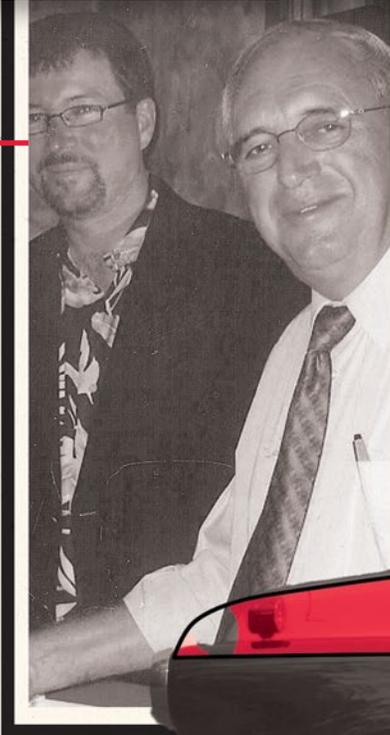

35th

Year Special Edition

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
Summer 2022 — Vol 36, Issue 2



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WENDELL ERB
President & CEO

We are back on for 2022!

Employee Appreciation BBQ Tour

We've had a great 12 months and are happy to announce the annual employee BBQ schedule. Wayne Baechler is on board to make the circuit again and surprise you with his culinary skills. I look forward to attending most of the events this year. See the full terminal schedule below, which is also highlighted on terminal TVs, bulletin boards and Erb Connect.

BBQ SCHEDULE

Aug 8th
Ottawa
Breakfast | Lunch | Dinner

Aug 10th
Quebec City
Lunch

Aug 12th
Montreal
Breakfast | Lunch | Dinner

Aug 25th/26th
Baden
Late-Dinner | Breakfast |
Lunch | Dinner

Sep 20th
Thunder Bay
Lunch

Sep 21st
Winnipeg
Lunch

My New HX520 International

Way back in 2020, when we were ordering trucks, I asked a question about the 9900 Internationals. The 9900 is discontinued, but they suggested we look at the replacement, HX 520, which is a heavy-duty construction truck that can be lightened up somewhat for the highway. We put it on order and then kind of forgot about it through the pandemic. As delivery was getting closer, I decided I would buy the truck personally and be its dedicated driver. After an 18-month wait, the truck rolled into Altruck on April 21st.

I had a TCA meeting in Austin, TX, on May 4th, for which I had not made any travel plans. I suggested it would be nice to take the truck to Texas on its maiden voyage. The people at Altruck put a couple of guys on it to pre-deliver, Twin City Graphics installed the decals, Julia pulled a favour to get plates, and the Sandhills Shop did the Erb pre-deliver. A week later, I was ready to go on an LTL to Dayton, TX, with three drops. The truck worked flawlessly, smooth ride and plenty of power from the big Cummins.

Another special shout out to Mike Eggleton Sr. of Raider Express in Fort Worth, with whom we parked our trucks during the meeting. I got home Sunday afternoon, May 8th and the next afternoon, I was on the way to Quebec City for a CTA meeting. The Vaudreuil yard was a great place to sleep and shower, and then it was off to deliver and pick up my Cranberries in Plessisville, QC. After my CTA meetings, I was back on the road and headed home.

I think for about a two-week stretch, I was in the top 10% of driver miles. It was truly a great maiden voyage, and I look forward to more trips with it in the future.

We also had a very busy lead-up to the Victoria Day holiday weekend. On Friday, May 20th, we were swamped with freight and short on drivers. I was called into action as a driver on a strate for the first time in over a year.

I finally got out of the yard on Friday just after noon with 17 calls in Kitchener and Cambridge. I failed to read the detour sign in Petersburg that told me Highland Rd was closed at Ira Needles, giving me a 20-minute detour to get to my first stop at about 12:55 PM. My day went fairly well from there, but I brought one call home that closed at 6 PM. The following week my services were required again. I did the same run with only 12 calls this time. I also left at 10 AM and knew enough to drive around the road closure on Highland Rd. For the first time in my strate truck driving career, I had no delays at any deliveries. Either the dock was empty when I arrived, or the truck in the dock was pulling out. At noon I went out of route a bit to deliver to Central Meat Market because I knew they would not stop receiving for lunch. By 2 PM, I was empty and made a 7-skid pickup and was back in the office by 4 PM. Even the traffic lights changed to green as I approached. We all know these days don't happen too often, and we also know we normally share what went wrong on our trips. For a change of pace, I thought I would share my perfect day with you.

Broken Supply Chains

I mentioned earlier that we were experiencing delays in equipment deliveries. We should see about 60% of the tractors we ordered in 2020 arrive at terminals this year. Trailers are also experiencing delays. You may be seeing different brands of new trailers just because we are buying what is offered to us. Unfortunately, most are just straight 53' single temp trailers. Our multi-temp trailers are complicated and even more difficult to source. Strate trucks are just as big of a problem. You will see different brands in our fleet as we do whatever we have to keep our fleet up to date. I have joked that Canada is turning into Cuba. We cannot buy new equipment and have to keep rebuilding the old. The difference is Cuba has no emissions regulations that I know of. The lack of available equipment has kept freight rates high, and some surplus equipment is bringing in good returns.

With that in mind, I would like to thank everyone for staying resilient and being solutions-driven. We are thankful to be working in a niche market within the supply chain that offers our employees job security. Exciting things are coming down the road, and we look forward to the summer months.

— Wendell Erb

Wendell's new truck →



SALES



MARTY OTTEN
VP of Sales

Hello from the Toronto Terminal! Over the last few months, we've seen a positive uptick of inquiries into The Erb Group as a first-choice carrier for customers. The demand continues to be strong across all our markets, particularly cross-border LTL and truckload. Looking beyond Winnipeg, our international operations stay busy with loads heading to Western Canada that ultimately head south of the border too. The Western Canada focussed teams have done a fantastic job here!

In April, we announced rate increases across the company to align with current industry climate, inflation and our premium service offering. We value our customers, and retention has overall stayed steady. These rate increases were significant to ensure the business remains profitable and aligns with growth model goals. We thank our customers for understanding these changes.

I'm pleased to announce we expanded our current contract with Maple Leaf, to support their regional development in London, Ontario. As their company aims to build a new poultry facility near the end of 2022, we will be supporting with transportation solutions.

Our cold storage division is full across the board. Despite a large customer leaving the facility after the temporary contract ended, the team was able to swiftly fill the vacancy in the Quebec City cold storage facility. It is now full and includes a balance of seasonal and long-term contracts. This division has really seen a positive rise in the last year, and I'd like to extend a special shoutout to Jeremy A Carter, Senior Director of Corporate Solutions and his team. They've done a fantastic job of pushing to make this division profitable while providing quality service and smooth operations.

On the tech front, we are focussing on integrating more large and high-profile customers to our EDI software. Electric Data Interchange (EDI) is the process by which businesses use electronic methods to distribute information they would typically distribute in a paper format. By converting our long-standing customers to EDI, we can create efficiencies for things like invoicing, payment confirmations, transaction updates and better tracking of customer information.

As you can tell, the Sales Department has been keeping busy. We are aiming to hire within the Sales Department to help grow alongside the growing business. I'd also like to extend a special thank you to the operations team and appreciate everyone's solution-driven mindset as we approach this next chapter of business development.

Looking forward to seeing everyone's faces throughout the summer.

— **Marty Otten**



DAVE DIETRICH

VP of People & Culture

I am very honoured to be able to contribute to this issue of the Erban Report – our 35th-anniversary edition! We have been asked to concentrate on recent positives, accomplishments and change. Therefore, I thought I would provide you with a list of things we have done and are incredibly proud of; a “brag list,” as it were! It’s so nice to be able to highlight all the awesome things we have accomplished this year together!

- Many of our team members are familiar with our mission statement, “We bring food to your family’s table” and are helping carry out this important mission, no matter what their role. This became even more evident and relevant during the pandemic.
- The Erb Group of Companies is growing and is profitable. Following a poor year when COVID first hit, we all pulled together to generate a very successful year in 2021, which is carrying over into 2022.

- For the first time, we provided employees with two cost of living (COLA) pay increases in less than one year. These 3% and 2% increases were well-deserved by our hard-working employees!
- We made two significant changes to our group benefits plan: all benefits – with the exception of disability premiums – are now 100% paid by the company, and all eligible employees can now participate in the benefit plan on their first day of employment with us (i.e. no waiting period).
- We paid out gainsharing bonuses to all eligible employees at the second level, which is a great accomplishment!
- With all of your contributions, assistance and votes, The Erb Group won several prestigious awards recently: the TCA Best Fleets to Drive For and Trucking HR Canada’s Top Fleet Employer of Distinction and TMSA’s Trailblazer Purpose Award.
- The COVID pandemic, while certainly not over yet, has subsided, allowing us to reduce and relax most of the COVID preventative measures and requirements, bringing us closer to “normal.”
- Our Recruitment Department has introduced a lot of great, new team members and are attending more in-person career fairs to help ramp up recruiting efforts.
- We brought the Terminal TVs back to high-traffic areas for drivers and all employees, which have greatly enhanced employee communications.

- Erb Connect has been under construction and has seen some fresh and engaging content for employees to access – with more to come!
- The severity and frequency of truck accidents are down this year.
- The severity and frequency of work-related (i.e. workers’ compensation) and non-work-related (i.e. disability) claims are also down this year.
- Our Employee & Family Assistance Program (EFAP) is being utilized and prioritized by more team members and their families, providing counselling assistance.
- The Highway to Health program is concentrating on the “Not Myself Today” campaign to assist in building greater awareness about mental health and reduce the stigma about mental health.
- After a two-year break, we are proud to re-introduce the Employee Appreciation Barbeques this summer. We hope to see you and your families at these fun gatherings!

Thanks for your contributions to help make this past year so successful — let’s look forward to a fantastic 2022! Happy 35th anniversary, Erban Report!

— Dave Dietrich



JIM PINDER
Senior Corporate Fleet Director

What is new at extension 3226, the Baden Shop Office? We welcome Sydney Schultz and Steve Thorton at the Baden Shop and Paige Burton in Sandhills! We are the place where drivers stop in or call for maintenance and road support.

The following information is correct for The Erb Group of Companies Maintenance Department. If you need roadside breakdown support, drivers are to send a breakdown notice with a cell number for follow-up and location tracking.

Baden Breakdown Assistance

Nathan Roth x 3268 works Mon-Fri 8AM to 5PM

Steve Thorton x 3226, works Mon-Fri 2:30PM to 11:30PM

John Ward 519 501 8964 works Sun-Fri 11PM to 7AM

Sydney Schultz x3226 works Sat-Mon 7AM to 7PM also Statutory Holidays

Gerry Spachman x 3227, works Mon-Fri 4:30AM to 2:30PM (Trailer Shop)

Keith Hartung x 3345, works Mon-Fri 7AM to 3:30PM (Reefer Shop)

Sandhills Breakdown Assistance

Paige Burton x 6243, works Mon-Fri 7:30AM to 4PM

Ken McKay x 6248, works Mon-Fri 8AM to 5PM

You may also get **Kevin Becker** at x3379 when he covers the shop phones for support and high-volume peaks.

When our staff is not available, we have a third-party support partner for breakdown and emergency situations when no shop contact is available, please contact Canxxus 877 366 4837!

Local terminal shop support is second to none, but they do not have the resources to support their domiciled trucks across the nation or throughout the service time frames that The Erb Group trucks operate. This is exactly what the Baden Shop x3226 is designed to do. Thank you to all our shop staff for what you do in your shops, yards and neighbourhoods and for supporting units travelling through servicing our customers.

National Account Preferred Customer Accounts:

We have national account coverage with a truck, trailer, and reefer OEM's that the local dealer will be able to look up and identify The Erb Group as a priority customer. The national truck stops will extend services to us as we are also in their customer data bases. Maintenance staff are provided with access to company credit cards if a payment is required at an independent shop, or towing provider or they can be paid by EFS cheques available through operations.

Most vendor shops will look at and repair our units without a purchase order. They can call for a purchase order the next business day for small running repairs if contacted. Large dollar expenditures require authorization from our Maintenance staff to build protection into the account structure.

Owner Operators are to obtain pre-authorization for purchases on their trucks that will be charged to The Erb Group account. They are encouraged to use The Erb Group discount structure but pay directly to avoid a processing fee when approved charges are processed through The Erb Group accounts and applied to their repairs and maintenance account.

Once again, a SupERB thank you to everyone working so hard to keep our equipment and drivers safe and compliant and industry leaders. Looking forward to seeing you at the summer BBQs to celebrate our blessings!

Fire them up Wayne! Stay well and travel safe.

— **Jim Pinder**

ERB PROGRAMS

Are you taking advantage of everything Erb has to offer?

Make sure you do! Here are a few reminders about some of the programs we offer at The Erb Group of Companies. If you have any questions, please contact the Human Resources Department at HR@erbgroup.com.

Erb Connect

We offer a central resource for employees to stay connected with all company updates and find useful resources. All employees have access to Erb Connect, including dock workers, yard support, drivers and owner-operators. Stay in the loop on company updates, find important policies and forms, and see what's happening across our Terminal Network.

How to access?

Go to — erbconnect.erbgroup.com

Username: *your last name*

Password: *your 4-digit employee number*

Is there an app?

We don't currently have an app, BUT you can **bookmark the webpage to your home screen** on your mobile device.

HR Business Partners

Need help with an HR-related question? Speak with your designated terminal HR Business Partner regarding payroll adjustment and transfer forms, employee relations & engagement, training, performance development and coaching, policy and procedure interpretation, day-to-day issues and feedback.

Blair Connelly is the HR Business Partner for Baden, Montreal, Ottawa, New Hamburg, Sandhills and Highland Road. Contact her via bconnelly@erbgroup.com.

Sarahlyn McAulay is the HR Business Partner for North Bay, Thunder Bay, Toronto, and Winnipeg. Contact her via smcaulay@erbgroup.com.

Referral Bonus Program

Earn a lump sum of \$2000 by referring someone to any full-time company driver, owner operator or certified mechanic technician role at The Erb Group. If you refer someone to any full-time dock or shunting position at The Erb Group, you can earn \$1000.

This referral program is applicable to any employee at The Erb Group, including owner-operators with the exception of Human Resources and Management.

The referral MUST be stated by the applicant when specifically asked during the interview process with the Recruitment Department at the time of the recorded interview.

Employees will receive the payment in full after the referred employee has completed a full two weeks of employment. All referral sums are after source deductions.

Questions? Email HR@erbgroup.com

MyGroupHealth Benefits

Employees now have access to their benefits on day one of the job. Download the app on the App Store or Google Play. Your username and password can be found in your "welcome" letter or e-mail.

- submit your claims, including easy photo claims, review your claims history and payment information, and see the status of your claims
- view and edit your contact and banking information
- view beneficiaries and dependents
- view your benefits card and benefits booklet

Questions? Email payroll@erbgroup.com

YTD (June 10, 2022)

S&P/TSX Comp	-4.5%
S&P 500	-18.2%
Dow	-13.6%
NASDAQ	-27.5%

Negative Themes

- Russia - Ukraine War continues
- High commodity prices
- Central banks rate hikes
- China lockdown dragging economy
- Inflation breadth has increased
- Recession risk elevated
- Soaring energy costs
- Negative real wage growth
- Potential buyers' strike
- New supply chain problems
- Higher interest/borrowing rates

Positive Themes

- COVID waves have minimal effect
- Fewer pandemic restrictions
- Good recent economic momentum
- Healthy re-pricing of equities
- Resilient household finances
- Low unemployment rates
- Positive wealth effect from housing
- Low level of household debt
- Pent-up demand for services

2022 MID-YEAR MARKET OUTLOOK

Happy Summer Erbland!

From our last communication, the economic & geopolitical landscape has drastically shifted. As we have highlighted in our summary of positive & negative themes, these are some of the key factors which are currently influencing the global economy, impacting all Canadians.

We all should be cautious in the coming year as persistent increasing inflation (currently at +6.8% year over year), and borrowing costs have and will continue to erode the circulation of money for both individuals and businesses.

The move from accommodative policy (low interest rates) to tightening policy (increasing interest rates), coupled with inflation have agitated markets. These two factors have impacted all asset classes (real estate, bonds, equities, energy, etc.), globally which is reflected on all market indexes. We believe this volatility in asset values and higher inflation will continue, until inflation is tamed. Although it is concerning to see drastic double digit movements in a short period of time, it is best not to predict the highs and lows of the market as this may cause you to miss out on long-term growth. Historically, investors who remained in markets during times of volatility have benefited from the recovery period and the next growth market.

We should also consider taking prudent initiatives to manage the effects of inflation by forecasting increasing cost of living and debt service, through cashflow management and financial planning. Remain focused on long-term objectives and revise your financial plan regularly to monitor your progress.

We are here to assist you with your goals, risk management, and to develop/update your personal financial plan. We can accommodate personalized meetings through Zoom or phone.

We are excited and anticipate visiting you throughout this year for one-on-one meetings & seminars. Keep an eye out on the Erb TV's, bulletin boards, intranet, and emails!

Thank you for all that you do and bringing food to the tables. Safe Trucking!

p. 519-570-4633 or 1-800-567-0822
e. ERBSavings@wagnerlivock.com
w. www.wagnerlivock.com

WLA
Wagner, Livock & Associates
Financial Services Inc.

Erb

COMPANY AWARDS



Top Fleet Employer
of distinction 2022



After 63 years in the transportation industry, we continue to lead by example in our safety practices, HR initiatives and community service.

Developed from a one-man company and his dump truck, The Erb Group of Companies continues to change the narrative in the trucking industry by embodying compassion and generosity. In June, The Erb Group was recognized for its corporate social responsibility efforts, as we were awarded the Trailblazer Purpose Award of 2022 by the Transportation Marketing and Sales Association (TMSA).

The Purpose Award honours companies that surpass the expectations of their regular duties and go the extra mile to give back to their communities. For The Erb Group, excellence and integrity also entails honouring our community and the commitment to giving back. Our late founder, Vernon Erb, instilled these values, from the company's earliest days, between working on local farms and delivery routes around the Wilmot area.

"We have always held our philanthropy efforts close to our hearts. It's part of our culture and helps our team feel fulfilled. They often inquire about the next food drive and actively share initiatives to head office, asking if we can be involved. I am honoured that we have created an atmosphere that encourages our employees to be workplace and community leaders."

— **Dave Dietrich, VP of People and Culture**

In March, we celebrated 25 years of membership and industry contributions with the Truckload Carriers Association. On top of a successful weekend at the annual Truckload Convention, we were recognized for the Best Fleets to Drive For Award alongside other industry leaders. To top the month off we were also honoured to be recognized as Top Fleet Employer with distinction in 2022 by Trucking HR Canada. The Top Fleet Employers program is a national program recognizing the importance of having and implementing sound HR policies and practices in the trucking and logistics industry.

"We are honoured to be leading the industry through our progressive HR practices. Our team members are the best, hardest working, most dedicated professionals in the trucking industry! Without drivers, or dispatchers or payroll, or dock workers, our industry could not function. There are so many complex aspects to a transportation and logistics company. Thank you to our valued team members for helping make The Erb Group of Companies a Top Fleet Employer of Distinction once again this year."

— **Dave Dietrich, VP of People and Culture**



FROM HIGHWAY TO HEALTH



Our origin story

In 2008, St. Mary's Hospital, Kitchener, ON reached out to The Erb Group to participate in an employee health study. In turn, the hospital created and provided 11 health modules for our employees as a resource. We developed an online health and wellness resource which included the 11 modules on various health topics like physical activity, diabetes, healthy eating, COPD, smoking, cholesterol, and high blood pressure. Prizes were given out for completing modules. Over the years, this was formulated into our current health and wellness program, Highway to Health. It has grown year after year, providing tools and resources for our employees and was used as a case study example for the transportation industry when none existed at the time. Today, we continue enhancing our health and wellness program each year.

Health and wellness initiatives have included

- Celebrating Erb employees who give back to their community
- Offer corporate employee membership discount with Good Life Fitness at facilities across Canada
- Held employee fitness challenges and weight loss challenges company-wide with prizes
- Held Lunch & Learns: physical activity, stress management seminar, cancer education
- Promoted smoking cessation programs
- Created "Healthy Eating cookbook" in cooperation with University of Guelph students and recipes submitted by employees

- Annual mental health promotion of Bell's Lets Talk Day (*January*), Mental Health Week (*May*)
- Weekly Highway to Health tips for health and wellness on Erb Connect
- Initiated certification for Mental Health First Aid training for manager/supervisor at every terminal
- Hosted health fairs at every terminal in cooperation with University of Guelph students with reps from health agencies where possible, providing health and wellness topic resources
- Participated and won various Waterloo Region Healthy Workplace Awards that framed raising awareness around healthy choices, skill-building, a supportive environment and policy development. In 2017 won the "Platinum Award" which combined three gold award wins.
- 2020-2022- initiated "Not Myself Today" mental health campaign, hosting events at every terminal; providing resources and awareness of workplace mental health
- Promoted and provided resources for health and wellness topics, i.e. sleep hygiene, mental health, physical activity, healthy eating, tobacco use, sun safety protection, neck & back exercises, cancer screening, substance misuse, pregnancy, hypertension, stress management, and diabetes, in partnership with Conestoga College

For additional health and wellness inquiries, contact **Carolyn Vokes Reibeling**, Corporate Wellness Coordinator at cvokesreibeling@erbgroupp.com or 519-662-2710 x2274



OUR COMMITMENT TO OUR COMMUNITY IN ACTION

Producing meaningful work in the transportation industry and community has been at the heart of our business since 1959. Our late founder Vernon Erb and his wife, Viola, founded the company on values that include prioritizing excellence and providing unparalleled customer service. The Erb Group strives to offer more than just a service but a memorable interaction that leaves customers with a smile and the community with food on their family's table.

We are proud to be known for being a trustworthy transportation provider and our instinct to give back. Doing what we do best while caring for our community keeps our team fueled. We cherish our rich heritage and community roots by investing in people who have helped our family-owned business become a reputable leader in today's trucking industry.

In honour of our people-first culture, we regularly encourage our employees to go above and beyond their regular duties to impact the lives of others positively. Here is a round-up of some of the great things our team accomplished together in the last 18-months.

Our Impact

Working alongside Feed Ontario, we helped move more than 4.8M lbs of food for families in need; this is the equivalent of 4 million meals for Ontarians facing hunger.

Additionally, as a company in the trucking industry throughout the pandemic, we were conscious of the many considerations overlooked, like breaks for food, fuel and restrooms that are essential to the survival of frontline workers. This why sponsoring the Essential Trailer last summer was an easy yes for our team. During our time we didn't only sponsor PPE and meals for our fellow truck drivers, greeted our terminal network to show our team appreciation but we also visited many frontline workers in the Quinte West area to pay them tribute.

Further, in appreciation of frontline healthcare workers, we provided in-kind carrier support for CIBC and Goodfood that delivered 100,000 meals

on International Nurses Day, fueling nurses working tirelessly to save lives throughout COVID.

Closer to our Head Office, despite the challenges the pandemic brought, we hosted our Annual Charity Golf Tournament for local charities, including Aldaview services, Wilmot Family Resource Centre, and Interfaith Counselling Center. With reduced attendance, in 2020 and 2021, our industry partners came together, and we were able to raise \$54,115.24, providing a chance at improved quality of life for individuals and families around the area. In addition, we've also donated to the modernization of the Forest Glen playground, opening later in 2022.

Currently, we are actively seeking unique ways to advocate for diversity, quality education and the effects of poverty locally. So far, we've encouraged our employees across all terminals to donate and bring awareness to days of importance, like wearing orange on National Truth and Reconciliation Day. As well in support of our female employees in the trucking industry, we provided two women from our company the ability to donate \$250 to a non-profit of their choice focusing on supporting and celebrating women for International Women's Day.

This is just some of the ways our team was able to give back. We are incredibly proud of the generous team we have and their willingness to go above and beyond to be great stewards of our unique skillsets and capabilities. The Erb Group is always happy to help fill the gaps in our community's experiencing food, financial and educational insecurity.

Our Aspirations

We aspire to continue to service our customer's unique needs while having an impact in our community. In 2022, this impact begins with a charitable partnership with key Canadian non-profits with zero-hunger missions and sponsoring many local initiatives surrounding our terminal network.

Looking back on the last 18-months we have had, there is no doubt that our commitment to go above and beyond has not gone unfelt. We will continue to vigorously pursue the chance to have our teamwork, integrity, and trust shine by living out the values our founder built The Erb Group on. As leaders in our industry, we hope that the accomplishments we've already made together inspire everyone to live their lives with the same mindset.

Going forward, we strive to make more cool moves in communities and organizations that need the extra fuel to thrive.

- 20 — New Hamburg
- 22 — Baden Terminal
- 24 — Montreal Terminal
- 27 — North Bay Terminal
- 28 — Ottawa Terminal
- 29 — Thunder Bay Terminal
- 30 — Toronto Terminal
- 32 — Trenton Terminal
- 34 — Winnipeg Terminal
- 35 — Elverson Terminal
- 36 — Erb Expedite

TERMINAL UPDATES



NEW HAMBURG — HEAD OFFICE



We're pleased that COVID cases have reduced over the past few months. Employees are no longer required to complete a daily pre-screen and only report when they or a family member test positive. Each terminal still has a supply of rapid tests available to all employees should you or a family member need one.

With the good weather returning, we are looking forward to our annual employee appreciation BBQs this year! Last year I was able to attend Winnipeg and meet some of our dedicated employees.

In New Hamburg, we have new faces throughout the departments. It's nice to see people enjoying their breaks together on the picnic tables outside.

In April, the Recruitment Department attended and hosted a booth at the Truck World Convention in Toronto, alongside Wendell Erb. We met so many aspiring drivers and industry veterans.

Please welcome Sam Davies, our new Health & Safety Manager. He's located in New Hamburg and will be visiting our terminals in the months to come. I'd also like to congratulate Tom Boehler, Senior Director of Safety and Compliance for reaching 20 years of service at the end of June. He has been an incredible asset to our company and a key contributor to positioning us as leaders in safety.

The HR department is busy updating business forms, policies and processes. We've formed a Policy Committee to consult with other areas of the business to ensure we consider all business aspects before making changes. If you have policy recommendations, please email the HR inbox at HR@erbgroup.com.



Erb day
Codie, Heather (Betty), Tracy, Gilles, Linda, Denise, Aniko, Lauren



Erb day
Marketing Team
left to right: Kristen, Oscar, Brittney, Briona, Alex



Lynn's Retirement Party
Left to right: Lynn, Wendell, David



Tom Boehler
20 Years of Service

We celebrated a few retirements over the last few months, including Marilyn Radke and Lynn Robertson. We wish them all the best on their next chapter!

On the HR team, we hired two HR Business Partners to support our employees at all the terminals. Please welcome Blair and Sarahlyn.

- **Blair:** Baden, Montreal, Ottawa
- **Sarahlyn:** Mississauga, Trenton, North Bay, Thunder Bay, Winnipeg

— **Alyssa Couvillon**
Sr. Director of Human Resources



Shannon taking a truck from the New Fleet for a spin

Greetings from the home of Baden

Joining a new organization can be tricky as you learn new industry knowledge and build relationships. Since joining The Erb Group, I have seen how staff can come together to help one another, whether it is overcoming resource challenges or sharing expertise. How we feel we are treated at work greatly impacts our job satisfaction, and I'd like to celebrate a few examples since I moved over to the Baden Terminal in February, sitting alongside the welcoming Driver Services team.

In February, we had several employees reach out and ask if we could do anything to support Ukraine. The Baden Terminal, alongside many others, joined in on a donation collection. I remember trying to source large enough boxes to collect the donations with Tim and Tracy, and I was so inspired when these boxes were only big enough for a single day of donations. The generous outpouring of support from our employees was an example of our culture's value of giving back.

I started at The Erb Group in the winter season, and the weather always brings about delays and road closures for our teams to contend with. The pandemic and ongoing supply chain challenges also strain our teams. Our drivers have worked through some very challenging weeks, with late departures, long delays at warehouses, empty trailer availability, and longer days than anticipated. We really appreciate your extra effort, patience, and adaptability that helped us work through this.

The role of the HR Business Partner is to provide organizational support to the needs of staff at each terminal. I was excited to be onsite in Baden and wanted to set aside time with each department to integrate myself more and learn more about the organization.



I am grateful for how supportive everyone here in Baden has been working with me. I have gained an understanding and an appreciation for the complexity of trucking operations. It quickly became clear to me how much everyone rallies and works together to overcome any challenges and that everyone plays an important role in the success of our operations. To all of our staff, thank you for all that you do.

While we have overcome many challenges over the past few months, there is still so much to look forward to and celebrate. We've had some well-deserved retirements; congratulations Radford Radke, Bruce Harnock, and Dave Zehr!



Left: Janay Cardoso US LTL driver coordinator with her son.

Radford Radke retirement
Top-right: Radford Radke handing in his stapler on his last day with Dave

Bottom-right: Radford Radke retirement lunch — 38 years at Erb



We have a great summer ahead of us, and we're excited for the Employee Appreciation BBQ. I hope to see many familiar faces and new ones at the terminals. Earlier this year, we implemented new TV's around the terminals, and you can find the latest schedule on there, Erb Connect and your bulletin boards.

To our continued success and brighter days ahead,

— **Blair Connelly**
Human Resources Business Partner



Greetings and salutations from Montreal!

We would like to start with saying thank you to our drivers, office staff, mechanics, and dock staff for the good work and efforts that you're putting in. Thank you to everyone in each department.

A couple of weeks ago, we installed a mobile sign in front of our terminal to advertise that we were looking for drivers & mechanics, and it seemed to be working. So far, a few candidates have come to see us looking for employment.

Unfortunately, we are no longer operating the cold storage facility here in Vaudreuil, but the cold storage that we are operating in Quebec City is doing well and almost at full capacity.

We want to congratulate Mr. Stanley Whitewick for his 35 years of service to The Erb Group of Companies. Congratulations, Mr. Whitewick, on achieving this amazing milestone with us. We know you worked hard for this accomplishment, and we truly appreciate all your dedication for The Erb Group.

We also want to congratulate Mr. Smith for his 20 years of service at The Erb Group of Companies. Congratulation Mr. Smith on achieving this amazing anniversary with us. You have been such a significant part of The Erb Group of Companies. We know you worked hard for this accomplishment; congratulations once again on your 20 years.

Also coming up in July, we will celebrate Mr. Gilles Roussel's 25 years of service!

It is with sadness that we have to wish a happy retirement to Mr. Sylvain Langlois. We wish you congratulations on your retirement and for your almost



Top/Haut: Mr. Sylvain Langlois retirement / Retraite de M. Sylvain Langlois

New Vacuum Right/La droite: New vacuum / Nouvelle pompe



20 years of service for our Quebec City Terminal as a driver. Thank you for everything you did for us as we truly appreciate it, and we wish you and your wife all the best in this new chapter of your life.

Now available to all drivers of The Erb Group of Companies is the vacuum station; this will permit all drivers to clean the inside of their truck; we want to say thank you to Rick Farrow Yard, Rémi Laheurte Yard and Dunhill Tabanao for the installation of the vacuum cleaner. We are pleased to have such an amazing team in the yard. We also want to thank them for the great work they put in the yard.

Thank you so much, everyone!

— **Isabel Correia**
Driver Trainer

— **Martin Dufault**
Driver Supervisor

Montreal Yard/
Cour de Montréal



Pascal Mercier
Montreal Mechanic /
Le mécanicien
Montréalais

Farhat Naveed Raja
Montreal driver /
Chauffeur Montréalais



TERMINAL DE MONTRÉAL

NORTH BAY TERMINAL



TERMINAL UPDATES



Milestones/Jalons
Mr. Smith for his 20 years / M. Smith pour ses 20 ans

et nous vous remercions pour tout le dur labeur que vous avez mis en place pour atteindre cette réalisation, et nous apprécions vraiment tout votre dévouement pour le groupe d'entreprises ERB.

Nous tenons également à féliciter M. Smith pour ses 20 années de service au sein de la compagnie. Félicitations à M. Smith pour avoir célébré cet anniversaire extraordinaire avec nous. Vous avez joué un rôle important au sein de la compagnie et nous savons que vous avez travaillé fort pour cet accomplissement, Félicitations encore une fois pour vos 20 ans de service.

Également à venir en juillet, nous célébrerons les 25 ans de service de M. Gilles Roussel pour le groupe d'entreprises Erb.

C'est avec tristesse que nous devons souhaiter une bonne retraite à M. Sylvain Langlois. Nous tenons également à vous remercier pour vos presque 20 ans de service au terminal de Québec en tant que chauffeur. Merci pour tout ce que vous avez fait pour nous, nous apprécions vraiment tous les efforts que vous mis en travaillant et nous vous souhaitons une bonne retraite mériter, tout le meilleur pour vous et votre épouse dans cette nouvelles étapes de votre vie.

Maintenant disponible pour tous les conducteurs du groupe d'entreprises Erb, nous avons au terminal de Vaudreuil une station avec un aspirateur afin de permettre à tous les chauffeurs de nettoyer l'intérieur de leur camion. Nous tenons à remercier Rick Farrow, Rémi Laheurte et Dunhill Tabanao pour avoir fait l'installation de l'aspirateur nous sommes très content d'avoir une équipe aussi incroyable. Nous tenons aussi à les remercier pour leurs bon travail dans la cour.

— **Isabel Correia**
Formateur de chauffeur

— **Martin Dufault**
Superviseur des chauffeurs



Milestones/Jalons
Mr. Stanley Whitewick for his 35 years / M. Stanley Whitewick pour ses 35 ans

Salutation de Montréal!

Nous tenons à remercier, les mécaniciens, les employés de bureau, les employés sur le dock ainsi que nos chauffeurs pour tous les efforts que vous avez déployer ainsi que ceux que vous continuez à déployer afin que nos opérations fonctionne. Un gros merci à tous les mondes dans tous les départements.

Tout récemment nous avons installé un panneau d'affichage devant notre terminal indiquant que nous sommes à la recherches de conducteurs et de mécaniciens. Depuis sont installations nous avons eue des candidats qui ce sont présenter et semble avoir porter fruit.

Malheureusement, l'entrepôt frigorifique de Vaudreuil n'est plus en opération mais bonne nouvelles du côté de l'entrepôt frigorifiques a notre terminal de Québec car l'entrepôt est presque à pleine capacité.

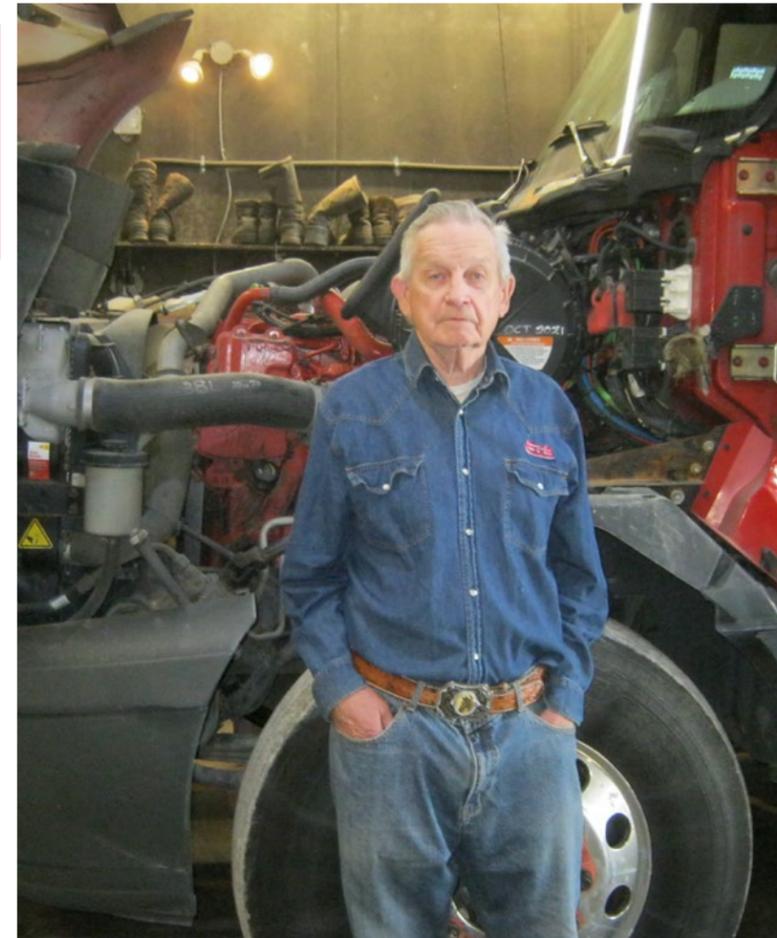
Nous tenons à féliciter M. Whitewick pour ses 35 années de service pour le groupe d'entreprises Erb. Félicitations à M. Whitewick pour avoir franchi cette étape importante

Greetings Erbland!

The sun is shining, the birds are chirping, and the smell of annual BBQ is in the air. All signs that summer is finally here! Now that things are returning to normal in the world, this also holds true here at the terminal. We are starting deliveries to summer camps that have been closed for the last two years now because of the pandemic, so it's a great boost for us here in North Bay.

We have a few major milestones to acknowledge. Mike Goulet, dispatch extraordinaire, celebrated his 35th year with us and Don Fraser our North Bay local driver, celebrated 25 years of service. Thank you both for your many years of dedication.

Elmer Modeen retirement
Happy retirement to North Bay mechanic Elmer Modeen! His career in mechanics started in 1960 at the age of 19.



Don Fraser - 25 Years of Service

A couple of fresh faces here in North Bay. Welcome to Brad Savage, who decided to escape the busy streets of Toronto and moved here to North Bay to slow down and to Adam Chmielecki both in the local driver pool. Also, welcome to Marc Noel to our dock team.

In closing, I would like to thank everyone here at the terminal. Your hard work and dedication goes a long way to keep this terminal and company moving forward.

Till next time. From the gang here in North Bay.

— **Marc Lafleur**
North Bay Operation Manager

OTTAWA TERMINAL

Greetings from Ottawa!

Summer is here, and we're looking forward to hot and sunny days and the upcoming BBQ circuit as it makes its way across our terminal network. The storm that hit much of Eastern Ontario on May 21st left a path of destruction and power outages of up to two weeks in Ottawa. Aside from fallen trees, our terminal was not damaged, nor did we lose power. It made for some logistical challenges when routing our deliveries, but we all pulled through for our shippers and customers. Hats off to our resilient team for their patience and coming in during outages at home to service our customers.

We welcome some new members to our team; Jamie Delahunt as office float, on the dock with Horry Fadh Bigere and John Maudsley, Local DZ Aldo Badaracco, Sher Khan Rasuli and Leo Hurley for Regional, Al Nawaz Sarasiya for International.

Congratulations on milestones achieved to Stanislav Kulchitskiy (5 years), Rene Labine (10 years), Shawn Coville (15 years), Andy Cleroux (25 years) and Marc Lamarche (25 years).

Wishing everyone a happy and safe summer!

— **Jason Poon**
OS&D Coordinator



Major storm hit Ottawa region



Marc Lamarche
with his two friends Jill
and Marc in Erb Gear



Lyoness Woodstock

THUNDER BAY TERMINAL



TERMINAL UPDATES

Employee highlights coming from Thunder Bay

It's so nice to see leaves on the trees again - it makes one believe nice weather is just around the corner; after our long snowy winter, it is a welcome change.

We have some good things to mention! At our Thunder Bay Terminal, we would like to congratulate our city driver, John Si, on becoming an official Canadian citizen.

We would also like to congratulate two proud grandpas on brand new grandchildren; driver Albert Gladu welcomes new grandson Blake and driver Mike Moore welcomes grandson Taylor to their families.

Driver safety continues to be a top priority, and we wish to congratulate Brian Robertson on 20 years of safe driving and Jerney Gatz on 10 years of safe driving.

Over the last few months, we've had many new arrivals start at our terminal. We'd like to welcome new employees, Kelsey Derooy as a new city driver and Ernie Boucher, Rob Pethick and Marty Hoey are new international drivers. We are also saying goodbye to drivers Bill Wilson, George Ager, and Rick Liddicoat, who have decided to retire. We wish them all the best in their next chapter!

At the beginning of May, we announced the passing of driver Randy Turk. Randy was an Erb Owner Operator based out of the Thunder Bay Terminal for the past 10 years, where he fulfilled his dream of buying his own truck. He loved his community and was a volunteer firefighter/first responder for many years with O'Connor Township. He was a really great, funny guy - in the springtime, he would be totally bald as he raised money for cops for cancer every year, and by the end of the year, he would look scruffy again. He will be missed!

We are looking forward to seeing everyone at the terminal BBQ and hope everyone enjoys a beautiful summer.

— **Ann Marie Williamson**
Thunder Bay Traffic Coordinator

John Si and Gerry Erb





Keeping it cool in the GTA

At the Toronto Terminal, we are 'keeping it cool' as temperatures rise around us. We have seen quite a few big changes over the past six months as we strive to build a strong and well-supported operational team. From our new Terminal Manager to several new Dock Support professionals, we are working together to meet tight deadlines and achieve operational excellence.

I've had the opportunity to run terminals across Canada and spent even some time working as a Regional Manager in Northern Alberta for a few years! I am excited about this opportunity to join The Erb Group community and look forward to using my 25 years of transportation experience in my role with The Erb Group.

We are also very excited to announce our new Afternoon Operations Manager, Zain Sumar! He joined the team on June 13th and brings a wealth of experience and knowledge to the team, as well as completing his master's in Supply Chain and Logistics Management from RMIT University!



Erb Day
Toronto Terminal Team

Key Initiatives being implemented in Toronto:

- We are creating a team of cubers and re-weighs to help generate additional revenue
- Creating SOPs and revamping existing procedures to bring a strong new structure to the movement of freight while maintaining a keen sense of safety measures
- Revamping the yard with numbered spots to identify where trailers are dropped for a more organized and effectively managed yard
- Started monthly driver and dock meetings to improve better communication between our front lines and the operations group

We have also started to develop KPIs that now measure regular/OT hours, load factor, inbound/outbound pro-count, on-time departures for straight trucks and trailers. This will help us to establish a baseline which we can then use to measure ourselves against and improve our 'out service' to customers.

We have been working together to create a strong community where every employee feels empowered to bring forward their ideas while coaching and mentoring those interested in taking a more active role in career development. As your new Terminal Manager, I truly believe 2022 is the year of change as we navigate out of this pandemic and move towards a new established normal.

Leaving you with a little wisdom from Henry Ford,

"Whether you think you can or you think you can't — you're right!"

— Henry Ford

— Michael Brassard
Terminal Manager

Office admin team



Toronto Terminal
Stewart Robinson
— 15 Years of Safe Driving



Toronto Terminal
Dominik Mularz —
10 Years of Safe Driving



Let the sunshine in and the summer begin

Hi Erb teammates,

Looks like summer has arrived and travelling seems to be on everyone's radars for the very first time in what feels like ages. I hope we can afford the fuel to get there! The business continues to be steady and up over last year; we hope this persists for the rest of the year.

Our Corporate Training Manager, Sheldon Wheeler, has led another fantastic round of safety meetings in June for our drivers across the terminal network. The meetings have focused on the top three behaviours in Lytx and our reefer operations. Sheldon's also proud to announce our Most Improved Driver for Local is Dave Willoughby and the Local Driver of the Year is Bob Leduc.

At the Trenton Terminal, I'd like to give special praise to our office hands, Raphaelle Hope and Malinda Fransky, as they've been an enormous help to the team.

Recent team milestones

- **Darcy Burrows** celebrated 25 years of service
- **Art Quinn** celebrated 25 years of service
- **Garry Neil** celebrated 30 years of service

Ian Vink has taken over as Truck Shop Technician. Ian has been busy with new installs of the 5G LYTX cameras; we are a little more than halfway done installations at the time of this writing.

We've also been busy getting the grading and oiling done at the drop yard in June. I am sure it will have already been done when you read this. Thank you, Wendell!



Quinte West Golden Hawks
OMHA Championship U15 A Gold medal champions

Mike planting easter eggs



Pat Walsh sharing Nick's Lunch



Our dock team said goodbye to Charlie Gravelle after deciding to retire at the end of 2021. Charlie provided over 20 years of service to the company. The dock team also added a new employee, Jake Clarke, who started in early spring with us.

Brandon Nadeau and his girlfriend Amber Frost welcomed baby boy Hudson. We may see Hudson on the Trenton Dock loading trucks one day; if so, he will follow in the steps of his father and grandfather.

In the last few weeks of May and coming into June, we had Carolyn Vokes Reibeling, Corporate Human Resources Administrator and Wellness Coordinator, visit the terminal to highlight the Not Myself Today campaign for mental health. We've also had the pleasure of hosting our HR Business Partner, Sarahlyn Mcaulay, to help employees find the right resources they need and answer any questions.

The U15 Quinte West Hawks thank the Erb family for their donation towards their OHF hockey championships; they won the Red Hats on the way to the OHF Championships. They beat the New Hamburg Huskies 8-2 in the semi-finals (bragging rights for Trenton).

— **Jamie Coe**
Trenton Operations Manager



Trenton Terminal celebrating St Patrick's Day



Baby boy Hudson son to Brandon Nadeau and Amber Frost

WINNIPEG TERMINAL

Hello from the prairies!

We started the year off on a blistery note and have moved into an overcast and rainy summer. At the Winnipeg Terminal, we recently graded the yard to level it out and fix potholes.

The safety meetings were successful and had good participation numbers at our terminal. Drivers provided feedback and were really engaged. In total, we have approximately 75 employees out of our terminal, with 55 being drivers. Drivers have also liked the terminal TVs, and we are glad to have them back.

We're aiming to increase headcount in our warehouse to support its growing efforts to accommodate our customers better. Over the last few months, we've hosted Greg Tuckwell, Marty Otten, Frank Heon, Alyssa Couvillon and Sarahlyn Mcaulay in Winnipeg. It's always nice to see faces in person again!

I'd like to also congratulate a few people on hitting major milestones with the company.

- **Denis Hartog** – Driver of the Year
- **Trent Collins** – 15 years of safe driving
- **Earl Hirschfeld** – 20 years of service
- **Gurpreet Aulakh** – 1 year of service
- **Varinderjit Grewal** — 1 year of service
- **Aaron Jones** — 1 year of service
- **Brent Lauzon** — 1 year of service
- **Darren Mitchler** – 1 year of service

We've had a number of changes in Winnipeg, and we appreciate everyone's support. As they say, "change is the heartbeat of growth." Excited for BBQ season and hope to see everyone again.

— **John Gravline**
Driver Supervisor



HR Business Partner Sarahlyn
Visiting Winnipeg Terminal



Sunset — by Scott Martin



Summer has arrived at Winnipeg Terminal

ELVERSON TERMINAL



TERMINAL UPDATES

History behind Elverson

Did you know that the land the Elverson Terminal was built on once belonged to Vernon and Viola's brother and sister-in-law, Titus and Violet Beam?

In the late 80's four acres were subdivided from the original land that belonged to Titus and Violet so that the terminal could be constructed. It was a working crop and hog farm at the time. The original deed for the property was signed by William Penn, the founder of the Commonwealth of Pennsylvania. The Elverson Terminal officially opened in 1985, giving The Erb Group a U.S. presence.

Prior to the construction of the current terminal, Bonnie and Doug Beam ran the day-to-day operations out of the old farmhouse. Doug had the toughest job, working on equipment outside year-round since there was no building big enough to get a truck into at the time. There are still some long-time Erb drivers around that will remember driving down that long farm lane! The farm is still in the Beam family, being run by Bill, Titus and Violet's oldest son, and his sons.

I hope you enjoyed that little history lesson; until next time, stay safe and keep on trucking!

— **Bonnie Beam O'Hare**
Terminal Manager

Latest views from Elverson Terminal



Elverson Board Meeting



EXPEDITE DIVISION

**When the heat turns up, we try to keep our cool!
Your dedicated and expedited specialists.**

As the heat turns up during the summer months, there is always a high demand for Expedite needs, especially for temperature-sensitive products. In the Expedite division, we look forward to helping customers get their orders delivered on time at the perfect temperature.

Dispatching throughout the year is busy as usual, but during the summer rush, dispatchers need to always be on their A-game. That brings me to the day in the life of an Expedite dispatcher here at The Erb Group. There are many different people and steps involved to make the perfect delivery happen. Mornings for our drivers and our staff are very busy. The first thing a dispatcher does is double check that each driver is on the road and running on time. We must also keep on top of load information from the drivers and load entries. Making sure all the correct information is given to our drivers and monitoring all delays that can affect their day, next planned run or next day dispatch is a priority. Keeping track of our board and having a backup plan if drivers run into issues is vital. If customers call in with rush shipments, we need to make the best decision and have the quickest solution possible to get the job done right.

ErbX regularly helps with premium ice cream brand Cows deliveries out of Erb Cold Storage to Niagara on the Lake. We deliver up to 12,000 pounds of ice cream to the high-traffic tourist area. Using the tailgate and thermal blankets, our team onsite helps carry all the large tubs and supplies down into the basement at the store.

Our Sandhills' location got a new shiny Erb sign back in the spring. The KDAC sign was given back to Bruce Schumm, the founder of KDAC Expedite.

Our team welcomed Philip Ferchat as a Logistics and Solutions Coordinator at the Erb Sandhills location. He has been doing a great job and has been a huge support and a great addition to our team!



Driver Milestones

- Tarun Bhanot-Erb Montreal- 1 year August
- Muhammad Sohail- Erb Mississauga- 1 year September

I would like to take this opportunity again to thank all our drivers for their hard work & dedication to our team! We value you and your commitment to bringing the utmost professionalism and enthusiasm to your jobs. Summertime is upon us; the days are longer, hotter and brighter. I hope everyone has a great summer!

Jennifer Ditner
ErbX Logistics & Solutions Coordinator



GOOD CHEER CLUB

The Good Cheer Club is a voluntary club that sends gifts to all participating full-time employees and their immediate families in the support of illness, death, marriage, or birth. Should you decide to participate, 50¢ per pay will be deducted. In order for gifts to be ordered, you must provide the required details in one of the following procedures: go to Erb Connect under "Good Cheer Club" page and submit form, inform your supervisor or inform the Good Cheer Club representative at your terminal.

BIRTHS

Trenton Terminal

Brandon Nadeau & Amber Frost – baby boy: **Hudson Daniel Nadeau** on March 30, 2022

Baden Terminal

Free & Beth Toda – baby boy: **Isaiah** on May 21, 2022

MARRIAGES

New Hamburg

Erlinda Aran and Pamela Opinaldo on January 15, 2022

Satpal Kaur Samra and Surjit Singh on January 22, 2022

Pankhudi Pankhudi & Ayush Uppal on April 19, 2022

Amandeep Grewal and Jaskaran Singh on May 14, 2022



CUSTOMER SPOTLIGHT

Partnership between Farmlly Canine and The Erb Group of Companies

The pet food market has continued to rise year-over-year. According to the Government of Canada, retail sales of pet food in Canada have increased 5.8% from \$3.4 billion in 2016 to \$4.2 billion in 2020 and is expected to increase in compound annual growth rate (CAGR) by a further 4.9%, attaining \$5.3 billion by 2025. Dog food specifically continues to be the largest pet food category holding 65.4% of the market share in 2020.

Farmlly Canine, a Canadian-based company, is changing the way dog owners feed their pets through cooked pre-made patties going straight from fridge to mouth. They've eliminated the need for bowls, spoons, preparation time and clean-ups for dog owners. Using locally sourced ingredients, Farmlly removes unwanted processing and preservatives commonly found in dog food.

Acquired in 2017, President of Farmlly Canine, Rob Colquhoun, already had a strong presence amongst existing clientele in Colborne, Ontario. Since he himself was based out of Scarborough, he positioned his efforts to rebranding and looking for local retailers in the Greater Toronto Area. In 2020, business began to surge, and the need to revisit their logistics plans arose.

Demand increase

Rob explains, "I was personally driving to and from Guelph, Oakville, Cobourg and various other rural regions. I thought it was great initially to parlay delivery efforts with my sales activities. But I couldn't keep it up. While rural areas were also demanding bulk direct buying, I was focused on transitioning our company to a channel model. It just wasn't sustainable for me as a small business owner. I needed to begin looking for a carrier. I knew nothing about logistics and started to research options. Initially, I thought LTL (less-than-truckload) would be the service I needed. But when I started to outreach to carriers such as The Erb Group, I was able to learn about the right services that fit my business needs."

In September 2020, Farmlly partnered with The Erb Group through their Home Delivery service offering. The company didn't have inventory demand for a full skid and only needed small Ontario-based delivery support to retailers. During the pandemic, the company briefly came onboard with The Erb Groups' online e-commerce platform, Erban Marketplace to keep profits flowing during uncertain times. The platform has since closed, but Farmlly Canine continues to grow through retailer demand. As of December 2021, Ontario was home to the most pet and pet supplies stores across the country. At that time, there were roughly 776 such stores in Canada's most populous province. Quebec and British Columbia, the second and third most populous provinces, came second and third with 506 and 347 stores, respectively. As of March 2022, Farmlly operates in 18 retailers with the aim to expand in Ottawa, Barrie and Kingston by the end of the year.

Shifting focus

Currently, The Erb Group supports Farmlly Canine with 40% of its delivery logistics. Rob explains, "I can handle the GTA deliveries currently, while The Erb Group supports us with our wider Ontario efforts. Right now, as a business owner, I need to focus my time on progressing the company through branding and serving new markets. Demand is crazy right now, and I'm tired of saying we can't deliver to you. Because of this new partnership, we were able to reach new markets and find more time to develop a new website and improve our search engine optimization SEO greatly, spend more time with local retailers and ultimately fine-tune our product."

Farmlly is continuing to evaluate potential market growth opportunities, such as expanding shipments to Western Canada and cold storage facilities in the future. With The Erb Groups' cold storage warehousing solutions in Kitchener, Baden and Quebec, the business has ample opportunity to continue its logistics efforts with The Erb Group as the company grows.

Barbara Lis, Sales Supervisor at The Erb Group, says, "Small businesses like Farmlly are vital to our economy. Although we are a large company, we regularly work with businesses of all sizes. It can be daunting for business owners to embark on their logistics journey for the first time, which is why we start with a conversation and help educate them on the process and solutions at an early stage."



TRUCKING IS MULTI-GENERATIONAL

Brianna and Jeff O'Neill Family



Jeff O'Neil and family

The trucking sector sees multiple generations from a single-family pass through a company, building a legacy of their own. Specifically, at The Erb Group of Companies, you'll see multiple family members working across our terminal network. At our Baden terminal, Brianna and her dad Jeff are an example of a multi-generational trucking family. Jeff started working at Erb in 2003 and has been with the company for 19 years as an owner-operator cross-border driver. Once his oldest, Hailey, was ready to jump into her first job, he recommended that she start at Erb doing part-time work. Hailey worked for a few years as a Weekend Prior Notice Clerk. In 2015, Hailey was ready for her next chapter, which was moving away for college. To replace Hailey, Jeff suggested his youngest daughter, Brianna.

Brianna started working for the company in 2015 and is still working with us today on a part-time basis. The 23-year-old works full-time for a daycare in Baden during the week. "It was my first full-time job, and the team has continued to be so accommodating as I balance my ECE work with my weekend hours." Brianna is responsible for setting up customs paperwork for LTL drivers, making sure they have entry numbers to ensure drivers have a smooth cross-border experience. While Brianna is in the office, her dad is out on the road. "My dad is normally gone two to three nights a week. Since he's been with Erb for quite some time, he can pick and choose his routes. I think he likes being on the road but only goes as far as Michigan." Trucking doesn't stop with Jeff and his two daughters. Brianna also has one uncle working as a truck driver and another working as a mechanic technician at other trucking companies.

Fond trucking memories

The O'Neill family has many fond memories throughout the years. Brianna recalls,

"When I was younger, I wanted to be a truck driver. I used to play with his diecast trucks, but not the fancy ones. Dad wouldn't let me touch those! I also used to play the virtual transport truck simulators."

"I remember vividly going on trips with him and sleeping in the bunk. Sometimes the terrain wasn't the most pleasant, but it was still fun that I got to spend time with him." She continues, "when you have a dad as a truck driver, you understand that he may not always be home. But when he was home, you have vivid memories of those times. I remember him at my soccer games and dance recitals."

Jeff explains, "I've always had my girls' names on my truck since 1999. It's something most truckers do. Keep our family members close to us even if they aren't. Every time I buy a different truck or get a paint job, I include their name decals."

Community-driven

The Erb Group of Companies has 1,500 employees across its terminal network. Brianna describes Erb as a big company with a smalltown feel and culture. "Even Vernon's passing hit home for us, but especially for my dad. He was so accommodating to my dad over the years. We attended the convoy for Vernon at their family home. He was such a positive light at the company. I still remember Vernon coming in on Saturday's ahead of going to the farm. He had a calming presence, especially on the days that were really busy."

Attracting the next generation

As a Gen Z in the transportation industry, Brianna shared her insights on how trucking companies can better attract the next generation. She explains, "I think the trucking industry needs more attention and recognition. When people think of a truck driver, they always think it's long periods away from home. But there are so many drivers that just operate within Ontario. These drivers are equally as important to someone who drives the distance to California. You can still be a truck driver and make it home at night — and raise a family. The stereotype is that you are never home, but you can be."

TRUCK WORLD

The meeting place for Canada's trucking industry

In April, the Recruitment Department attended and hosted a booth at the Truck World Convention in Toronto, alongside Wendell Erb. This was the first in-person career fair since the beginning of the pandemic, that the recruiters were able to attend. They were able to meet many friendly faces that were interested in making a cool move with us. Alyssa Couvillon, Senior Director of Human Resources also spoke with media outlet, Truck News about our recruitment strategy and retention programs.

Want to read the Truck News feature?

Scan QR code with your phone



<https://www.trucknews.com/human-resources/fleets-offer-flexibility-perks-to-attract-and-retain-drivers/1003165469/>



A VIEW FROM THE DRIVER'S SEAT



Anyone who has ever borrowed money from a lending institution and reads the fine print knows that the contract contains certain requirements to be met by both parties. If the borrower defaults, the lender can "call in" the loan. It made me think of how our lives are "on loan" in a sense.

The first book of the Bible gives the account of God creating mankind. "So God created human beings in his own image. In the image of God he created them; male and female he created them." (Genesis 1:27) "Then the LORD God formed the man from the dust of the ground. He breathed the breath of life into the man's nostrils, and the man became a living person." (Genesis 2:7). This truth is confirmed in detail when we look at Psalm 139:13-14. "You made all the delicate, inner parts of my body and knit me together in my mother's womb. Thank you for making me so wonderfully complex! Your workmanship is marvelous—how well I know it." When our physical body dies, our life which is "on loan" is called in and our spirits return to God. "For then the dust will return to the earth, and the spirit will return to God who gave it." (Ecclesiastes 12:7)

In the New Testament book of Luke (12:16-21), Jesus told a parable about a farmer who had a bumper crop. The farmer's plan for the future was to hoard his newly acquired wealth and live a life of ease with no consideration of God his Creator. His actions were considered foolish as he neglected the

spiritual welfare of his soul for the sake of "stuff" that would all be left behind here on earth. "But God said to him, 'You fool! You will die this very night. Then who will get everything you worked for?' Yes, a person is a fool to store up earthly wealth but not have a rich relationship with God." (Luke 12:20-21)

The focal point of the parable is the man's misguided emphasis on that which was of secondary importance. His physical life on loan would be called in and end that night, forcing him to release from his hand all that he treasured. His soul, however, would live on in eternity but would lack true and lasting riches and blessings that can only be found in Christ. To be forgiven of one's sin and possess Jesus as your Saviour are the greatest riches a soul can possess both here and in eternity.

This is brought home to us clearly in Matthew 16:26 as Jesus, speaking to his disciples, says, "And what do you benefit if you gain the whole world but lose your own soul? Is anything worth more than your soul?"

I urge you, my friend, not to neglect your soul, which one day will return to God who gave it and who will require an accounting of your life. Yes, our souls will live on forever in eternity. The question to ponder is "what will that look like for you?"

(All Bible quotations taken from the New Living Translation)

Roger's Thoughts for the Day:

- "No comment" is a comment.
- Why are "wiseman" and "wise guy" opposites?
- Why is it called "rush hour" when nothing moves?



ERB DAY

On June 26th, The Erb Group of Companies celebrated its 63rd birthday! In 1959, The Erb Group was founded by one man and his truck. Today, we are reflecting on the strength, service and success that's been deep-rooted into the company through the commitment of our employees, customers, and the communities where we live and work. Thank you for your continuous spirit and support in helping us bring food to your family's tables.

In honour of our birthday, we asked employees across our terminal network to wear red or sport their favourite Erb Gear!

"I feel so fortunate to be a part of Erb and only wish I could have met Mr. Erb myself. I love that so many people who work for Erb are proud and happy to be with us! Happy Erb Day!"

— **Sam Davies**
Corporate Manager Of Health, Safety & Environment

"It has been a great 26 years for me... Happy Birthday Erb!"

— **Susan Laferriere**
OS&D and Senior Office Administrator

Top-left: Wendell
Top-middle: Toronto team
Top-right: New Hamburg team
Middle: Highland team
Bottom: Baden customer service team



CELEBRATING WOMEN AT THE ERB GROUP!

We are incredibly proud of the current workplace practices we promote to ensure our female workers feel comfortable and supported while creating a well-rounded employee experience.

Women are heavily underrepresented in the truck driver occupation, making up only 3.5% of truck drivers in Canada, compared to 16% in trucking and logistics and 48% across all industries. In the Spring, we officially became corporate members with Women in Trucking. It's a valuable partnership for us and a great opportunity to help bridge the gender gap in our industry.

On International Women's Day, we asked team members to submit stories of females who positively impacted them while working at The Erb Group. We also had team members across our terminal network wear purple to celebrate and acknowledge the day. Our winning nominees were Carolyn Vokes Reibeling, Corporate Human Resources Administrator and Wellness Co-ordinator, and Natalie Taillon, Credit Collections Representative. Both nominees won \$250 each to a non-profit organization of their choice that is focused on supporting and celebrating women.

In June, we sent a powerhouse group of ladies to the Women With Drive event in Toronto hosted by Trucking HR Canada. The event highlighted the importance of driving diversity in our transportation industry. A fantastic opportunity to continue to grow and better ourselves.



HOW VIOLA ERB HELPED BUILD THE ERB GROUP OF COMPANIES

An unsung hero some may say. Our late-founder's life-long partner, Viola Erb, helped lay the strong foundations for how The Erb Group of Companies conducts itself through family-based values and played an integral role in business growth. If you didn't know, the story goes...

Viola's Story

After several years working in various trucking jobs, Vernon wanted his own dump truck. Vernon knew that he had Viola's support, as they had talked about his dream of one day having a small fleet of trucks and running his own business. With Viola's blessing, Vernon began looking for a new opportunity to turn his dream into reality. In June of 1959, the young couple sold their 1957 Chevy, bought an older, less expensive 1954 Chevy instead and used the remaining balance for a down payment on a used three-year-old 1956 S184 dump truck.

After one week on the job with his new truck, Vernon realized it was not what he was anticipating. Unbeknownst to Viola, Vernon took the dump truck back. Having only been married for six months at the time, Viola said: "I just cannot believe this!" She then reminded him that his father had assured her before they were married that the Erbs were not quitters; to the contrary, they were strong-minded, hard-working people who completed whatever they set out to do. Viola told Vernon that she felt strongly about his ability to do the work and affirmed her husband that she would do the bookkeeping for him, which she ended up doing for 37 years until retiring.

In our Cool Moves anniversary book, Vernon shared, "That was probably the first time that she was quite stern with me and really rebuked me for what I did. She was really disappointed in me." Had Viola not insisted back then, Vernon wonders where Erb Transport would be today. "I thank the Lord for that day. If that would not have occurred, I am sure there would not have been an Erb Transport,"

Fond memories

We reached out to a few of our past and present employees, asking them to share their fond memories of their time at The Erb Group while working with Viola. Gail Musselman, a Payroll Supervisor, recalled, "One of the reasons that I applied to work at their company (way back in 1978) was that I had heard that they operated their company based on Christian principles – integrity and respect for their employees."

She continues, "It was Viola who hired me to answer the phone and then she asked me to take over payroll responsibilities from her in January of 1980. I am grateful to her for giving me that opportunity as I worked in payroll until I retired from the position of Payroll Supervisor in 2018.

Many individuals note, Viola was a strong businesswoman with an eye for detail and numbers. Balancing to the penny was Viola's standard. Dave Dietrich, current VP of People and Culture, said, "Mrs. Erb was a very hard-working person who still cares about all of our team members. She honours and appreciates people's loyalty, contributions and efforts for the company."

Irene Holdbrook, our current VP of Finance, recalls "She was the complement to Mr. Erb. He was busy moving product, and she was busy running the admin and back-office operations, ensuring the continuity of the business."

Floyd Gerber was hired as a driver in May 1968 and had the unbelievable good fortune to grow with the company until 2008, when he retired as VP of Human Resources. Today he is still involved with The Erb Group as a member of the Board of Directors. He recalls, "It wasn't until much later in life that I began to realize the workload that Viola was able to manage. How she could do the freight billing, payroll, accounts receivable and

payable, answer phone calls and take care of three young children all at the same time is amazing. Many sacrifices were made by both Vernon and Viola to allow the fledgling company to grow and prosper.

He continued, "Vernon often referred to the time when his first truck was not working out as well as he hoped, and he was ready to give up. Viola encouraged him to carry on and not give up. As a result, with a renewed effort, Erb Transport flourished."

It's safe to say, regardless of how or when you interacted with Viola Erb, she made a lasting impact. These days, Viola is surrounded by her wonderful family and friends. She may not be as physically involved with The Erb Group of Companies as much as she used to, but her heart and the foundation she built will always be rooted in the business for years to come.



Viola Erb

THE EVOLUTION OF THE ERBAN REPORT LOGO



Original Erban Logo
— 1987



SEPTEMBER 87
VOL. 1
ISSUE 3

ERB TRANSPORT LIMITED

CHARITY BEGINS IN THE HEART

"Delivered Cold By Warm Hearted People" is no empty slogan for Vernon Erb, President of Erb Transport. Erb Transport receives many requests for assistance each year from charitable groups and organizations. There are too many organizations to highlight each one, however there are three that are of special interest.

Self Help Crafts, part of the Mennonite Central Committee allows people of the third world countries to make native crafts and have them sold here in Canada. The crafts are purchased at a fair price allowing them to make a living. The program is manned primarily by volunteers all across Canada. Erb Transport is involved in transporting goods from New Hamburg to Thunder Bay for furtherance to points in Western Canada. Erb Transport also makes pick-ups for Self Help at the pier in Toronto.



Self Help receives very generous support from the companies that are involved in their operation. The building that houses Self Help is owned by Riverside Brass and Foundry. Self Help has the second floor for their warehouse and a small area on the ground floor for offices and a store. Mr. Steinman, owner of Riverside Brass was actively involved with the M.C.C. Self Help program prior to it being established in New Hamburg. Mr. Steinman is pleased that Self Help is located in his building and contributes to the program through an agreed rent that is less than market value. Reimer Express supports Self Help by being very generous in their rate structure for transporting the crafts from Thunder Bay to their destination in the west. Erb Transport provides their service free of charge to the Self Help program. Erb Transport has moved over 204 shipments since the beginning of the fiscal year to Thunder Bay, which represents 154,377 lbs. of crafts.

Continued on Page 2.....

Erban Report September 1987
— Vol. 1 Issue 3



Erban Report Special 30th Anniversary Issue
Summer 1989 — Vol.3 Issue 2

Truckfest ... continued



Truckfest Images
Erban Report Fall 1998
— Vol. 12 Issue 2

CELEBRATING 35 YEARS

The Erban Report was established in 1987

Over the years, the Erban Report has evolved and continues to keep our community of employees connected. We have over 25 locations, where our employees operate, and our drivers making cool moves on the road. The Erban Report is a valued and cherished memento for many individuals. Take a dive into our historical archives, you'll find some vintage examples of our past Erban Reports and antique photos.



Erb Transport Excels at National Transportation Week Awards

For the past 34 years, the Ontario National Transportation Week Committee (NTWC) has held an awards breakfast to spotlight individuals in the transportation industry worthy of special recognition. NTWC is a multi-modal committee with representatives from CAA, GO Transit, Ontario Motor Coach Association, Ontario School Bus Association, Ontario Trucking Association and Toronto Transit Commission. Ontario's Minister of Transportation, Frank Klees was on hand for the May 27 breakfast to present the awards. Vernon Erb, our President, and Floyd Gerber, our Vice-President - Human Resources were awarded Colonel Robert Hardie Awards of Lifetime Achievement. These Awards are well deserved! Everyone at the Erb Group of Companies is pleased and wishes you both sincere congratulations!

Dorene Rudy-Snyder
Editor
Erban Report



Vernon Erb receives award from Frank Klees

Floyd Gerber receives award from Frank Klees

Did you know?

Did you know our branding originally had ERB all capitalized? We were commonly asked what the name stood for, as people thought it was an abbreviation. When we switched to our current logo, we changed it to lowercase to show our roots were grounded as a family-owned business.



Erban Report Fall 2003
— Vol. 17 Issue 2

HUNDRED MILE WORD SEARCH

Instructions

Each term highlighting trucking and our culture appears UP, DOWN, BACKWARDS, and DIAGONALLY. Find and circle each word you find.

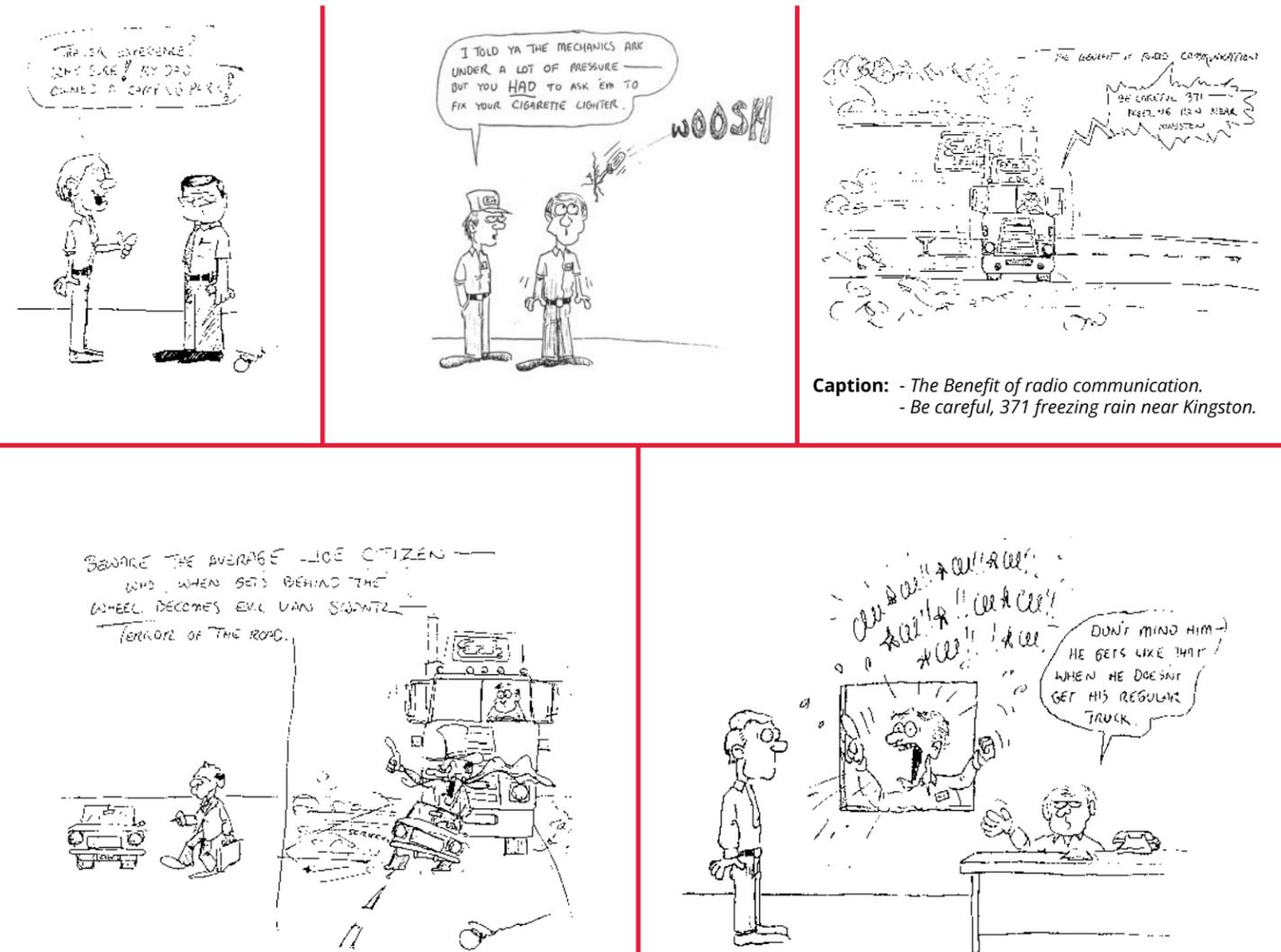
OWN DWEREF FRIGERATIONV
DUOXCEDELIVERYRUCTIFA
EIXDISPATCHERPGBNIK
NKIECRSZPROENRHCE TAO
DOYAHECZFOWOWIIPREVF
BSQWBEOQXRTEYNGUTGGG
TKROKFMYINRZXTHIHRAW
MNYACEMWRTADNEWZEIWA
GHCSGRUZHRNNEGARWTJR
MBKGUKNGOUSKRRYVWYQE
CKPVPGIJVCPCXIBERZGH
EXEPWLTBIKOPITFOJCYO
BELCSCYVSIRMIYUJUAUFU
SSLKSELGNNTVMCEYXFZS
TRUCKLOADGAQCULFBAJE
SHIPMENTJJTGOONEKXAZ
KGVVERNONVILLHKIJBZR
EXCELLENCEOMDNRPTKUI
RDMPNSJZFIN TGBIKPYWT
LVPCGEOJUBZGZWGBEJTX

1. Reefer
2. Integrity
3. Community
4. Dispatcher
5. Vernon
6. Rig
7. Shipment
8. Transportation
9. Excellence
10. Refrigeration
11. Highway
12. Delivery
13. Trucking
14. Cold
15. Berth
16. Warehouse
17. Truckload
18. Fuel

LIFE AT THE ERB GROUP

A collection of cartoons from the past

On this page you'll find cartoons depicting life at The Erb Group. The original one-time comic book was designed and produced by employee, Tom Ward in the late 1980s. It was also Tom who came up with the name Erban Report. We only have two editions floating around the office, but they are an integral part of our corporate history and remain in our historical archive collection. Grab a cup of coffee and enjoy reading!



Caption: - The Benefit of radio communication.
- Be careful, 371 freezing rain near Kingston.



EVERYDAY HERO

An essay dedicated to an everyday hero

Author: Jimmy Nugent

(To be read in a bad Texan accent) D'you live on a farm? lyf nawt, y'gotta get yer food somewhere. Where d'ya go? To the grocery store. Iz'thuh grocery store on a farm? lyf nawt, they gotta get their food from somewhere. Where d'they get it? From the warehouse. Iz'thuh warehouse on a farm? lyf nawt, they gotta get their food from somewhere. Basic'ly, it all boils down'da truckers.

(You may now drop the accent) Truckers make up a vast army of everyday heroes. And the greatest trucking hero of all time?

Well, he goes by the name of...Karl. Karl, who is my (Jimmy's) stepdad, sort of mimics the monomyth in how his job works (his job being trucking, if that was not already made clear). The **status quo** would be Cambridge. Okay, obviously not just Cambridge in and of itself, but Cambridge, Ontario, Canada, North America, Northwestern Hemisphere, the World, the Milky Way, the Universe is where the status quo-ing takes place (the status quo-ing existing in the form of sitting on the couch folding laundry while binge-watching Brooklyn 99 or deciding against going to the driving range to go grocery shopping instead).

On the weekend, our hero receives a **call to adventure** from the Erb dispatch office. This call outlines his "quest" for the week. Quests come with deliveries and pickups all throughout the eastern seaboard of the US of A. As great a hero as Karl is, he needs some **assistance** to execute the quest. His amazing dispatchers, the two main ones being Heather and Beverly (his Pippin and Merry, sort of), give him assistance from home base. The yard personnel prepare his initial load for delivery, and of course he's armed with his GPS and his ruby-red tractor named Beulah. Karl begins his quest with a Sunday afternoon or Monday morning **departure**, leaving the yard in Baden loaded with food and supplies for the food industry. He heads towards the border, most often crossing at Fort Erie into New York state.

The clock is an ever-pressing trial, as Karl's load must be delivered on time. As he hits heavy traffic or his body needs a break, the clock seems to tick even faster. There are more severe trials that come up incidentally along the way, for which our hero has no cure and must rely on his team. If Beulah or Bertha (the trailer) break down, or his keys get locked inside, the shop must send help his way. If another hero has a similar **trial**, he may even be asked to help aid in the rescue (if he's close enough to do so).

One of the greatest trials Karl has to face in his quest is as he **approaches** the border crossing and customs. If he doesn't have the right codes, or dispatch hasn't sent him his information on time, he has his exhausting, dreaded wait. In order to cross the border and clear customs,

Karl must be equipped with his personal and business documentation and trust that his team has done what they've said they've done in loading the truck. He is dependent on the beast of the system to be doing what it is supposed to do; any technological malfunction or delay acts as dragon's breath as it melts his spirit and energy.

Once he has conquered the beast of customs, he continues on his way, defeating any trial that might lay in his path as he approaches the warehouse for his first delivery. This is now **crisis**. Karl's crisis comes in if the clock has not been kind and he misses door appointments or the warehouse personnel is behind schedule. Unanticipated delays at delivery may cause a ripple effect in extended delays at the next stage of his quest—another delivery or the pickup of his **treasure**. At this point in the quest, Karl has delivered treasure made in Canada and is picking up treasure made in the USA. If I'm lucky, he receives a small sample of his treasure, which he always shares with us, his family. Some of these include Lindt chocolate and Little Caesar's cheesy garlic bread make-at-home kits. The **result** would be that once he's done at his first location, Karl is sent off to his next one for the remainder of his quest, delivering and picking up different things

on the way. Every so often, he spends his personal funds on gifts to bring home to his people back in Cambridge, like coffee mugs, t-shirts, and American candy.

Karl's quest is not complete until he is home, so he retraces his steps back through customs, heavy traffic, gas breaks, and most other steps that took place during his journey. These things determine his ability to **return** home quickly. Once Karl drops off his treasure at the yard, it gains **new life** as it is distributed to everyday citizens through venues such as grocery stores, restaurants, and warehouses. Upon delivery of his treasure, Karl's quest is **resolved** as Erb rewards him with a pay cheque, allowing Karl to provide for himself and his family because food is mildly important to most people.

After describing his quest to his dispatch team (i.e. handing in his paperwork), Karl has the privilege of returning home to the **status quo** in Cambridge where his family has made him dinner, chosen games to play and movies to watch, until his next call to adventure. Such is the life of an everyday hero.



EMPLOYEE PROFILES



Barbara Lis

Business Development Manager —
Mississauga, ON

Been with Erb since/for
8 Years

What is your fondest memory at The Erb Group?

It's hard for me to pinpoint an all-time favorite work memory at Erb. I've always been lucky in the colleague department. I've made lifelong friends at work and shared too many laughs to count. While that experience is hard to sum up in one specific memory, all of my favorites have my co-workers as a common thread, so my favorite memory is more like a favorite life asset.

What is your favourite part of your job?

My favorite thing about my job is the opportunity to work alongside all my colleagues from all departments.

If you could have one superpower what would it be?

If I could choose any superpower, I think I would pick flying. I think I would really enjoy how free I would feel and knowing I would have the ability to go almost anywhere. Also, I would love to see the world from a new perspective. I really enjoy seeing things from the perspectives of others.



Reg Claxton

Strate Truck Driver — Baden, ON

Been with Erb since/for
7 years

What is your fondest memory at The Erb Group?

I can't pick just one. My first one would be taking my kids with me ride around for the day and smiles on their faces when climbing in the cab. My second one would be doing convoy for special Olympics with Vernon.

What is your favourite part of your job?

Delivering food to other families' tables.

If you could have one superpower what would it be?

To be in two places at once.

Favourite thing to come from the 1980's and why?

Super Mario Brothers because I'm video game junky.

Invite someone present or passed on for a ride in a truck - who would it be?

My dad.



Krystal Satchell

Driver Recruiter — New Hamburg, ON

Been with Erb since/for
16 years

What is your fondest memory at The Erb Group?

My fondest memories would be the two times I was able to hop into a truck and go out with a driver on a run. The first one I got to do was a Maple Leaf run down to Salem OH; I was in dispatch at the time and wanted to see what the drivers had to go through at customs and meat inspection. The second time, I was new to Recruiting and wanted a better understanding of what straight truck drivers do, so I went with a local straight truck driver. We did 16 drops in London, St Thomas and Port Stanley. I remember being in the back of the straight truck, hand bombing fright down to students at a school. We had lots of hand bombing deliveries that day and a few dock-to-dock orders. Seeing what our drivers do daily was eye-opening! I have always felt that everyone in dispatch and operations should take the opportunity to jump into a truck when they can

If you could have one superpower what would it be?

To be able to breath underwater without a scuba tank.



Shannon McLean

Driver Trainer — Baden, ON

Been with Erb since/for
2 years in October 2022

What is your fondest memory at The Erb Group?

My fondest memory at Erb Transport is rolling out on my road test with Radford Radke, never having driven an Automatic Power Unit. The first few blocks of the route Radford and I had a good laugh as I kept reaching for a shifter that was not there and stomping on an invisible clutch. It took a lot of concentration and determination to keep my left foot firmly planted on the floor and two hands on the wheel. Secret be told, it's way more fun driving with a manual transmission.

Bucket list list items?

The top two items on my bucket list would be to run the quarter-mile at a drag race one more time and open an animal rescue on a secluded country property.

ERB ON THE GO

We want to hear from you

Send your photos over the course of the month to marketing@erbgroup.com. Two winners will be picked at random each month to receive \$50 to redeem through our employee rewards platform, Guusto. More submissions = more opportunities to win.

**Upon submitting, you consent to allowing The Erb Group of Companies to use image(s) for marketing materials*

Checklist

- Employee name
- Terminal

What we are looking for!

- Workplace friends
- Terminal sunsets
- Sport your Erb Gear
- Fun activities your team is doing
- Show off your office or dock set-up
- Latest fix in the Shop
- Work anniversary party
- Truck Photos



ERB ON THE GO



YOUR COOL MOVES



ERBGEAR.COM

Seamless shopping experience from the comfort of your home, truck or office space

Check out ErbGear.com where you can shop for all your favourite items! You can view our product range, with new accessories, styles and sizes added each season. We offer styles for men, women, children, and even your pets!

- **Employees and non-employees can shop**
- **Free terminal pick-up for employees only or ship directly to your home address**
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- **Orders can also be taken over the phone by calling 1-855-858-4438**
- **Returns and exchanges accepted within 30 days**



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