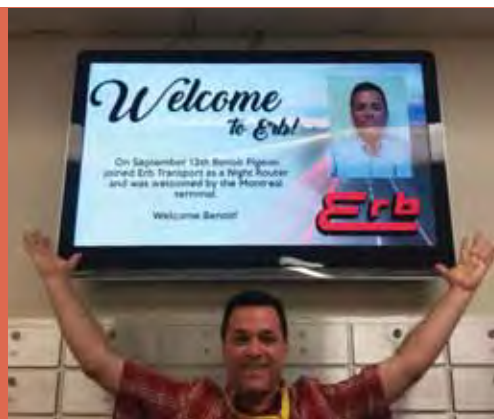


My name is Benoit Pigeon, Erb employee at the Vaudreuil terminal since Sept 2017. I thought it was cool to have my picture on the screen being welcomed by Erb. So I took a picture of myself under the screen. To everybody at Erb, have a wonderful year.

Benoit Pigeon, Proud new Erb Employee

Mon nom est Benoit Pigeon, employé Erb au terminal de Vaudreuil depuis sept 2017. J'ai pensé que c'était sympa d'avoir ma photo sur l'écran lors de mon accueil chez Erb. Alors j'ai pris une photo de moi-même sous l'écran. Pour tout le monde chez Erb, passez une merveilleuse année.

Benoit Pigeon, Fier nouvel Employé Erb



Erban Profiles



Ryan Brooks
Shop Foreman
Trenton

What is your best Erb memory?

Going to Baden for training and being invited to see Vernon's collection of vintage cars and trucks

What is your favorite hobby or pastime?

Working on cars or renovating houses, basically anything to do with working with my hands.

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

My 2 sons Kaiden (5) and Lincoln (3). They love trucks

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

I basically live off of fast food so I guess I would have to go without TV

What did you want to be when you were growing up?

I always wanted to be an architect growing up.

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

Travel back to 1900 - I think technology is running the social aspect of life. As much as it helps the world go round today, we rely so much on it even just to talk to each other.



Christopher Fitzgerald
Senior Operations
Manager
Toronto

How long have you worked at Erb?

12 years

What is your best Erb memory?

Promotion to number 2 in command at the Mississauga Terminal

What is your favorite hobby or past time?

Love to travel, and a crazy sports enthusiast. Often combine the two of them, and travel for sports.

What is the craziest thing you've ever done?

I decided to drive to New England during a snow storm to watch my Kansas City Chiefs play in a playoff game.

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

Donald Trump, Justin Trudeau, Vladimir Putin, and Barrack Obama. Sit back and watch the fireworks fly. Enjoying a phenomenal meal and say nothing.

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

Fly at crazy speeds, it would save me a lot of money on my travel costs.

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

Brazil for the 2014 world cup, which was the best place I have ever visited. Beautiful beaches, beautiful people, and beautiful culture.



Mike Smith
Dock Worker
North Bay

How long have you worked at Erb?

7 years

What is your best Erb memory?

The golf tournament is always a good time and also working with a great crew on the dock.

What is your favorite hobby or pastime?

Golfing and going to the beach, I also like playing cards for money, big fan lol.

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

Fast food, I need my TV to watch sports.

Name the top two items on your bucket list.

Get a hole-in-one golfing and go on a nice trip to Sandals resort

What was your favorite childhood toy?

Pogs and Marbles. I won a lot of pogs back in the day. I was king of closest to the wall.

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

2100 I want to know what the future would bring.

Erban Profiles



Valérie Mélineau
Dispatch Assistant
Montréal

How long have you worked at Erb?

5 years

What is your best Erb memory?

When we all travelled to Toronto for a dispatch meeting

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

My best friend Valerie Tittley (working at the shop in Montreal)

What did you want to be when you grew up?

A nurse

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

Destroy all types of cancer

What was your favorite childhood toy?

My 2 brothers! Lol

Where in the world do you want to visit most?

Bora Bora! It's my dream

Erb in the Community

THE COMMUNITY PLAYERS OF NEW HAMBURG

For the last two years I have had the pleasure of volunteering with the productions of Mary Poppins and Oliver by The Community Players of New Hamburg. For Mary Poppins, I worked the Front of House selling 50/50 tickets, while my daughter worked back stage as Assistant Manager. I even sold one of the winning tickets to the sister-in-law of an Erb employee! This year, I was more involved with Oliver. What started out as a back stage hand, turned into running Stage Right.

This year The Community Players were the winner of the May 2018 *100 Women Who Care: Wilmet* donation. The money will be put towards the much needed refurbishing the stage and expanding the wardrobe storage. Erb Transport has been a long-time supporter of The Community Players. They have graciously donated two trailers, one Erb and one K-DAC which are used for storing supplies both during and between shows.

Although a lot goes on to set up these shows, I discovered the saddest, but the most fun part of the show this year. This being tear-down. It is sad, as it signifies the end of a time spent with many new and returning friends. It is also the most fun part of the show, as the pressure is off and we can have fun. We get to take a theatre and turn it back into an arena. Tear-down includes removing all the seating, the lighting, the sound equipment, the sets and the stage. All the props are put back into storage, the scripts are returned, and the costumes are stored for next year. Sounds daunting, but what took a week to set up, is taken down in seven hours.

The best part of tear-down is at the end. It has become a tradition that all who remain to the bitter sweet end of tear-down get to sign the back door of the Erb trailer. This year, my daughter and I got to sign the trailer. I felt proud to sign this trailer, as it represented four months of hard work. It also felt good to know that the company I work for is proud of and supports its community theatre.

Mary Jane Keeble
Information Technology, New Hamburg



Erb Job Fairs



Good Cheer Club

"A great adventure is about to begin!"

BIRTHS

Balal Eldali and wife Amani welcomed a baby boy, Youssef, on December 27, 2017. (Ottawa)

Jennifer Ditner and her husband Trevor welcomed a baby girl, Alyson Miranda, on January 8, 2018. (Baden)

Kevin Travers and wife Melissa welcomed a baby boy, Eli, on April 13, 2018. (Trenton)

Jeff Delahunt and his wife Jess welcomed a baby girl, Eleanor Marie, on May 15, 2018. (Trenton)

Harjinder Singh and wife Naupreet welcomed a baby boy, Aulakh, on June 25, 2018. (Toronto)

MARRIAGES

Claude Halle and Gisele – December 21, 2017 (Montreal)

Sukanwar Singh and Jasjeet – February 11, 2018 (Toronto)

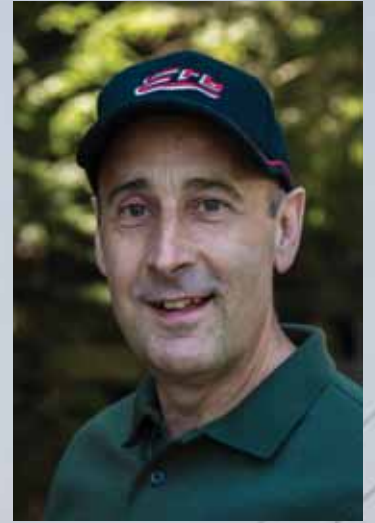
Tricia Daum and Dave Mckay – April 28, 2018 (Baden)

A View from the Driver Seat

We live in an increasingly narcissistic society. Webster defines narcissism using words that include: extremely self-centered, self-admiration, an exaggerated sense of self-importance, self-absorbed, egotistical, a craving for admiration, lack of empathy for others, etc. I think we could wrap it all up in a box labelled with just four words—IT'S ALL ABOUT ME!

This inflated view of one's self plays out in many different ways and forms. Being on the road every day, I see this attitude manifested in people's driving habits. Little concern is paid to other people's safety on the road as drivers are willing to take greater risks just to get to their destination before you get to yours.

I confess that I have also driven aggressively at times while succumbing to the pressure of deadlines, schedules, or traffic. The trait of patience is a learned behaviour and some of us learn at a slower pace than others. I am making progress but, the more progress I make, the more I see that I need to make, so I am always in learning mode.



It was over 50 years ago that former President John F. Kennedy gave that famous quote, "ask not what your country can do for you—ask what you can do for your country." I think that quote illustrates how far removed we are from thinking in such a selfless manner. Narcissistic thinking that asks "What's in it for me? How will this benefit me? How can this further my cause?" can even spill over to the spiritual realm. One might think it's all about what God can or will do for ME. For some, God is seen as a divine bellhop waiting at our beck and call, or a heavenly genie in a bottle that can deliver us from a speeding ticket or a disease or other adversity or difficulty. Their attitude is "Try God, and if He doesn't provide you with full satisfaction, just return the unused portion for a full refund."

When we read the Bible, a very different concept emerges onto the platform of our thinking. We see that God is the creator and we are the created. We see that God is holy and we are unholy, marred by the stain of sin. We see that man is in a spiritual dilemma, God is not. We see that man has separated himself from God by his sin and lacks the realization of his dire need for God and to be in a right relationship with Him through the person of Jesus Christ. We see the life God has given us to live on earth is about God at the centre, not mankind. We exist for Him and were created to revere and worship Him. We were created to glorify Him and bring Him honour. This can only be accomplished with humility as we see who we really are in comparison to who God really is. 1 Peter 5:5-6 says, "Clothe yourselves, all of you, with humility toward one another, for 'God opposes the proud but gives grace to the humble.' Humble yourselves, therefore, under the mighty hand of God." A narcissistic person would find it difficult to pay homage to and worship a being that is greater than they.

Narcissism says, "It's all about me" and humility says "It's all about God." These two attitudes cannot harmoniously exist in the same individual because they are diametrically opposed to each other. Pastor and author Adrian Rogers said it well. "Humility is not thinking less of yourself, it is thinking of yourself less."

It was years ago in Sunday School that we learned the acrostic JOY—Jesus first, Others next, Yourself last. Can you imagine what our world would look like if even just half of the world's population would embrace this way of living?

God really does love you. Don't just take my word for it—look for yourself in God's word, the Bible. "For God so loved the world, that he gave his only Son, that whoever believes in him should not perish but have eternal life." (John 3:16)

Roger's Thoughts for the Day:

Someone who is all wrapped up in themselves is a very small package indeed.

I don't think I got the job at Microsoft. They haven't responded to my telegram.

Just because nobody complains doesn't mean that all parachutes are perfect.

COMMENTS FROM OUR SOCIAL MEDIA!



Erb Transport
@ErbTransport

Erb Transport
Published by Erb Transport · June 6, 2017 ·

It's Friday junior everyone! This week has just flown by! Be sure to check out our new blog post, and tell us what you think!
<http://erbgroupp.com/choosing-career-transportation-industry/>

Choosing a Career in the Refrigerated Transportation Industry
Choosing a career in the transportation industry is often over looked but...

2,113 people reached

Like Comment Share

1 and 20 others

7 shares

Drien I know my brother-in-law Stu Jutil has ALWAYS enjoyed working and driving for Erb's
Like Reply Message · 7d

Albert Great Company! Great People! Excellent Wages! Can't imagine driving for any other Company
Like Reply Message · 7d

Erb Transport
Published by Erb Transport · August 25, 2017 ·

Our President, our Founder and our BBQ Master hard at work today at our Baden Employee Appreciation BBQ! What a great day! #badenhotmovie #anothercoolmove #ErbTransport

3,451 people reached

Like Comment Share

1 and 108 others

8 shares

Like 5 more comments

Craig Best company I've ever worked for!
Like Reply Message · 41d

Craig Connection, best people I've ever worked for
Like Reply Message · 41d

Erb Transport
Published by Erb Transport · June 6 at 4:07pm ·

Our President, Vianelli Erb, out on the road today at Culinary arts in West Seneca NY! #anothercoolmove #ErbTransport

3,351 people reached

Like Comment Share

1 and 228 others

10 shares

Craig [This is why Erb Transport is the best company to work for, I worked there (North Bay) for 6 yrs. When the big bosses come out and work alongside their employees/drivers respect and admiration is achieved. Best company I've ever worked for hands down. Cheers!]
Like Reply Message · 7d

Jeff reviewed Erb Transport — June 15, 2017 ·

Integrity, ethics, and morals. Great people!

Like Comment Share

Migel reviewed Erb Transport — October 3, 2016 ·

Been driving for 12 years started with erb 3 moths ago by far best company I've worked for should have come here a lot sooner

Like Comment Share

David reviewed Erb Transport — March 16 ·

Best company I've ever worked for bar none. 1st moved to Canada in 2007 Erb put me through my AZ license and sponsored me for 2 years in 2009 I was sent back to the uk because of the re session. 2011 now married we saw an opportunity to return to Canada, I gave Randy Steckly a call told about my interest in working with Erb again, and couldn't have been more helpful in setting me back on as an international driver again

Lois Great story Mr Erb. To start out with one truck and have it grow to the trucking company you have today is a remarkable accomplishment. I worked for your company for 14 years had the opportunity to meet you a couple of times. A gentleman you always were. Always had a friendly hello and wave

Like Reply Message · 20w

Joel Congrats ERB I've heard Great reviews from your Highway Drivers

Like Reply Message · 19w

Erb Transport Thanks Joel

Like Reply · Commented on by Erb Transport · 19w

Erb Transport shared a post.
Published by Erb Transport (P) August 31, 2017

Thank you John! We appreciate your hard work and dedication!



John · Erb Transport
August 31, 2017


I was blessed to see my father have a 40 year Journey with air Canada. I grew up seeing the mutual respect he had with his employer and I would never settle for anything less as a result.

It's hard to believe that my journey with the erb family is almost 30 years now.

Real simple respect

Erb Transport
Published by Erb Transport (P) November 11, 2017

Thank you to all those who have served and sacrificed for our freedom. Let's We Forget.



1,545 people reached

Like Comment Share

and 34 others

1. Thanks

Marie Thank you all.
Like Reply Message 30w

Nancy Erb Transport - your driver was the only one that I saw today that took a few minutes of time and pulled over during our towns Remembrance Day service. Many other trucks kept driving trying to find a way around the cenotaph. Thank you to your company and your driver for their time. I know how valuable a drivers time is.
Love Reply Message 30w

Harold Albrecht, MP for Kitchener...
@Albrecht4KitchCon

Congratulations @ErbTransport in @WilmotTownship on being 1 of only 4 Canadian companies ranked in the top 20 for "Best Fleets to Drive For" in North America by the CarriersEdge and the Truckload Carriers Association.



Erb Transport ranked in top fleets of North America
The New Hamburg and Baden-based Erb Transport Group has been named one of the top 20 "Best Fleets to Drive For" in North America by the CarriersEdge and the Truckload Carriers Association.

1:28 PM · 13 Nov 2017

Harold Albrecht, MP for Kitchener...
@Albrecht4KitchCon

Proud to have @ErbTransport in #KitCon! Congrats on consistently high standards and achievements! @WilmotTownship @LoveWilmot #TopFleet2018



Trucking HR Canada @truckingHR
Congrats to our #TopFleetEmployersOfDistinction for 5 years in the program!! @Drive4Eison @ErbTransport @TransProFreight @home_hardware @KindersleyTrans @kivsky_ltd @LOGIKOR

10:06 PM · 12 Apr 2018

Kim
@kimdoherty picks up 2nd place in division 4 for their safety efforts in North America. Great company, great people. @ErbTransport @WilmotTownship



Anstett
@Anstett

Working for @ErbTransport

Love Erb been working with them for 28 years tomorrow, @Altruck @navistar #trucking

10:29 PM · 15 Apr 2018

#ANOTHERCOOLMOVE
#ERBTRANSPORT

Erb Shutter Bugs



Brent White's dog Summit!



When you take a short break in Northern Ontario. Thanks for sharing Chris!
#longweekend #gonefishing #worklifebalance



Gerry Spachman's son Mitch sledding past the Baden Terminal!



An oldie (2002) from Denis Fortin of an Erb Truck in Old Quebec City with Le Chateau Frontenac



Marty Otten and Dale Bauman at the Parmalat golf tournament!



An Erb tractor at Oakridge Acres Family Farm in Ayr with Jennifer Pinder & Jessica Gerber enjoying the view!



A great picture by Bob Stewart in Alberta



Dave Wallace (a vendor for the Erb Group) and his wife Melissa and children Madeleine and Mitchell hung out in the Erb booth at Truckworld 2018.



Kirk Wittig took a trip with his Grandson Adam!



Adam taking a nap. Safety first!



A beauty shot by David Stocker



A perfect picture by Ritch Thiessen in Bumble Bee, AZ



Could this get any cuter?!
Thanks for the photo Chad and his hand!



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