

A N O T H E R

ERBAN REPORT

C O O L M O V E

THE NEWSLETTER OF THE ERB GROUP OF COMPANIES

Winter 2023 — Vol 37, Issue 1



INSIDE OUR COOL MOVES

- 4 Executive Updates
- 18 Terminal Updates
- 38 Golf Tournament
- 48 Viola Erb Tribute

4 — Executive Updates

12 — Erb Programs

14 — Company Awards

15 — Highway to Health

16 — Drivers Journey

18 — Terminal Updates

38 — Golf Tournament

40 — Holiday Season at Erb

42 — Halloween

43 — Orange Shirt Day

44 — Safe Driver Awards

46 — Three Things a Trucker Should Know During Their First Year

48 — Viola Erb Tribute

50 — Erb Gives Back

52 — Irene Looks Back on 30 Years of Finance at the Erb Group

54 — Employee Profiles

56 — Erb on the Go

CONTENTS





WENDELL ERB
President & CEO

A Tribute to Mom

While dad was busy working 16-18 hours per day in the early years, mom was the one who raised us. We certainly cherished our time with dad and took every opportunity to take a trip with him to Ingersoll or some other place whenever the opportunity arose. But it was mom who was there every day and night raising us hellions. Mom was also running the back office doing billing and payroll and still putting three meals on the table every day for us kids. I always felt sorry for dad because he seldom made it home for supper on time.

Since a microwave had not yet been invented, keeping dad's supper warm consisted of a pot of simmering water with a plate of food with the pot lid on top. After several hours of simmering, poor dad's supper would shrivel up and not look very appetizing. When dad finally ate it, there was never a complaint. There was a lesson in humility for us kids, who probably did not like our supper even when it was freshly cooked.

I would say in the younger years Karen and I, we had a strict upbringing. We were two years apart, and Darryl came along seven years later. By then, I think mom had exhausted much of her discipline on Karen and me, so Darryl got away with a lot more than we ever did. Mom's back-office duties were also Darryl's nursery and bedroom. Mom needed to be doing bookwork, so when Darryl was around three years old, mom's solution for minding him would be having him secured on the porch. This worked for a portion of the summer until Darryl got big enough to break through and wander around the neighbourhood. We were fortunate to live in a small town, Wellesley, at a time when all kids were outside unsupervised.

Our family life growing up, for the most part, was Erb Transport business related. Mom and dad's conversations at home were always revolving around the business. Our vacations sometimes involved a visit to a potential customer along the way. It was not until I was dating Cheryl and she asked me why all I did was talk about work that I realized I had grown up my entire life around Erb Transport. I just assumed everyone also talked about their work.

Mom came up with the slogan "Another Cool Move" in the early nineties. She had pitched it to dad and us with no positive response for a couple of years. I think it was 1996 when dad decided we should surprise mom and get a trailer decaled up with "Another Cool Move". It was done in secret in New Hamburg, and we surprised mom with the unveiling. Mom had given up trying to influence us. Today the slogan is on every trailer and straight truck in the fleet. I get asked to this day where the slogan came from, and mom gets the credit every time.

As mom and dad aged, I think perhaps mom did not trust dad's judgement on decisions. Dad would come to me and ask me to talk to mom because mom would not accept dad's answer. I would talk to mom, and then it became a good idea or at least an accepted answer. For me, it was a blessing and a curse. I was pleased that my judgement was trusted, but at the same time, my siblings and dad could say the same thing, but it was not accepted until Wendell said it.

Behind every good man is a strong woman. It was certainly the case in the building of Erb Transport. The successes and accomplishments we enjoy today are directly responsible to mom encouraging and pushing dad forward in the business. Many of you have heard the story about how dad gave up on his first dump truck in 1959 and returned it to the dealer after just a week. It was mom who insisted he return and pick up the truck and try again. From all of us.... Thank you, mom.

— **Wendell Erb**
President & CEO





DARRYN NAFZIGER
VP of Information Technology

Organizations of every size face an ever-increasing challenge in keeping their data and systems secure from threats. At times we hear that the cybercrime landscape is calming and there are reports of hackers being arrested and certain hacking rings are shut down. That is great news to hear, for sure. Then, the next week you read just the opposite. New and emerging threats continue, and more victims are falling prey to cyber criminals. Statistics say that in 2022 global cyber-attacks increased by 38% over 2021. Victims range from government agencies (LCBO recently attacked), hospitals, municipalities, Uber, restaurant chains, countless small businesses that never make the news, and of course, transportation and supply chain. Keeping data safe and accessible to end users is and has always been one of the cornerstones of IT. However, with the cyber threats out there in the world, it adds continual complexity to the day-to-day functions of IT.

Here at Erb IT, we are continually looking at new ways and technologies to secure our systems, sometimes at the cost of bringing an annoyance, an extra step or an inconvenience to the end user in their day-to-day activities. However, that cost is very minimal when compared to the greater cost and impact that a severe cyber event would bring to the organization. This past year, in 2022, we became members of the Canadian Centre for Cyber Security (CCCS), a government agency that provides bi-weekly updates and Zoom meetings on what is happening in Canada and the world with regards to Cyber Awareness. The CCCS also provides support, expert advice, and guidance on cyber security.

Ever since personal computers with Windows took off in the early 90s, it was always recommended to have an Anti-Virus program installed. To some, it may have seemed unnecessary, but the need for it only grew. I remember being new in IT when the "ILOVEYOU" virus

came out in May of 2000 (yes, I had to look up that date). That was very destructive at the time and was one of the first large-scale malicious cyber events to happen. It caused \$50 billion in damages worldwide. That was huge and very destructive for many companies at the time. It was an email that, once opened and executed, would overwrite files as well as go through the user's address book and send an email to every contact with an attachment and continue the process of overwriting files and sending out more emails — leaving the only course of action to restore everything from the backup. That considerable damage worldwide was not even intended by the hacker. He wasn't even looking for money. He just wrote the code to steal people's passwords so he could get free internet!

Today's malicious cyber events are much more targeted and destructive. The hacker's goal is very intentional, encrypting files, and they are looking for money to profit from their destruction in the form of a ransom. One of the best defences in today's tech landscape is education and training. At Erb, we continue to do monthly phishing tests and send out regular tips to all our end users to keep everyone informed of best practices when it comes to working with the internet, computers, and other smart devices at work and at home.

In 2023, you can expect continual tips, education and testing from Erb IT to help keep yourself and the company secure when it comes to the internet and working with computers. Awareness is key. We are dedicating full-time IT staff to keep on top of cyber security, as this is a need in today's corporate world. This part of IT needs full attention. There will also be new security practices implemented... stay tuned!

As always, stay safe and think before you click, at work and at home!

— **Darryn Nafziger**
Information Technology



DAVE DIETRICH
VP of People & Culture

In previous Erban Reports, I have written about accomplishments, updates, stories, etc. For this edition, I have the honour to congratulate and thank Tom Boehler on the month of his retirement for all his accomplishments and contributions.

Tom started his career with Sure Link (Knechtel's) as a truck driver from 1988 to 1997. Then, in October 1997, The Erb Group of Companies was fortunate to have Tom join us as a Driver Trainer. Wanting to grow and pursue his passion in safety and compliance, Tom briefly left Erb in April 2001 to be a Coordinator of Safety & Compliance at McArthur Express in Cambridge. Fortunately, we were able to convince Tom to return to The Erb, and in June 2002, he became our Corporate Driver Trainer & Compliance Manager. Since January 2008, he has professionally represented The Erb Group as our Senior Director of Safety & Compliance.

Tom's Predictive Index (PI) profile indicates that he is focused; detail-oriented; precise; dependable; cooperative, and agreeable; and has extensive knowledge and expertise. I believe that all of these are positive traits that Tom possesses. During his time at Erb, he has been responsible for researching and implementing many important safety processes, such as the Lytx Drive-Cam event recorders; Pulsar Fatigue Management system; ExceleRATE commercial driver risk assessment program; Erb's Pro-Drive incentive program; and many others. Furthermore, through Tom's leadership, Erb has been awarded the TCA Fleet Safety Grand Prize, Best Fleets to Drive For, Top Fleet Employer and many other prestigious awards.

Tom's personal accolades are far too numerous to list here; however, I will mention some of the more significant awards. In 2011, Tom was named the Fleet Safety Council Transportation Safety Professional of the Year for his numerous accomplishments. Then, in

2021, he was recognized as the TCA Clare Casey Safety Professional of the Year. For Tom's volunteer work with the Teens Learn to Drive Sweet Life Road Show, the Province of Ontario awarded Tom with the Road Safety Achievement Award. Lastly, Tom competed for many years in the Regional, Provincial and National Truck Driving Championships. At these events, he won many first, second and third-place finishes.

Tom takes pride in giving back and sharing his knowledge and expertise with the industry. He was asked to participate on the National Committee to review and update the National Occupational Classification (NOC) for truck drivers. For many years, Tom volunteered his time at the Regional Truck Driving Championships. He also co-chaired a fleet insurance best-practice group, sharing safety best practices throughout the trucking industry. More recently, Tom has served on the National Committee for Truckers Against Trafficking, a very worthy and important initiative.

On a personal note, Tom is husband to his wife Charlene, father to Peyton and Jade and proud Grandpa to treasured grandchildren Scarlet and Brooks. In his spare time, Tom likes to work on building projects, travel and snowmobiling. Undoubtedly, in his retirement, he'll have much more time for his family and his hobbies and interests.

I would like to conclude by personally thanking Tom for all that he has contributed to the trucking industry, The Erb Group of Companies, our H/R team and me. We all owe Tom a vote of thanks for all he has done to improve the health and safety of the industry and The Erb Group over the last 25 years. Thank you very much, and great job Tom! You will be dearly missed! Congratulations on a fantastic career filled with accomplishments and awards. All the best in your retirement!

— **Dave Dietrich**
VP of People & Culture





JIM PINDER
Senior Corporate Fleet Director

A celebration of TEN years as an Erb Team Member.

Receiving my ten-year milestone certificate in front of The Erb Group Senior Management Team was a SupErb event, truly!

The whole SupErb tagline has been something I have embraced since day one and shared and enjoyed with fellow employees and industry associates.

Once I had received the certificate, I was contacted by Oscar Giron from the Communications and Marketing team for a brief interview where Oscar asked about what accomplishments I am most proud of, what I would recommend to younger people joining Erb now and an overview of changes at Erb in the past ten years.

Well, I am most proud of the effort the Erb Maintenance Department has and continues to exert into the Co-op Student and Apprenticeship Training programs. Our current and future workforce is stable with an

ever-increasing skill set proficiency level and a focus on safety from our apprentices across The Erb Group. Building on that is the addition of the Montreal shop and Technicians in the Winnipeg and Thunder Bay Shops added in the past ten years.

The industry recognition that Erb received for the Baden shop expansion in February 2015 and how that investment has improved the working environment for staff and added value for The Erb Group continues to be a source of pride for ownership and team alike.

The specifications of all the equipment that Erb purchases to exceed our customers' demands, meet legislated requirements, embrace safety technology advancements, fuel economy improvements and maintenance policies continue to evolve; they have dramatically changed over the ten years. I am very proud of our equipment operators, our equipment performance, our reputation with enforcement organizations and the results from lifecycle cost reports we are seeing in new equipment being added to the Erb fleet now.

My suggestions to new employees and specifically those looking for a career / skilled trade the opportunities are here at Erb: your efforts will be acknowledged; take on the challenges, get involved, and take advantage of retirement investment options that Erb offers no matter your age.

There is amazing flexibility in driving positions here at Erb, such as long haul, regional, local, straight trucks, shunting, LCV, and so much more. Maintenance shifts and shift structure varies throughout the ten shops where we service, maintain and repair trucks, tractors, trailers, and reefers.

The Erb industry niche of temperature-controlled, food-focused, cold storage, truckload, less-than-truckload, warehouse, and store door deliveries with a strategic

terminal structure to support customers large and small continues to be an industry leader where we are recognized as specialists and the gold standard for all these segments. I continually recommend Erb to all individuals that want to succeed now and in the future.

As an overview of what the past ten years have been for me in my life and within my career here at Erb, I would say, "very blessed."

My wife Barb and I celebrated our forty-sixth wedding anniversary last October, and our grandchildren Olivia, now six and James, now three, continue to "make our hearts warm." Our daughter Jennifer, our son Luke and our daughter-in-law Kate continue to make us so proud with many accomplishments and the positive effects they have on others.

It has been my absolute pleasure to work with many solid individuals who continue to show their dedication, professionalism and customer focus daily here at Erb. To all of you, THANK YOU for your continued support!

As well over the past ten years, it has been great working with suppliers and vendors that have long working relationships with The Erb Group that have led to mutual success and a shared culture to respect each other and develop long-term targets for growth.

Best Wishes for a healthy & prosperous year!

Stay Well, Drive Safe and Be SupErb!

— **Jim Pinder**
Senior Corporate Fleet Director

Stratford Legion

After locating to a smaller facility, the Stratford Legion found themselves short on storage space for the many supplies and materials they require for their support and service to Veterans and the Stratford community at large. I was presented with a certificate of appreciation for a donated storage trailer by Donna Castle, a long-haul driver here at Erb and an active member of the Stratford Legion Executive. Thank you, Stratford Legion and all Legions across the country, for what all your members do for our Veterans!



ERB PROGRAMS

Are you taking advantage of all your perks and benefits?

Driver Trainer – Your Next Cool Move

Make your next cool move and mentor a new generation of drivers

We are dedicated to being leaders in safety and creating a reputable driver workforce. We are looking for drivers who are passionate about the trucking industry, want a rewarding career and lead with a safety mindset to join our Driver Trainer team.

Trainers can either come into the role as an already Certified Fleet Driver Trainer, or work towards that certification with The Erb Group paying for the certification in full.

Why Apply?

Fuel your desire to create a meaningful career in driver development while also keeping your passion for trucking going.

- Rewarding career by training the next generation of drivers
- Driver Trainers are salary-based employees
- In-Cab Coaches can make an additional \$61 / day
- Entry-Level In-Cab Coaches earn \$71/ day (can make about \$17,000 extra a year) for US Driver Coaches, due to sleeping in the truck together, in addition to a phone allowance
Only certified coaches will be issued company-paid visa cards for meals (\$250/month)

Contact Us

Phone: 613-965-6633 x 4822

Email: Director of Safety & Compliance, Sheldon Wheeler at swheeler@erbgroup.com

Referral Bonus

Help us cultivate a positive workplace by referring friends and family to current job opportunities at The Erb Group.

Earn a lump sum of \$2000 by referring someone to any full-time Erb Company Driver, Owner-Operator & Certified 310T/310J Technicians or \$1000 by referring someone to any full-time Erb dock or shunting position.

Eligibility

All employees are eligible to participate in the referral program with the exception of Human Resources and Management Personnel.

If referral is hired as a part-time employee they will not be eligible for the bonus, however; if the same part-time employee is promoted to full-time within a six month time period then the referrer will be eligible for the bonus.

- Referral must be stated by the applicant during the interview process
- Individuals referring someone for an entry level position (*including drivers*) are not eligible for the referral bonus.
- All lump sum of \$2000 or \$1000 are after source deductions.

Questions? Please reach out to your supervisor or recruiting@erbgroup.com

HR Suggestion Box

Is there something you've been thinking about that might be a good improvement in the workplace? A suggestion on how we can do better? Well, we want to hear from you, and Human Resources started a suggestion box for just this purpose!

Email suggestionbox@erbgroup.com with your work-related suggestions and ideas to help us achieve the best possible workplace environment for everybody. A good workplace helps foster your success and well-being, and we want everybody to reach the best of their abilities!

Happy New Year Erb Land!

As we enter 2023, we continue see no shortages of economic and geopolitical excitement that may affect our short-term finances. Lets review.

Bank of Canada, as well as other global central banks, continue to increase interest rates (highest levels in 15 years), affecting; individuals'/business' cash flow, and asset prices, from Real Estate to Stocks & Bonds.

As noted from our previous article, we should exercise caution regarding cash flow management. Be sure to utilize all the tools available to you, such as...



S&P 500

-18.1%

TSX Composite

-5.4%

DJIA

-6.86%

NASDAQ

-11.18%

*Data as of December 31, 2022

01 Staycation Tax Credit (Ont.)

Ontario residents can claim 20% of their eligible 2022 accommodation expenses, for example, for a stay at a hotel, cottage or campground, when filing their personal Income Tax and Benefit Return for 2022. You can claim eligible expenses of up to \$1,000 as an individual or \$2,000 if you have a spouse, common-law partner or eligible children, to get back up to \$200 as an individual or \$400 as a family.

02 RRSP Contributions

If you have RRSP contribution room (deduction limit), you can contribute to your RRSP until March 1, 2023, to reduce your taxable income for 2022's tax year.



***New and effective for January 1, 2023:** For those members with 10 or more years of service, Erb Transport has increased the RRSP matched contributions to 5% from your first dollar earned!

03 Maximize TFSA

Contribution room for 2023 has increased to \$6,500. The lifetime maximum TFSA contribution room is now \$88,000.

04 FHSA

The Government of Canada has introduced the Tax- Free First Home Savings account. Those who qualify will be eligible to start contributing as of April 1st, 2023. This new registered plan will help Canadians save towards their first home by allowing account holders to contribute up to \$40,000 over the lifetime of the plan, with an annual contribution maximum of \$8,000 plus eligible carry forward room. However, with an FHSA and unlike the Home Buyers' Plan (HBP), the funds do not need to be paid back.

05 GDIA or GIC

If you have short term goals, such as buying a home, you can use this high interest rate environment to your advantage by using GIC's or Guaranteed Daily Interest Account, available in your Erb Group Savings Plan.

We are excited to be returning to visit Erb members at terminals for seminars, webinars & one-on-ones! We look forward to seeing you all throughout this year.

Team Erb - we truly appreciate all that you do to keep families fed across Canada. Thank you!



COMPANY AWARDS

We were recognized as a 2022 “Top Company for Women to Work For in Transportation” by Redefining the Road, the official magazine of Women In Trucking (WIT). The organization’s mission is to encourage the employment of women in the trucking industry, promote their accomplishments, and minimize the obstacles they face.

A number of characteristics distinguish companies recognized on this list, including corporate cultures that foster gender diversity; competitive compensation and benefits; flexible hours and work requirements; professional development opportunities; and career advancement opportunities.

We were honoured to receive this recognition and thrilled to share the excitement of our plaque arriving at our Toronto Terminal! Up and onwards always!

We were honoured to celebrate the ninth consecutive year being recognized as a Top Fleet Employer by Trucking HR -- with distinctions again!

This national recognition is given to fleets that have sound HR policies and practices and meet standards with excellence.

Thank you to everyone who contributed to this success. This accomplishment would not be possible without the commitment of our HR and leadership team to provide our workforce with a safe, healthy, and caring work environment. Year ten, here we come!



HIGHWAY TO HEALTH IS ERB'S HEALTH AND WELLNESS PROGRAM.



What is Stigma ?

- Stigma = negative attitudes (prejudice) + negative responses (discrimination)
- Stigma means thinking less of a person because of who they are
- Stigma can make a person feel unwanted and shamed and can prevent people from seeking help.

Ways to stop stigma

- Treat everyone with respect
- Be warm, caring and nonjudgmental
- Challenge stigma when you see it
- Learn the facts about mental health and mental illness
- Help raise awareness about mental health
- By mindful of the language you use

Combating stigma related to mental illness, suicide and substance use starts with how we use language. That’s why we must all be aware of any outdated language being used around us every day. Everyone can be a champion against stigma when advocating the use of accurate and respectful language. So, as you communicate with others, be mindful of the impact of your language.

Erb offers an employee family assistance program (EFAP) which is confidential counselling support services provided independent of Erb. For more info, please email efap@erbgroup.com.

For additional health and wellness inquiries, contact

Carolyn Vokes Reibeling, Senior HR Administrator and Wellness Coordinator

cvokesreibeling@erbgroup.com 519-662-2710 x2274

A TRUCK DRIVER'S JOURNEY FROM BRAZIL TO CANADA

Briona Lahti — PR Assistant



Rafael Sobreiro and Daughter

Rafael Sobreiro is an International Cross Border Truck Driver based out of our Winnipeg Terminal who's been part of the fleet family at The Erb Group for over three years. Initially, Rafael migrated from Brazil to Canada in 2013; he worked a hotel job, despite his deep interest in a trucking career. Rafael worked in the hospitality field for three years until he could save enough money to invest in the licensing and education to start his career in trucking. However, once he pursued his passion, he never looked back. According to Wheels AZ, the estimated cost of starting the truck licensing process ranges from \$5,000 - \$15,000 CAD, dependent on the desired class of license.

Heading north on the highway from his hotel job, Rafael would often spot our bold branding and well-maintained trucks as he drove home. "There's no way you're going down the highway without seeing an Erb truck," he said. Rafael knew the Erb group would be the company he applied to, and with his first attempt, he achieved his dream of becoming part of the transportation industry.

Career Pathways

Walking into his first interview with Driver Services Manager, Scott Misener, Rafael didn't know what to expect. After a good conversation with Scott, he walked out a few hours later with a new job and someone to look up to at the company. Upon joining The Erb Group, Rafael was in the process of renewing his work visa to become a permanent resident of Canada, "Scott could have said no, and he took the chance on me. I am extremely grateful because now I have been able to obtain my own home and support my family," Rafael explained.

One of Rafael's proudest accomplishments with us was being asked to become a driver coach, although he had initially refused the offer. Rafael was grateful he was given the opportunity to become a mentor being so young at the company. As an In-cab Coach, he helps drivers enter our workforce with a few days of training on our processes before going out on their own. These new drivers are separate from our entry-level driver training program. Rafael greeted coaching with great responsibility and devotion, "I decided to become a coach to give back – as someone did for me and all I've been able to achieve so far in my life since joining Erb. I wanted to pay it forward. It was my way of saying thank you."

Trucking and Teamwork

As a family man on the move, Rafael purchased a house in a new province and instantly knew he didn't want to leave The Erb Group because of his love for the company and the support of his family and colleagues. He was also afraid of losing his dispatchers because of their genuine connection and teamwork while on route. Rafael made a seamless transition from the Toronto Terminal to our Winnipeg Terminal. He was able to keep the same dispatch team Krista, and Adrien.

Living 45 minutes from the Winnipeg Terminal and having a flexible schedule, Rafael appreciates his job even more because of its work-life balance. It allows him, his wife and his daughter Ella to drive to the truck stop together before he returns for his shift at the end of the week.

For anyone thinking of entering the industry, Rafael thinks that trucking is open to anyone willing to try it. With a committed mindset and the ability to understand the rules and expectations of the road, you will find success. Rafael adds, "Any industry has the good, the bad and the worst, but I can guarantee, at Erb, we are one of the good ones."

- 20 — New Hamburg
- 22 — Baden Terminal
- 24 — Montreal Terminal
- 28 — Ottawa Terminal
- 29 — Thunder Bay Terminal
- 30 — Quebec Terminal
- 31 — Toronto Terminal
- 32 — Trenton Terminal
- 34 — Winnipeg Terminal
- 35 — Elverson Terminal
- 36 — Sandhills Terminal
- 37 — North Bay Terminal

TERMINAL UPDATES





What a great winter season we've had so far!

As we ring in 2023, it is time for us to turn a new leaf and continue into the new year with greater expectations of success and good health for everyone around us.

It has been great to see our team come together with the holiday spirit. Each year I am more impressed with not only the great hardworking staff we have but the realization of the professional chefs and interior designers that we have when it comes to the holiday potlucks and decorating contests.

We have had so many new members join the New Hamburg team in the last few months. It's great to see Head Office continue to grow and evolve with the unique personalities and added experience! As new employees join us, we also wave goodbye to others. We wish a Happy Retirement to Tom Boehler, Anne Steinacker, Marilyn Radke and Lynn Robertson.

With such a successful 2022 year, it will be great to celebrate as a team on March 25, 2023, at our Erb Excellence event. I don't want to spoil anything, but from what I know, you won't want to miss this event! I am eagerly waiting for my RSVP card and practicing my dance moves.

As for the Human Resources Department, we are continuously working to create new programs for the Erb employees, including our newest, "The Erb 100," which checks in with new employees and congratulates new employees on this mini milestone. We have also launched a suggestion box for all employees to share ideas and suggestions. We want to hear from you! Email suggestionbox@erbgroupp.com

Front Row: Codie Smallpiece, Anne Steinacker, (Phil Heathers Twin) Gilles Lamonthe

Back Row: Aniko Jojart, Sharon Dixon, Heather Waito, Amanda Longo, Denise Rosacker, Jeannine Braun



Tom Boehler & Dave Dietrich



Top Row — Heather Nichols, Leah Jakobsen, Carol Roth, and Jenny Van Der Meersch.

Bottom Row — Lindsay Higgins, Carrie Sol, Gabriel Klatecki.



Marilyn Radke Retirement Party

It's only January, and we have already had the "once in a generation" storm! I can't imagine what is next to come, but I know, without a doubt, we will work through it together!

A big thank you to each of our employees; without you, our success would not be possible!

— Tessa Janssen
Human Resources Manager



Baden dock showing off their festive spirit



Lizz Tibbetts Baden Birthday



Baden Shop enjoying some well deserved treats

Greetings from the home of Baden

While thinking about the Baden Terminal highlights since our last Erban Report, there are quite a few examples that stood out in my mind, but they all seem to have a common thread: community.

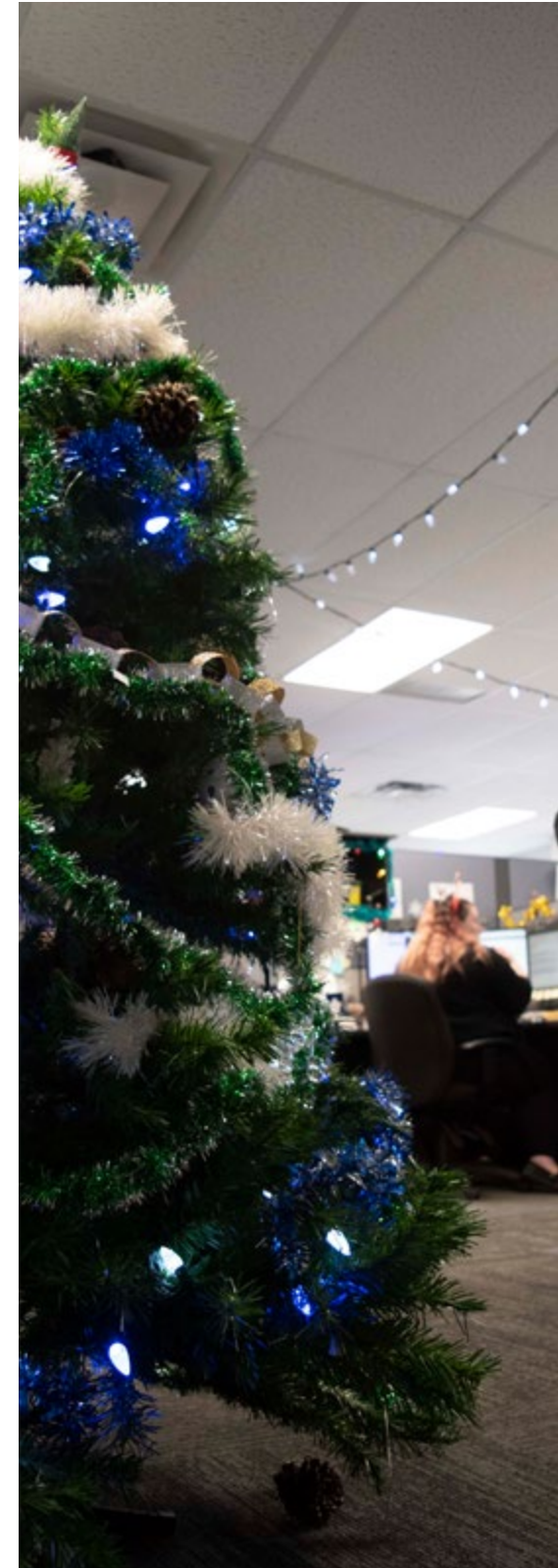
The first highlight that comes to mind is our Employee Appreciation BBQ back in August. We couldn't have asked for better weather and it was incredible to see our teams, families, and friends come together for a fun-filled day to celebrate the time, hard work, and dedication our teams invest into our operations to ensure we continue to fulfill our mission of bringing food to families' tables.

Sitting next to me that day was a representative from the Waterloo Region Food Bank, an organization that The Erb Group has supported over the last 30 years in many different ways. Most recently, we've had several drivers who volunteer their time to support with food delivery around our community. It's always encouraging to see our culture's value of giving back and helping one another come to fruition in so many different ways.

As we moved into early September, we celebrated National Trucking Week. Anyone who works in the trucking industry has an appreciation for the level of resiliency and commitment that's required to keep a transportation operation running 365 days a year. Each of you makes an important contribution that deserves to be recognized and celebrated not for one week but all year long!

The challenges and busyness of the holiday season is a great example of the dedication of our workforce. Many people work tirelessly to ensure our operations keep moving, regardless of whatever lies on the road ahead. At the same time, it's been encouraging to see the energy shift around the terminal as we have more opportunities to gather in-person again. We were able to re-introduce potlucks, with holiday decorating contests in the mix (shout out to Sheila and Dave's team upstairs!), and we have Erb Excellence Night to look forward to again in March. As we roll into 2023, I'm hopeful to see even more opportunities for our Erb community to come together to pause and celebrate accomplishing the heart of what we do: bringing food to families' tables

— **Blair Connelly**
Human Resources Business Partner





Roadtrip to Belleville



Happy New Year to one and all from the snowy cold province of Quebec!

Oh my God, the 37th edition of the Erban report; where does the time go? First off, thank you to all Montreal and Quebec City employees for the amazing job you do every day! You are an important part of the team. Teamwork is coming together and staying together; it's called SUCCESS. Give yourself a hand of applause; great work, everyone!

I would like to point out that we've been very busy here, but thankfully, we still have fun!

At our summer BBQ in Montreal and Quebec City, the weather was beautiful and hot and let's not forget the BBQ Shenanigans of Montreal, some of our team members had a little too much fun with the clapping toys given out to kids...

At the end of September, we had a bit more traffic moving in our yard. Roxboro Equipment had many dump trucks moving in and out of the yard as we built a rainwater overflow catchment pond. This facility upgrade has given us eight more trailer parking spots in the back of the yard, but we did lose some grass near the pond.

We drove to Belleville, Ontario, for the driver coach meeting in November. We got to spend the day with Tom Boehler and Sheldon Wheeler. We also got to

meet drivers from Trenton and Ottawa. We all had a wonderful time and lots of laughs on our road trip.

A Christmas Party was held on December 10, 2022, at the Bâton Rouge Grillhouse & Bar organized by Natalie Taillon and Steve Desjardins. We were incredibly fortunate to have received many donated gifts from suppliers, and all employees who attended received a gift. Our largest door prize was a 55" Roku ULED TV won by Daniel Jacques right on time for the holidays, congratulations Dan very well deserved!

My sincerest thanks to everyone who attended and for making it such a huge success; here's to many more Cool Moves in 2023, and all the best of health and happiness to you and yours.

I can honestly say this Christmas Party is what we needed after a long wait due to COVID. Thank you so much for making this possible, Natalie and Steve!

— **Isabel Correia**
Driver Trainer

2022 has come and gone, and we're looking forward to 2023. Volumes have remained steady, and Daniel's team is starting to come together now with most positions filled, including the Dock and Office.

2023, a new year means new challenges and new opportunities. Joe and his sales team have been working diligently on new business.

Tiffany Gate – new business for Montreal and Quebec City, including 105 Super C locations, with the possibility of Metro locations being added to this list. We are looking forward to the added volumes, which will keep our dock and driver staff busy.

Denis and his team have been busy in the shop keeping trucks and trailers in operation – Good work, boys! We have a lot of new staff on the Dock team, so training is

Natalie Taillon & Steve Desjardins at Christmas Party



key right now. Ray, Cory, and Kevin will ensure they get the training and tools to do a great job!

Driver Services is always working diligently to get drivers on board – keep up the good work! Driver Settlements has new offices that have been built, and the move is to happen soon. Who would have thought we would have outgrown this terminal when it was built?

Operations: Enough said – good job, everyone! Repairs, repairs, repairs for the Maintenance Team. Always something broken, but Rick and his team do a great job. Keep up the good work!

In Quebec City, Denis and his team have also been busy. Freezer and coolers are full, and volumes continue to grow – good job! I would like to take this opportunity to thank all staff for their dedication and hard work – Keep up the good work!

In other news, we held our 22nd Annual Golf Tournament in Farnham, Quebec, this past summer. 125 Golfers enjoyed a nice sunny day on the course. \$9,000.00 was raised, and proceeds from this event are donated to the Cultural Hockey Exchange in Bedford, Quebec, where Pee-Wee Hockey Players (boys and girls) make the trip to Kensington, PEI each year; this year will

be their 55th annual trip. This exchange is the longest ongoing Cultural Hockey Exchange in Canada. Thanks to The Erb Group and suppliers for their generosity!

— **Scott Jones**
Eastern Canadian Regional Manager

Milestones

We reached a few milestones in our terminal as well this year. We want to congratulate everyone on their achievements!

- | | |
|-------------------------------------|-----------------------------------|
| Lionel Pepin — 35 yrs | Atanas Ivanov — 5 yrs |
| Neil McCarney — 35 yrs | Tarun Bhanot — 1 yr |
| Chris Hogan — 30 yrs | Raja farhat — 1 yr |
| Jean Claude Desbois — 25 yrs | Charan Jeet Batth — 1yr |
| Nick Volis — 20 yrs | Amarjit Singh Raina — 1 yr |
| Alex Jeanty — 10 yrs | Victor Siretanu — 1 yr |
| Said Omaira — 5 yrs | Dimitru Grosu — 1 yr |

Isabel Correia, Dave Suave, Steve Desjardins, Nick Volis, Claude Bougie, & William Wallis





Michael Lacoursière a gagné l'un des huit paniers-cadeaux



De la province du Québec où il fait froid et où il neige sans cesse, je vous souhaite une bonne année!

Dieu du ciel, on est déjà rendu à la 37e édition de l'infolettre The Erban Report? Le temps passe vite! Tout d'abord, j'aimerais adresser mes plus sincères remerciements aux employés des terminaux de Québec et de Montréal pour le merveilleux travail qu'ils font chaque jour! Vous êtes un élément essentiel de l'équipe. D'ailleurs, l'esprit d'équipe, c'est se serrer les coudes pour atteindre le SUCCÈS. Je vous applaudis! Bon travail, tout le monde!

J'aimerais souligner le fait que l'achalandage a été fort élevé ces derniers temps, mais heureusement, nous avons souvent l'occasion de nous amuser!

Lors de notre barbecue d'été à Montréal et à Québec, il faisait beau et chaud. Et n'oublions pas les niaiseries que nous avons faites au barbecue de Montréal, comme la fois où nos collègues se sont un peu trop amusés avec les petites mains pour applaudir que nous avons offertes aux enfants...

Fin septembre, nous avons accueilli davantage de véhicules dans notre cour. Par exemple, Roxboro Equipment a exploité plusieurs camions à benne basculante qui entraient dans la

cour et qui en sortaient au moment où nous construisions un lac collinaire pour contrer les débordements liés à la pluie. Grâce à ces travaux d'amélioration, nous disposons maintenant de huit places de stationnement de plus pour les remorques à l'arrière de la cour, même si nous avons perdu un peu de notre gazon près du lac.

Une fois de plus, j'aimerais remercier Daniel Benoit d'être allé au-delà de ses responsabilités pour nous sortir d'une situation difficile en octobre.

En novembre, nous sommes allés à Belleville, en Ontario, dans le cadre de la réunion pour les mentors de nouveaux conducteurs. C'est là que nous avons passé la journée entière avec Tom Boehler et Sheldon Wheeler. Aussi, nous avons eu la chance de rencontrer plusieurs conducteurs de Trenton et d'Ottawa. Nous nous sommes tellement amusés et tout le monde a beaucoup ri lors de ce voyage.

Le 10 décembre 2022, Natalie Taillon et Steve Desjardins ont organisé une fête de Noël au Bâton Rouge Grillhouse & Bar. Nous avons été très chanceux de recevoir un grand nombre de cadeaux de la part de nos fournisseurs et chaque employé qui y a assisté a obtenu un cadeau. C'est Daniel Jacques a gagné le plus grand prix de présence, c'est-à-dire un téléviseur Roku ULED TV de 55 po, juste à temps pour les fêtes. Félicitations, Dan, tu le mérites!

J'en profite pour remercier tous ceux qui y ont assisté. Grâce à vous, la fête de Noël était un franc succès! J'ai hâte de voir ce qui nous attend en 2023. Mes meilleurs vœux de santé et de bonheur à vous et à vos proches!

Franchement, nous étions dus pour une belle fête de Noël comme celle-là, compte tenu de la longue attente occasionnée par la COVID-19. Merci de l'avoir organisée, Natalie et Steve!

— **Isabel Correia**
Driver Trainer

L'année 2022 est finie et nous avons déjà hâte à ce que nous réserve 2023. Les volumes restent stables, alors que l'équipe de Daniel commence à se former. La plupart des postes sont déjà pourvus, aussi bien sur le quai que dans le bureau.

Qui dit nouvel an dit nouveaux défis et nouvelles opportunités. Joe, en compagnie de son équipe de vente, travaille d'arrache-pied sur de nouvelles affaires.

Tiffany Gate – de nouvelles affaires à venir pour les installations de Québec et de Montréal, ce qui inclut de nouveaux magasins Super C et la possibilité d'ajouter de nouvelles épiceries Metro à notre liste. Nous avons hâte aux volumes élevés, ce qui permet de tenir occupés les conducteurs et les travailleurs de quai.

Denis et son équipe travaillent sans relâche dans l'atelier mécanique afin de maintenir nos camions et nos remorques en bon état de fonctionnement. Bon travail, les gars! Nous avons accueilli plusieurs nouveaux employés au sein de notre équipe, alors la formation est primordiale pour nous en ce moment. Heureusement, nous pouvons toujours compter sur Ray, Cory et Kevin pour leur donner la formation et les outils nécessaires pour faire un excellent travail!!

Le personnel du Service aux conducteurs travaille sans cesse pour offrir une bonne orientation aux nouveaux conducteurs. Bonne continuation! Le règlement des conducteurs dispose désormais de nouveaux bureaux que nous avons fait construire. Le déménagement est imminent. Qui aurait cru que notre équipe s'agrandirait tellement que notre terminal serait devenu trop petit?

Opérations : Bon travail, point! Comme d'habitude, l'équipe de maintenance s'occupe de nos réparations. Il y a toujours quelque chose de cassé. Heureusement, Rick et son équipe font toujours un merveilleux travail. Bonne continuation!

À Québec, Denis et son équipe se tiennent pas mal occupés. Les congélateurs et les réfrigérateurs sont remplis, et les volumes ne cessent d'augmenter. Bon travail!

J'en profite pour remercier tout le personnel d'Erb pour son dévouement et son travail assidu. Bonne continuation!

Autre nouvelle, nous avons organisé l'été passé notre 22e tournoi de golf annuel à Farnham, au Québec. Au total, 125 joueurs de golf ont pu profiter d'une belle journée sur le terrain. En plus, nous avons réussi à récolter 9 000 \$ et les bénéfices seront versés au programme de l'Échange culturel de hockey Pee-Wee, basé à Bedford, au Québec. Dans le cadre de ce programme, les jeunes joueurs et joueuses de hockey voyagent chaque année à Kensington, à l'Île-du-Prince-Édouard. Cette année marquera le 55e voyage annuel. Il s'agit du plus ancien Échange culturel de hockey de l'histoire du Canada. Un grand merci au Groupe Erb et à nos fournisseurs pour leur grande générosité!

— **Scott Jones**
Directeur Regional Est Canadien

Don Young, toujours le sourire aux lèvres



QUEBEC CITY

First off, please allow me to wish you a very Happy New Year!

The Quebec City terminal is growing. Our inbound and outbound volume of transport is constantly changing. And when it comes to warehousing, we find ourselves even needing to refuse requests regularly. At this present time, warehousing is at 132% capacity. Furthermore, we have renewed our contracts with four clients, which allows us to secure revenue for our warehouse: Nestle, Sysco and UNFI for cross-docking services and Saputo for storage.

We are working on expanding to add an office for all of our employees. Two new jobs will be opening up in 2023, so we can expect our team to grow with a new job on the dock and the other one in the office and on the dock. Currently, we have eleven employees, with the addition of two more bringing to total to thirteen. I would also like to take the opportunity to welcome Jamel, our new driver, who arrived just in time to help us out during the holidays.

Quebec City cold storage at full capacity



Tous d'abord j'aimerais vous souhaiter une très belle et heureuse année 2023.

Le terminal de Quebec est en pleine expansion. Le volume de transport entrant et sortant sont en constante évolution. Pour ce qui est de l'entreposage, nous devons refuser des demandes régulièrement. Actuellement l'entrepôt est à 132 % de sa capacité. De plus nous avons renouvelé des ententes avec 4 clients qui nous permette de sécuriser des revenus pour l'entrepôt. Nestle, Sysco et UNFI pour le cross dock et Saputo pour l'entreposage.

Nous avons également comme projet d'agrandir, donc ajouter un bureau pour pouvoir accueillir tous nos employer. L'équipe va s'agrandir pour 2023 avec 2 nouveaux postes. Un sur le quai et l'autre bureau et quai. Nous sommes actuellement 11 employer et avec les 2 autres 13. J'aimerais également souhaiter la bienvenue a notre nouveau chauffeur Jamel qui est venu nous prêter mains fortes juste à temps pour le temps des fêtes.

Nous allons continuer de travail encore plus fort pour ajouter de nouveaux camions et de nouveaux chauffeurs pour 2023

— **Denis Fortin**
Quebec City Operations Manager



Quebec City - Wendell Erb, Catherine Brousseau, Lisette Ladurantaye and Denis Fortin

OTTAWA TERMINAL

Hello from the Capital!

Well, Jason has decided to take a break from this issue, something about reenergizing batteries or some other lame excuse like that, and you know the old saying about rolling things downhill!

I would like to start by wishing everyone a Happy New Year. 2022 is now in the rearview mirror, and as a terminal, it was a good one. We found ourselves in a bit of a pickle locally, we were missing a few drivers leading into Christmas, either on the IR or through vacancies, but the guys really chipped in, and we managed to get it all done. We borrowed a trailer driver from Montreal, we got one from the US division, and Regional also loaned us a driver for the Christmas rush. Of course, we had Brian (Porky) Declare like usual, scrap his coveralls and slip into a comfortable Erb uniform. We also struggled with equipment; we are lucky to have been able to borrow a unit from Toronto until we can get our new ones here. I believe The Beatles said it the best; we get by with a little help from our friends. We are fortunate to have an extensive network and great team members here at Erb.



Jean Saumure receiving his 25 years of service

We are in the dog days of winter now and getting a fair share of snow. It came later than usual, but it sure has made up for the lost time. On December 17th, we got 33cm of the white stuff we call snow, causing power outages once again in the city. Another storm hit us on the 23rd, with a mix of freezing rain and snow with an accumulation of 27cm, causing even more power outages. Lastly, January 12th saw our most recent storm, with another 25cm falling. Because we live in Canada, we know we are not done yet. Our team here in Ottawa never falters. They show up with their work boots on, ready to go, regardless of weather conditions.

Thanks to our recruiting team, we finally have a full dock staff. Welcome, Richard Maxwell, Dariusz Ghattas and Garrett Butler. All three of these gentlemen have caught on very quickly and are an absolute blessing on the dock.

Our driver pool has also seen some new additions; locally we added Andre Charron. Internationally, Joel Chullickaran and Parminder Singh, welcome to Erb, the three of you.

I would also like to congratulate Johnathan Smallman on being selected as the new Ottawa Shop Supervisor. John has been with the company since 2015 and is very much deserving of this promotion. His next task is to get our two vacancies filled so that he can have a full shop to work with.

Finally, congrats to Brian Booth on attaining his quarter-century milestone. Mr. Wendell Erb just happened to be here and was able to present it to Brian himself.

That's it for now; hopefully, Jason feels recharged and will be ready to go next issue!

— **Marc Lamarche**
Terminal Manager

THUNDER BAY TERMINAL

Happy New Year!

We hope everyone had a good holiday season and that the new year will be good to all of you.

It is winter again in the North, and it hasn't been too bad so far, so cross your fingers that it remains that way! We would like to thank Wendell Erb, Omar Mclean and Greg Tuckwell for coming to the Thunder Bay barbecue in September. It was nice to have a regular barbecue with good food and good people. We are looking forward to the next one and the return of Erb Excellence Night in March.

Congratulations to Ernie Boucher who won Rookie Driver of the year. We welcome new drivers Jesse Cherniski and Rick Liddicoat back to the Thunder Bay Terminal. There is also a new Terminal Manager in Thunder Bay, Steven Pethick. Some of you may remember Steve from when he was an Erb driver and later worked on the dock. Please stop in and say hi if you can when you're in the area.

Gerry Erb, who was Terminal Manager in Thunder Bay for several years, has decided to stay on as an Erb driver, so you may see him out there as well.

At the end of July last year, we lost our friend and driver, Ron Rothenburger- Ron was a US driver and occasionally went to West Canada. He drove for Erb since 2016 and will be missed.

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

New Terminal Manager **Steve Pethick**



Dennis Hartog (Driver), Ann Williamson (Dispatcher), Kris Palanica (Dock Supervisor)

TORONTO TERMINAL



TERMINAL UPDATES

Keeping it cool in the GTA

The Toronto Terminal would like to welcome our new Terminal Manager Tom Hill. He comes to us with a fresh set of eyes which will help us tighten up processes and procedures, helping this location be even more successful than in previous years.

We have seen an increase in our Customer Service staff, and we welcome them to the team. There have been many improvements in Customer Service as well. Communication and response time to calls and emails have greatly improved. Thanks to both Mississauga and Baden Staff.

The increase in doors at our new Cardiff facility has allowed us to move freight in and out of this location more efficiently. This will also provide us with the ability to add more freight to this facility, eliminating pressure on the Britannia dock.

Our Wash Bay has also undergone a facelift. With a new compressor, new hoses, new reels, and wands.

Bill Welch and Ray McNeil, a former owner-operator with 30 years of service at Erb, are now key players in our Driver Service Team. Under the supervision of Tracy Quinn.

We would like to recognize the following retirees, John Tynkkynen, who was with Erb for 32 years as a driver. He has relocated to the Ottawa area to be closer to his family. Bodgan Wesolowski, who was with Erb for 13 years and now enjoys playing music in his band in his free time. THANK YOU for your service!

We want to thank all Erb employees for their service and dedication, which has made 2022 a success. I can't wait to see what 2023 brings.

Frank Heon & Wendy Lafferty
Senior Director of Domestic LTL & Canadian Customer Service Manager

Tracy Quinn getting in the halloween spirit



Orlando O'Hare



Back Row
Bill Welch, Steve Arthur, Nellie Voordenhout, Liz Davis, Rob Isaak, Tracy Quinn, Sanjay Wadhwa

Front Row
Scott Chatman, Barb Lis, Mike Brassard, Melanie Simmons





Let it Snow!

Hello fellow Erbanites,

I hope everyone is enjoying the snowy and cold start that has been 2023; it's going to be a good year!

Although 2022 was quite the year, I must say we've also had a lot of good moments and great memories!

In 2023 the Trenton Terminal was selected for a real-time security pilot project with Birdseye Security. The project went live in early December 2022; since its launch, we have been working with the Birdseye team weekly to discuss any issues or challenges. This joint partnership has improved our real-time ability to secure our yards and assets better. More importantly, it's provided additional safety and security for all our employees working in and transitioning through our terminal yards. Erb's internal access control project at Trenton is still expanding, so please watch for postings and satellite messages as systems come online. We appreciate everyone's patience as we fine-tune gaps and streamline processes to help us transition drivers and business partners safely and securely in and out of our yards.

Construction on Riverside Drive was a challenge throughout the summer. The project started during the summer, followed by paving starting at the beginning of October, and everything coming to completion in November.

We welcomed new drivers: Kevin McCoy, Tarik Akalin, Mike Harrison, Adrian King, and Stuart McIntyre.

We also welcomed Desiree Beaudoin as a Dispatch Assistant and Glen Chevalier as a Dock Employee.



Employee BBQ
Darryl Sarginson,
Jamie Coe & Lawrence
Rightmeyer

Trenton
The Brain



Al McInroy and
granddaughter **Kylie**

Dave Heurkens
and family



Trenton Terminal
Darrin, Madison
& Erin Schwager-
Madison did a ride
along with her dad



Kyle Burnett with
his son **Lochlann**.

Congratulations to Robert Carter and Amber Madden, who welcomed a baby boy Michael Harvard Carter-Madden on July 20th, 2022.

Recent Team Milestones

- **Fred Chard** celebrated 15 years.
- **Tim Thibert** celebrated 20 years.
- **James Livingston** celebrated 20 years.
- **Tony Brennan** celebrated 25 years.

Congratulations, everyone, and thanks for your service.

2022 was an amazing year at Erb Trenton, with so many memories and good times. We are looking forward to seeing you all in the coming months. Here's to 2023!

Bye for now,

— **Raphaella Hope**
Dispatch Assistant

WINNIPEG TERMINAL

Winter in Winnipeg generally consists of a lot of snow and cold temperatures. This year, we are experiencing unusually warm temperatures and barely any snow, which makes this Manitoban man fear the severity of the coming winter months.

At the Winnipeg Terminal, we have seen some big changes both inside and out. Mr. Wendell Erb has invested in our terminal with a shunt truck to help our operation be more efficient and a loader to help with snow removal and yard maintenance. In July, I (Antoine Ernste) started in the position of Winnipeg Terminal Manager. We have also added one team member (Justin McEwen) to the dock and one (Jake Mollard) to the dispatch team. They are fine additions to the team and what we are trying to build. James Vincent is our new resident Driver Trainer and is very enthusiastic about his role. As our team grows, we have also lost a few of our team members, and we wish them well wherever they lay their heads.



Left to right: Charles Langelier, Randy Smith, Robin Sra, Jake Mollard, Dan Kemner, Trevor DeVres, Wendell Erb

We hosted a few celebrities in 2022, including Greg Tuckwell, Frank Heon, Sheldon Wheeler, Marty Otten, Jaime Sullivan, Mr. Erb, and finally, Jeremy A. Carter. It was great to meet and interact with them all. They have taught us a great deal about our changing environment. Jeremy and I have visited numerous customers, and they all say the same things, "Erb is great company to work with."

Our BBQ was a smashing success due to the efforts of James Vincent and his fiancée Vun. They made a lot of homemade sides; the burgers and dogs were excellent. Well done, folks. Mr. Erb attended; it was nice to see and meet him. He is a very down-to-earth, friendly man who can hold a conversation about any topic going around the table.

Over the holiday season, we took the opportunity to upgrade our first aid training. All of our shifts are covered by at least one first aid certified employee with additional coverage available. Safety comes first, as is the well-being of our team; it's especially paramount as freight increases and demands are high.

Tim Anderson has been awarded the owner-operator of 2022, with Scott Martin being awarded the local driver of 2022. We look forward to our Erb Excellence Night coming March 25th and all the faces it will bring.

Finally, I would like to thank everyone for their kind words and support in our times of progress.

Antoine Ernste
Terminal Manager



ELVERSON TERMINAL



TERMINAL UPDATES

Hello from Sunny PA

It has been a mild winter here so far, compared to what has been happening in the Great White North! No measurable snow to report yet, and the extended forecast for January does not indicate a change in that going forward.

One thing we do want to make drivers aware of is that the PA Turnpike commission is planning to replace the bridge over the turnpike that is right before the entrance to our parking lot beginning this spring. Please watch for future notifications about a potential detour. This project will take at least 18 months to be completed. They are hoping to be able to leave one side of the bridge open, but until they set up their work area, we are unsure how the entrance to our parking lot will be affected and a detour might be necessary. So, stay tuned!

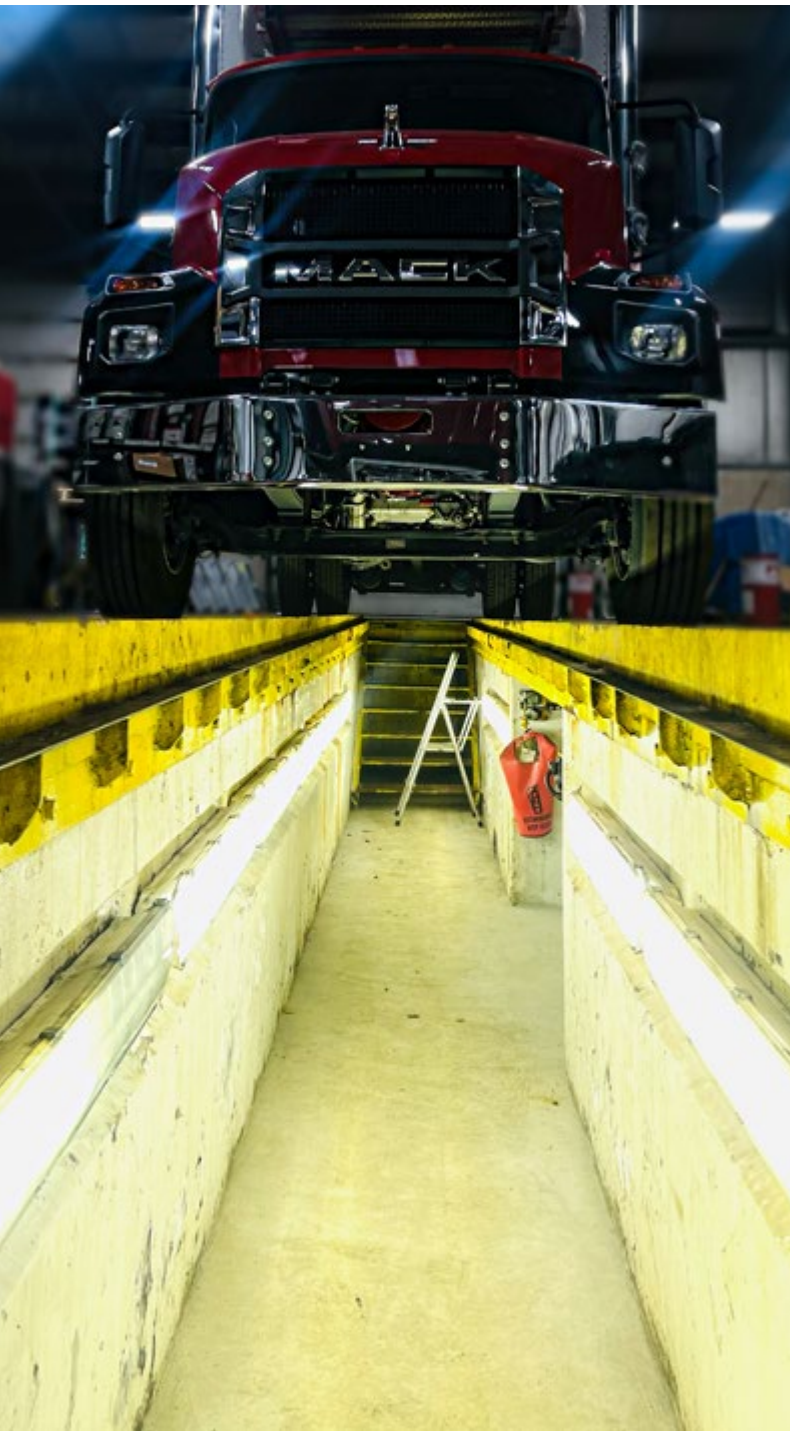
— **Bonnie Beam O'Hare**
Terminal Manager



Office Helper Lizzie

Our office helper Lizzie, who has been featured in this report in the past, crossed the Rainbow Bridge in late August. She is still missed.

SANDHILLS TERMINAL



Sandhills shop

The heavy vehicle inspection pit at the Sandhills shop has been resurfaced and upgraded as part of The Erb Group's ongoing commitment to safety, efficiency, and heavy vehicle compliance. This upgrade has provided our team with a more ergonomic and comfortable workspace as well as a visual facelift.

Pre-Delivery Inspection has been completed on CV units and has been phased into our ErbX fleet to replace the HINO units that have aged out of service.

We are also very pleased to announce that parts personnel Jamie De Zoeten is now based out of our Sandhills shop on a full-time basis. Jamie has been an integral part of our Sandhills team, and his wealth of parts knowledge has been and will continue to be essential to our ongoing success.

As one year ends and a new one begins, we would like to wish you and your families the best and a very happy and successful new year.

— **Paige Burton**
Fleet Maintenance Support



NORTH BAY TERMINAL



TERMINAL UPDATES



Migel Giroux (Driver Services Trainer), **Laurie Bissonette** (Relief Dispatch), **Susan Laferriere** (O.S&D Coordinator) & **Marc Lefleur** (Operation Manager)

Greetings Erbland!

As I look out my window watching the snow come down, I'm reminded that winter is upon us once more.

It was nice last year to have some long overdue events start back up again like the Annual Employee Barbecues. These events are needed to keep morale up and employees motivated to continue to work for this great company.

Speaking of employees, we have had many changes around here. In our local driver pool, we have welcomed Jatinder Singh, Dave Coutts, Harpreet Gill, and Alexander Strijovets. In the Western Canada division, we have added Perter Gribbons, Pierre Lamarche, and Robie Mason. In the office, we welcome Laurie Bissonette. At our Sault Ste Marie terminal, joining us is Carlo Boniferro as part-time help. Welcome aboard, everyone.

We have had a few retirements this year. After 25 years local driver Don Fraser hung up his keys and after 18 years Barry Lee relief dispatcher sent his last email. Enjoy your well-deserved retirement guys.

Randy Cameron (Terminal Manager) handing **Dave Modeen** (Shop Supervisor) his 25 years award



In closing, I hope things keep moving in a positive way in 2023 with the return of our annual Erb Excellence Night in March. A big thank you to everyone here in North Bay who keeps us moving forward and keeps putting food on everyone's tables.

Till next time. From the gang here in North Bay

— **Marc Lefleur**
North Bay Operations Manager

GOLF TOURNAMENT

Our 29th annual Charity Golf Tournament was held last September at Rebel Creek Golf Club in Petersburg, Ontario. This year's tournament saw 146 golfers come out to practice their swing and raise money for a few different local charities.

The event raised over \$23,000 this year, all thanks to our amazing participants and sponsors! The money fundraised was divided to local charities, which included, Wilmot Family Resource Centre, Interfaith Counselling Centre, and Aldaview Services.

The Erb Group's annual Golf tournament has contributed over \$520,000 since its initial start in 1994. Over the 29 years, we are so grateful to be able to contribute over half a million dollars to local charities!

From our President and CEO, Wendell Erb: "This is our biggest fundraising event every year, and we always raise over \$20,000 for our partnered charities. To hit over half a million raised since the tournament started is a fantastic feeling."

Earlier in the year, we were recognized for our philanthropy efforts with a Purpose Award provided by the Transportation Marketing and Sales Association (TMSA). The award honours companies that surpass the expectations of their regular duties and go the extra mile to give back to their communities.

None of this would be possible without our amazing participants, suppliers and business partners! Thank you for all your hard work and cool moves.



EMPLOYEE BBQS

Our Employee Appreciate Barbecues are something we look forward to every year. With fewer restrictions than the last few summers, it felt lighter and more familiar as we could see everyone's faces and smiles again! These barbecues are an event that brings all our employees across all our terminals together to show how much The Erb Group notices and values everyone's contributions throughout the year.

Seeing so many old friends smile and reconnect is always worth the work that goes into planning and organizing these kinds of events. A big thank you to all the volunteers and organizers at each of the terminals for all your help and support in giving back to all our stellar employees!

We are so thankful to have a team of devoted and hardworking individuals to help us continue to bring food to you family's table. The cool moves you make never go unnoticed!



HOLIDAY SEASON AT ERB

Our terminals brought the heat when it came to decorating for the holidays! Everyone's participation in this fun battle of the workspaces also brought us all together for the holiday season. With the chance to win a team pizza party, it was no wonder why the heat was turned up!

Along with our Workplace Decorating Contest, we had a Festive Sweater Day and various holiday potlucks throughout our terminal network to go along with our holiday festivities. From classic to unique office decorating to funky sweaters, there was something for everybody here.



Seeing everyone get involved in the holiday spirit across all our terminals is truly something. It made for a very fun and exciting season! Teamwork is something we can take immense pride in here at The Erb Group, and the holiday season has proved to be no different!

GOOD CHEER CLUB

Births

New Hamburg

Sarah & Dan Arnold
Charlotte Everleigh Arnold — *baby girl*
 September 25, 2022

North Bay

Brian Boniferro & Terrilyn Dipaulo
Mia Lyn Boniferro — *baby girl*
 July 20, 2022

Trenton

Kyle Burnett & Kristina Clement
Lochlann Roy Burnett — *baby boy*
 June 14, 2022

Rob Carter & Amber Madden
Michael Harvard Carter-Madden — *baby boy*
 July 20, 2022

Marriages

Baden

Karl Dennahower & Marilyn
 — October 8, 2022

Ryan Burke & Mackenzie Warner
 — June 28, 2022

New Hamburg

Alexandra Salmeron and Vlad Ureche
 — September 10, 2022

North Bay

Steve McNulty & Jade Hartin
 — July 9, 2022

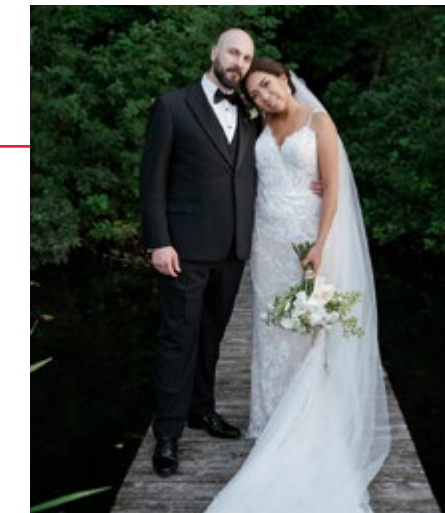
Montreal

Mike Lee & Odalys Lopez
 — September, 2022

Karl Dennahower & Marilyn



Alexandra Salmeron and Vlad Ureche





HALLOWEEN

The Erb Group got into the spooky spirit during Halloween by dressing up in their favourite costumes! We had everything from traditional, to scary, to pop, culture, and everything in between.

On top of all the fun costumes, the Halloween potlucks across the terminals were also a hit, as everyone brought yummy food and goodies to share with their coworkers. It was great to see everyone get into the spirit!

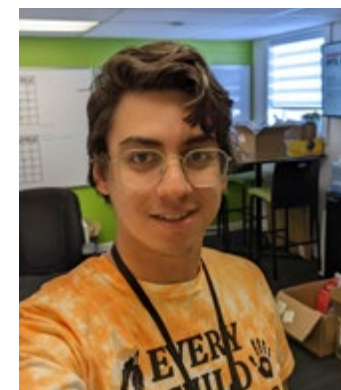
ORANGE SHIRT DAY

Each year, September 30 marks the National Day for Truth and Reconciliation.

The day honours the children who never returned home and Survivors of residential schools, as well as their families and communities. Public commemoration of the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process.

Orange Shirt Day is an Indigenous-led grassroots commemorative day intended to raise awareness of the individual, family, and community inter-generational impacts of residential schools and to promote the concept of "Every Child Matters." The orange shirt is a symbol of the stripping away of culture, freedom and self-esteem experienced by Indigenous children over generations.

Thank you to everyone across our terminals who showed up and wore orange on this important day.



Come drive with us!



We need volunteer drivers to help feed Waterloo region—ensuring no one goes hungry

- You'll pickup donations and deliver food to the Community Food Assistance Network
- We'll provide the trucks, flexible shifts, and a rewarding volunteer experience!



Become a volunteer driver today!

Sign up or learn more: thefoodbank.ca/volunteer



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SAFE DRIVER AWARDS

Below is a list of the awards for this year

Highway Driver of the year:

Carl Jantzi — Baden

Local Driver of the year:

Scott Martin — Winnipeg

Owner Operator of the year:

Tim Anderson — Winnipeg

Most Improved HWY Driver of the year:

Darryl White — Baden

Most Improved Local Driver of the year:

Sandy Gayle — Mississauga

Hwy Rookie of the year:

Ernie Boucher — Thunder Bay

Local Rookie of the year:

Leo Hurley — Ottawa

100 percent club: 21 individuals

James Ginn — Baden

Carl Jantzi — Baden

Stewart Jutzi — Baden

Rick Roes — Baden

Jordan Schultz — Baden

Dean Selwyn — Baden

David Stocker — Baden

Michael Yendruck — Baden

Grzegorz Kociecki — Mississauga

Stewart Robinson — Mississauga

Darryl Ward — Thunder Bay

Don Carvell — North Bay

Paul Kroeker — North Bay

Andrew Cleroux — Ottawa

Gilles Poirier — Ottawa

Yves Tanguay — Vaudreuil

Trevor Hooley — Trenton

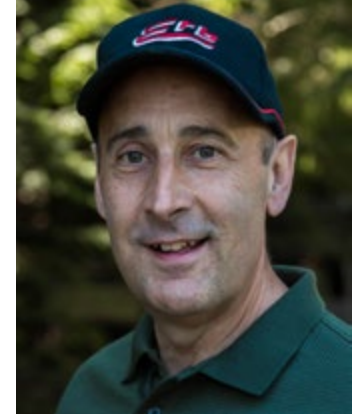
Keith Noble — Trenton

Blair Sararas — Trenton

Dennis Hartog — Winnipeg

Scott Martin — Winnipeg

A VIEW FROM THE DRIVER'S SEAT



An oxymoron is a combination of words that can be used for emphasis, for example, cruel kindness, jumbo shrimp, and terribly good. A paradox is a seemingly contradictory statement that can, in reality, be true.

A paradox can be used to provide clarity to what is being explained, for example: Save money by spending it; This is the beginning of the end; If I know one thing, I know nothing. In my study of Scripture over the years, I have always been intrigued with its plethora of paradoxes, for instance: the virgin birth; or the fact that Jesus Christ is fully God and fully man.

While Beth and I were watching a Christmas concert in December, we heard a song that was unfamiliar to us called "One King" (Source: LyricFind.com; Songwriters: David N. Phelps / David Phelps; One King Lyrics® Warner Chappell Music, Inc.). A two-line paradox in the song intrigued me as I had never thought of Christ's birth in that way before. "There have been many babies to become a king, But only one King became a baby." This refers to Christ's kingship in eternity past even before His virgin birth.

Some people see Biblical paradoxes to be outright contradictions. However, my inability to understand a Biblical truth does not give me the liberty to determine the credibility of that truth. Rather, it points to

the fact that God is infinite in knowledge and wisdom, and I am finite in both. It might just mean that I need to press into the Scripture and search for context and allow other Scripture to interpret that Scripture. One example is the Apostle Paul's statement in 2 Corinthians 12:10b, "For when I am weak, then I am strong." (ESV) Paul is simply stating that in any of his weaknesses when he relies on and trusts in Christ, his weakness is actually transformed into strength by God's power.

The fact that Jesus Christ always existed in eternity past outside of the realm of time and then broke into the realm of time by His virgin birth is another head-scratcher. It is impossible to wrap our heads around these infinite truths with a finite mind. If we try too hard, we might just find ourselves hiding under the bed, repeating the German alphabet backwards!

None of us are able to put an infinite God into our small finite boxes. The mind-stretching truths in the Bible can serve to develop a greater measure of faith in our great God. We, the created, are inferior to and subject to our Creator. I am reminded of this when I read Ecclesiastes 5:2, "Be not rash with your mouth, nor let your heart be hasty to utter a word before God, for God is in heaven, and you are on earth. Therefore let your words be few." (ESV)

Mankind has been created to worship God and Him alone because He alone is worthy. In this, we will find our ultimate fulfillment while we live out our short stay on this side of eternity. God has given us all we need to know, including the ability to be in the right relationship with Him through Jesus Christ. Does this describe you?

John 3:16 – "For God so loved the world, that he gave his only Son, that whoever believes in him should not perish but have eternal life." (ESV)

Roger's Thoughts for the Day:

If God was small enough to be understood, He wouldn't be big enough to be worshipped. The two hardest things to handle in life are failure and success.



THREE KEY THINGS A NEW TRUCKER SHOULD KNOW

Briona Lahti — PR Assistant

You may have heard a trucker say that the first year of trucking is the toughest; however, it is also an exciting time for new drivers to prepare for learning the ropes of the road and the obstacles that come with it. As a new driver, the first year is all about observing and absorbing everything you can so that you feel fully prepared when the time comes to take on the long haul on your own.

The first year in your truck is a transitional phase; learning the ins and outs of a new job can be nerve-wracking. Utilizing this time is the first step in gaining the skills required to be a safe and professional driver. Whether you're just starting your career on the road or considering a career in trucking, follow these three tips to start your first year in a truck off on the right foot!

The Basics

Truck driving is a big adjustment mentally and physically for individuals entering their first year on the road. "It's the true test of finding out whether a career in driving is for you," said Sheldon Wheeler, our Corporate Driver Service and Fleet Safety Manager. Depending on the position you're interested in, you could be sitting for extended periods of time on an over the road position compared to a more local position, where you are actively jumping in and out of the truck often. Adapting to extended times away from home and new experiences are also critical in overcoming the first few weeks in the driver's seat.

It is important to know what you like and what you are comfortable with. There is always an opportunity at The Erb Group to grow and move into new positions and passions that suit your needs and lifestyle. Your happiness is significant in enjoying the day-to-day responsibilities of being a driver; be extra mindful of your intuition!

Key Connections

Driver Services is the number one contact you should stay connected with within year one. From the first day, as an entry level driver, a driver gets partnered up with a driver trainer for eight weeks at Erb. "During training, we attempt to prepare you and create a minimal place of anxiety for when you are ready to go out and establish your own rhythm of the road." Said Sheldon.

Maintaining a good connection with driver services early on allows you to find yourself and your surroundings as a new driver. Without an established routine, driver services can advocate and help you to build connections with peers and other important people in the delivery/pickup process when you need help with a specific situation. Additionally, our driver services team hosts mandatory safety training meetings annually for all drivers with a different theme for each session to ensure our drivers stay educated, engaged and safe! Once you are familiar with the business and processes, the key communication primarily lies between peers, dispatchers, and your coach.

Communication

As a driver, good communication skills are an asset. Being on the road alone often means that you need to maintain many lines of communication. "Don't make yourself feel isolated - there is a network around you that wants to see you succeed. Your success is our success," said Sheldon. Developing your own voice and advocating for yourself is important. Especially if you're struggling with work relationships, your truck or just a tough day. At The Erb Group, we value our drivers' mental health and well-being and understand how investing in our employees' health helps them excel in their jobs.

Reflecting on his time at Erb, Sheldon explains, "It's exciting and great, I've been in the industry for 38 years, and I love it more every day." The first year in a truck can be tough, but it's a great way to travel, develop and experience new things. If you are passionate about driving, you can quickly move up and gain skills that lead to bigger and better opportunities. Throughout your 365 days of new driving experiences, remember to give yourself ease and use these three tips to help you truck through the new adventures that lie ahead.

A TRIBUTE TO VIOLA

Karen Erb — Corporate Secretary

My mom was not like any other mom I knew growing up. She worked at home in an office that also doubled as a nursery for my brother Darryl. She was incredible, she balanced raising her family and running a business for many years from her house. Something totally unheard of in her day... I have many memories of her pushing the baby carriage with Darryl in it and Wendell and I riding our bikes and trikes to the shop beside Wellesley dam to bring our Dad his supper.

In the early years we were in the egg business. Every time I would drive my mom by the farm on the corner of Sandhills and Gerber road she would talk about collecting eggs out of that farm and how she would hit her head on the door to the basement, as it was so low. She would then wash the eggs in the sink in the basement and put them in crates and then my dad would deliver them to Toronto. I think she was the happiest when we got out of the egg business.

When the business moved to New Hamburg we got some of our house back but that also meant our mother was now working outside of the home. She would always balance the books to the penny. A skill she never lost and expected everyone else to do too. She loved the challenge of playing sudoku and word challenges, she did it in the newspaper every day.

My mom loved to sew and we often had matching dresses. Wendell and Darryl had outfits too after she took a stretch and sew course. I don't know where she found the time to be creative but her hands were never idle. She crocheted many doilies that covered every table and dresser in both Baden and Florida. She also loved to embroider and did many pillow cases and pictures.

After my mom retired she took up piecing quilts and made so many quilts for her family and missions. There are hundreds of her quilt tops in Peru and comforters for MCC. She would make at least one or two a week. Her couch in the family room was not for sitting it had fabric laid out on it ready for the next quilt. She never threw any scraps out and would sew them up to the last inch. One year she made a postage stamp quilt made up of very tiny squares for the MCC relief sale. Since the sale began we have never missed one. My mom and I would sit in the visitors bench and watch the auction and write down the prices of each quilt. My dad would bring us bbq chicken so we wouldn't miss a quilt. The highlight was signing 606 Praise God to whom all blessings flow with everyone in the arena.

Mom would always knit mitts for the giving tree at Steinman's Mennonite Church. As her sewing days slowed down she knit more and more mitts and hats. I took 175 sets to Peru in June. She had two bags full ready for me to



I would visit them every year and take my mom shopping so my dad could play more shuffle board. I was there when my dad had his heart attack and was able to stay and drive my mom back and forth to the hospital. It was my first go at being my dad's nurse.

My mom loved to ride in my mustang and the top had to be down, she wore my hat with the sparkles on so her hair wouldn't get messed up. On one occasion I had taken her to a doctors appointment and when we came out there was another red mustang parked beside it. It was a little close and I had to hold her door so it wouldn't hit the other car. Thankfully the owner came out and was able to assist her leg to get in as I was stuck on the other side of the door. As we were leaving I said something about being parked beside the mustang. In her Viola voice she said it wasn't a mustang it was just a Ford.. If it wasn't a GT it wasn't a mustang. She knew the difference in the sound.

One incident that really stands out for me, was that our family was coming home from her twin sister Violet's and we were approaching customs. There were some beautiful flower beds and she said very loudly "Look Vern Look" It startled him and he almost hit something. It was the flower beds she wanted him to look at. So for many years when we would see nice flowers we would say Look Vern Look . I picture them together now exploring heaven together and my dad saying Look Viola Look.

Her death is not what any of us could have ever imagined happening to her. I know now she is in heaven rejoicing and she is free from her pain. She did NOT want to go to a retirement or nursing home and was adamant that she stay in her house. Our mom came for a long line of very strong and resilient women. Her steadfast faith in God sustained her all of her life. She has left us a strong legacy of faith and I know that it is the prayers of people from all over the world that are sustaining our family. I know that I will see my parents again in eternity. Their greatest desire in life was that all would come to the saving knowledge of Jesus Christ and through this tragedy that Christ would be glorified.

I can only imagine what it was like when my mom saw Jesus face to face and heard the words Well done good and faithful servant.

take down again 3 months later. She would always show you all the hats she had made when you came to visit. Her little Erb bag of knitting went everywhere with her.

My parents met because of music and it has always been part of their lives. Both of my parents had beautiful singing voices. Some of my best memories are singing with them at church harmonizing together. I introduced them to YouTube when we were in Florida, and we would sing along together. One of their favourites was a song "Let my life be a light to someone else" We would play this song over and over when my dad was sick. It was what mattered to both of my parents the most, that their lives would point people to Jesus.

Both of my parents were very involved in Transport for Christ. My mom was one of the founding members of the Tandemaires ladies ministry, supporting and praying for the trucking industry. They made a cookbook and since my mom was the secretary she mailed out the orders all over Canada. The funds went to supporting the Chaplins for TFC. In cleaning out files I found every document and every recipe that was sent in to make the book. She kept everything.

My parents had been coming to Sarasota for over 20 years. They loved it there. My mom joined the choir and quilting group. They made wonderful friendships with people. They loved all the music groups that would come to sing.

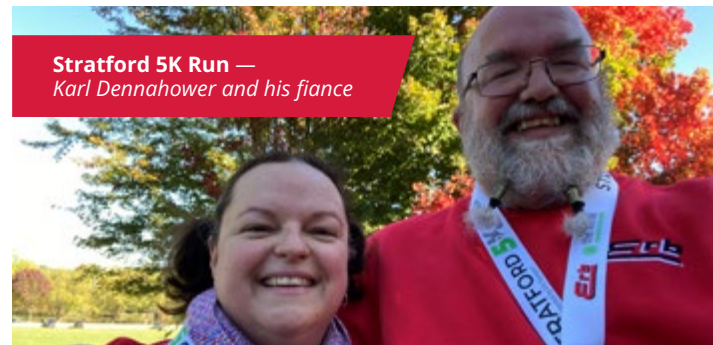
ERB GIVES BACK

Here at The Erb Group, we take great pride in being able to help our community and give back when we can. This past year has seen us partner with and sponsor quite a few different charities and not-for-profits within our community. Giving back to local communities in need is one of the many efforts we make to go above and beyond in the neighbourhoods and communities where we live and work.

The initiatives we participated in the second half of the year

Stratford 5K

We were able to participate in and be the presenting sponsor of the first annual Stratford 5K Run/Walk to raise donations in support of the Local Community Food Centre and its vision to provide healthy food for everyone in the community. We were proud to see our staff and local community members who signed up to help turn the wheel toward driving change in the Stratford community!



Stratford 5K Run —
Karl Dennahower and his fiancée



Stratford 5K Run — Justin Bellemore



Habitat for Humanity

Habitat for Humanity

In partnership with Trucks for Change, five of our team members had the opportunity to spend a day making cool moves in the community with Habitat for Humanity Waterloo Region. Together our team worked with others to build the foundations of homes to support those facing housing insecurity and bond over their eagerness to lend a helping hand.

Food Bank Waterloo Region

Six of our HR and Marketing team members visited the Food Bank of Waterloo Region for a facility tour and helped make some cool moves in the community. After the tour, we organized some incoming products for distribution. We were able to fill three large watermelon bins, equivalent to 921 meals! Way to go, team!



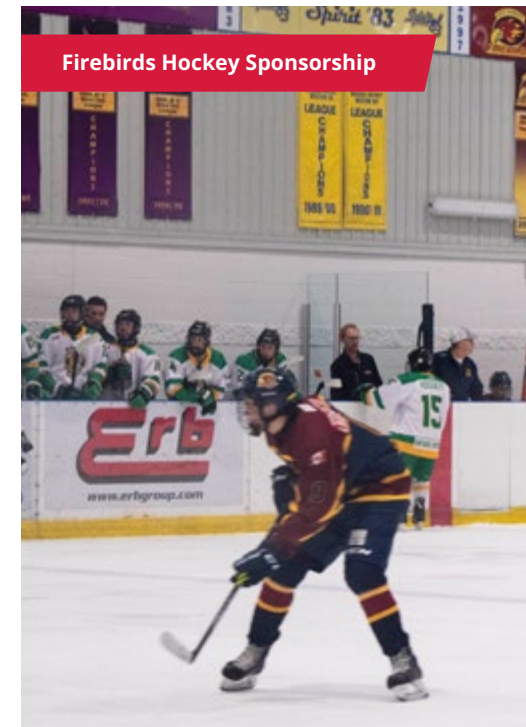
Foodbank Waterloo Region

Trip to Kenora

Over the holidays, our President and CEO, Wendell Erb, took a trip to make another cool move in the Kenora Chiefs Advisory community. To help support Confederation Freezers spread Christmas cheer this year, we put our 18-wheels to work by providing a lift and fueling their initiative to deliver goodwill goodies and alleviate food insecurity in the North! Thank you, Confederation Freezers, for this opportunity.

Firebirds Hockey Sponsorship

We're proud to have sponsored a great hockey game and team close to our Head Office and Baden Terminal. We got chills watching the New Hamburg Firebirds show off their SupErb skills at the Wilmot Recreation Centre!



Firebirds Hockey Sponsorship



Special Olympics —
Photo by Jim Park

Special Olympics

Our CEO and President, Wendell Erb contributed his time to participate in the Special Olympics Truck Ride this past year in Paris, Ontario. Special Olympics Ontario (SOO) is a volunteer-driven organization with (including schools) 26,000+ athletes and 10,000+ volunteers registered in 95 active communities across the province. Athletes range in age from eight to eighty and have the opportunity to train in eighteen official sports and numerous demonstration sports.

The Erb Group is immensely grateful to have been able to help so many local charities and organizations in our local communities. These events and sponsorships are only a handful of what Erb has been lucky enough to be able to participate in as of late.

We want to thank everyone across all our terminals for your involvement and contributions to all the events listed here and all the ones that may not be highlighted. We see you and appreciate all that you do!



IRENE LOOKS BACK ON 30 YEARS OF FINANCE AT THE ERB GROUP

Briona Lahti — PR Assistant

"Find something you like to do, and it won't feel like work. It's a fact," said our Vice President of Finance, Irene Holdbrook, reflecting on her time with The Erb Group. Last month, Irene celebrated 30 years with the company and hasn't stopped moving forward since.

All Roads Lead to Accounting

Irene's career started with The Erb Group in 1992 as a co-op student from Wilfrid Laurier University. With prior experience in auditing, Irene was hired to help support our finance department and was later officially hired on part-time. In 1993, after her graduation, Irene's hard work in previous positions earned her a full-time role and equipped her with the skills needed to thrive as a leader in finance for many years to come.

Irene's co-op experience helped her gain a broad perspective of the many wheels that turn to keep a trucking operation in motion.

Starting from the ground level allowed Irene to absorb everything she could to be helpful to all departments. Learning how to issue cheques, managing customer calls, and payroll processing helped her get to where she is today. Gaining a holistic overview of how everything works and why is beneficial because, "All roads lead to accounting at Erb Transport," said Irene.

Moving Through Positions

Progressing through her career into an executive role as a female in a traditionally male-dominated industry can be tough; however, that didn't stop Irene. "Females in the boardroom are a really important asset. I bring a focused mindset and ensure we keep our resources moving," she explained. Throughout every role, Irene never stopped learning or asking why. It helped her fully grasp where opportunities or improvements could occur. This very mindset was the reason she was welcomed into the boardroom and senior leadership gained confidence in her ideas.

Irene's experience and past endeavors with coworkers were also pivotal in her growth at the company. "I've learned something from everyone," said Irene while recalling many cherished relationships she's developed throughout her career. "Kevin Cooper was there during my accounting footsteps, and Dave Dietrich was always an incredible support." Having supportive coworkers who show how much they value your opinion has positively influenced the way she works day-to-day.

Fondest Memories

Having been at The Erb Group for many years, there are many great memories. While looking back, Irene mentions our family culture and compassion have always stood out throughout the ups and downs of life. In 2000, Irene had unfortunate news hit her family. "I walked into Dave Dietrich's office and asked for flexibility, and it was delivered with compassion. You hope it never comes to that, but if it does, having an employer that has that ability is never underappreciated and will never be forgotten," she explained.

Additionally, at the start of Irene's career, she had no intention of becoming an executive leader in finance. However, the value Irene brought to the company led us to support her by furthering her education and earning her CPA and CMA certifications, extending our mantra of fostering a caring culture and supporting our employee's career growth.

For anyone thinking about making a cool move in their career or is working toward a management position, Irene's advice is to "Start in a role and soak everything up. The more you know, the more valuable your ideas and expertise become." Congratulations again to Irene Holdbrook for reaching an incredible 30 years of service milestone with The Erb Group. She continues to be a valued and cherished leader within our company.

The Erb Group always looks for opportunities to help our employees advance, personally and professionally. With the right mindset and dedication, you can also achieve your dream position.

EMPLOYEE PROFILES



Sanjay Wadhwa

Regional Planner - Dispatch —

Mississauga, ON

Been with Erb since

Summer of 2019

What is your fondest memory at The Erb Group?

Talking to Vernon on one of the occasions- he had a very insightful way of looking at situations & people

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

If I could go on a long-haul drive with any dead person, it would be Steve Jobs.

What did you want to be when you grew up?

As a kid, I always wanted to become an engineer. This is because I felt passionate about that but due to various reasons including my shift of passion, I changed career paths.

Where is somewhere you would love to travel but haven't yet?

If any place, I would travel to Paris, France. walking down the alleys of Paris has been a dream of mine.



Johnathan Smallman

Shop Supervisor — Ottawa

Been with Erb for

7 years

What is your fondest memory at The Erb Group?

Signing my first safety inspection as a licensed mechanic

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

my grandpa was a long haul truck driver for 35 years out of PEI trucking seafood up and down the east coast and coming to Toronto it would have been great to go for a trip with him before he retired and passed away.

Where is somewhere you would love to travel but haven't yet?

Would love to go to Japan to go drifting and see all the culture and beautiful things that country has to offer

If you could go back in time, what age would you revisit and why?

I think the 70's would be a good time gas was cheap and there was a ton of cool cars and roller disco



Migel Giroux

Driver Services/Trainer — North Bay

Been with Erb for

Almost 8 years

What is your favourite hobby or pastime?

Watching my girls play hockey

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

My mom and dad, both have passed away before I had the chance to bring them

If you could go back in time, what age would you revisit and why?

Early 1900 because everything seemed so much simpler before all the technology.

If you could have one super power what would it be?

The ability to cure cancer.



Isabel Correia

Driver Trainer — Montreal

Been with Erb since

2007

If you could go back in time, what age would you revisit and why?

The 1990's using a phone boot, checking the time on your Swiss watch not your phone. Listen to music on your Walkman/ CD making mix tapes and having dance party. Today I can't live without my phone and internet.

What is your best Erb memory?

Lots of good memories the most important one is running into Mr. Erb at the Flying J in Lancaster, Ontario years later introducing my self... Hello Mr. Erb do you remember me??? He looks at me and he reply I'm not sure I am Isabel I worked for you at the Montreal location as a straight truck driver than he said yes, I think I do. I no longer work for Erb. Hope to see you back with us one day. _ Mr. Erb was right.

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.

Checklist

- Employee name
- Terminal

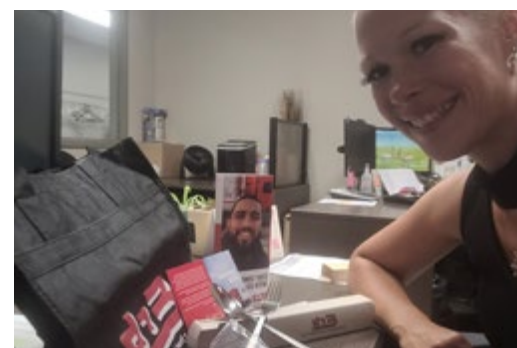
What we are looking for!

- 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

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



ERB ON THE GO



YOUR COOL MOVES



*The moment we've all
been waiting for...*

ERB EXCELLENCE NIGHT

*A night to come together and
celebrate our team's accomplishments
and milestones.*

**2023 — SATURDAY,
MARCH 24TH**

Get your RSVPs in by February 25

For more information check out Erb Connect or talk to your Manager.

ERBGEAR.COM

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!

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