

A N O T H E R
ERBAN
REPORT
C O O L M O V E

Summer 2024
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WENDELL'S MESSAGE



WENDELL ERB
Chief Executive Officer

A Season of Celebration and Change

During this time of celebration, we're also navigating significant changes within our company. Some of the recent updates include my transition from the role of President. While transitioning from the role of President, I want to assure you that I'll still be around! I'll continue to serve as the Chief Executive Officer of The Erb Group.

I want to express my heartfelt gratitude for your unwavering support over the years. However, I am pleased to announce Greg Tuckwell's promotion to President and COO of The Erb Group. Let's welcome Greg into this new role.

My first conversation with Greg about seven years ago lasted three hours. After several subsequent discussions, Greg eventually joined the company. Greg has brought much change to Erb and is fearless in thinking outside-the-box in search of new ideas to improve and strengthen the company.

Greg dedicates long days and is proactive in reaching out to various stakeholders, even our competitors, to acquire knowledge and spearhead innovative initiatives. Interestingly, the announcement coincides with the 65th anniversary of my dad's purchase of his first truck, adding a fitting touch to the occasion.

Reflecting on our Early Years

Looking back on my career, I came off the road in 1984, when we needed a full-time dispatcher for our new US division. Richard Roth caught me at a low point. We didn't worry about logbooks too much back then, and when he asked me when I was coming off the road to dispatch, I replied, "Two weeks." However, upon reflection the next day, or maybe even years later, my answer might have been different. Back then, our US division was Howard Lebold in tractor 358, Jerry Baan in 376, Bill Whittal in 337 and myself in 377.

In our early years, we experienced rapid growth, adding numerous drivers — too many to mention individually. By the early 1990s, we operated approximately 100 trucks in the US, and by 2000, our fleet had expanded to over 200 trucks. During this time, I oversaw the US division, which divided into Erb International Inc. in 1994.

Wendell Erb's grandson, Kelly, with tractor 381 restored.



In 1999, my father approached me about assuming greater responsibilities within the company, and in September of that year, I was appointed General Manager. Coincidentally, this was when we implemented our fuel surcharge, a practice that has remained integral to our operations ever since.

Around 2012, while pursuing business opportunities with Coca-Cola in the US, I encountered a regulatory hurdle when attempting to sign a Non-Disclosure Agreement (NDA) to access bid details. Despite overseeing seven vice presidents, I was informed that a general manager's signature did not meet their criteria, and they required a signature from a vice president or someone "higher" in authority. Ultimately, Bruce Jantzi signed the NDA on our behalf, though we later decided not to pursue the bid after reviewing the details.

Upon sharing this incident with my father, he suggested that it might be time for me to take on the role of President, marking a significant milestone in my journey through the company.

Cool Moves: Chapter Two

Recently, I went through the Erb history book "Cool Moves," I was searching for pictures of the 1980s vintage decals to aid in the final stages of restoring tractor 381.

Darryl Erb's truck leaving for the Clifford Truck Show 2024.



It was a nostalgic journey, reminding me of the remarkable achievements we've accomplished together. Over time, many of those who contributed to building the company have retired or have sadly passed on. The history documented in "Cool Moves" concludes in 2011; since then, we have continued to grow and expand.

Reflecting on this, I've been inspired to put out "Chapter Two" of The Erb Group's history. It's easier to access and share pictures and stories in today's digital age. However, I encourage you to share your photos, experiences, and stories with us as we embark on this new project. If you uncover new material from before 2011 that wasn't included in the first edition of "Cool Moves," please share it with us. Let's preserve and celebrate our ongoing journey together!

Learning From the Past, Moving Toward the Future

History was one of my favourite subjects in school. We didn't have a TV until I was 14, so our alternative was to read books from the Wellesley Public Library. WWI and WWII books were my favourites, and I read every one they had. I was particularly captivated by the strategies of war. Even now, I enjoy watching history documentaries on world conflicts, always discovering something new.

Business is similar in that you must analyze all incoming information and make strategic decisions about what is important and correct for your next move. Understanding our history is crucial; it helps us learn from our mistakes and replicate our successes.

Until next time, drive and work safely. I look forward to catching up with many of you throughout this summer's BBQ schedule.

SALES



MARTY OTTEN
Vice President of Sales

Celebrating Dedication and Expertise at The Erb Group

Having worked over the past 35 years for a handful of different general freight carriers, I've encountered similar challenges. Our primary goal was to always provide the best possible service to our clients, ensuring their success – ultimately leading to our company's success as well. This often involved managing resource shortages in staffing, equipment, or navigating a fiercely competitive marketplace.

With that said, I have never worked for a carrier quite as complex as The Erb Group. Our company is unique in the carrier industry due to the range of services we offer. Most carriers specialize in less-than-truckload (LTL) and truckload (TL) services, or they focus on highly specialized areas like oversized load flatbed hauling or tanker operations. Erb manages diverse services with

local and cross border operations, including TL, LTL, home delivery, and cold storage. Each service requires dedicated operations staff and leadership teams to ensure effective and efficient operations.

What sets Erb apart from most other carriers is the further complication of providing fresh and frozen temperature-sensitive services. This aspect alone presents significant complexities and challenges, yet it serves as a testament to our expertise and capabilities in managing such specialized operations.

In addition to providing all these services on time and ensuring the goods arrive intact, we must also safeguard the temperature integrity of every piece of freight. Failing to maintain proper temperatures can lead to significant financial losses due to claims for devalued or compromised products. More critically, such failures can result in illness or, in extreme cases, fatalities.

Despite our challenges, our work at Erb is crucial. We operate in an essential industry, ensuring the safe and reliable transport of goods. Erb isn't just any old business. We have an added responsibility of protecting public health and safety. Our commitment to efficient and effective service opens consumers to greater food variety and choice. With our dedication, the industry and the community remains vibrant and diverse.

Behind all of this are the remarkable individuals at Erb who manage the multitude of factors involved in delivering the best possible experience for our clients and everyone else involved in the journey. In my experience, the success of The Erb Group over the past 65 years is a testament to its culture and the employees who come to work every day to make the wheels turn. Many of these individuals have accumulated 25, 30, or even 40 years of experience, bringing a wealth of knowledge to their roles that not only benefits the company but also enhances the service we provide to our clients.

I recall working an Employee Appreciation Barbeque years ago in the middle of the night. The cross-dock terminal was relatively remote but located on an important arterial highway in the north. Though I knew what was happening in the night in our industry, I was still amazed to see the steady stream of highway units coming and going through the night – connecting all of our communities and their businesses. All I could think of was that while most of the population slept, a legion of drivers, dock, and admin personnel were busy making the entire economy work. The next day, a member of the general public would stop at their local grocery store to get ready for their much-anticipated weekend, and everything they were expecting to pick up was there. They probably had no knowledge of just what it took in terms of effort, skill, and experience to pull off this little miracle.

In this time of celebration, I am grateful for our clients' trust, our team's dedication, and our community's support. Together, we have navigated challenges, embraced opportunities, and consistently delivered exceptional service. Thanks to everyone for your efforts and commitment to what you do at Erb. Here's to continuing our legacy of excellence and innovation in the years to come.



Sales Team at SIAL, Montreal 2024.



OPERATIONS



KELLY A. KITTMER
Director of International LTL Operations

Hello! Kelly Kittmer here. For those who do not know me, I am the Director of International LTL Operations and recently celebrated my 25th anniversary with The Erb Group. Reflecting on my time at Erb, I've had the privilege of witnessing our growth and commitment to excellence firsthand.

First Experience at Erb

My career at Erb started in the Spring of 1999 as an Owner-Operator with Erb Expedite. At that time, Erb Expedite operated out of a small office in downtown New Hamburg. Not long after, the Baden Terminal opened, allowing Erb Expedite to relocate to Head Office on Hamilton Rd. Being young and shy, and not having ventured far outside my hometown of Mitchell, I was scared and felt lost at times (Note: we didn't have GPS navigation back then!). One of my first trips was to our North Bay Terminal. Once I arrived, I needed to figure

out where to go and who to talk to. However, a friendly gentleman approached me and said, "You look lost. How can I help you?" That gentleman was Wayne Baechler. He made sure I got what I needed and that I knew where I was going next. The guidance and support he showed me that day is something I'll never forget. Thanks, Wayne!

Reflecting on 25 Years of Cool Moves

Reflecting on the past 25 years, I am grateful for the opportunities I've been given at Erb. After 65 years, the company continues to thrive because of its commitment to its employees. Hard work and a willingness to accept new challenges are recognized with opportunities for growth and advancement. My own journey has taken me from Driver to Dispatcher, Team Lead, Operations Manager, and presently, Director.

The freight recession of the past year has sharpened our focus on enhancing efficiencies and enriching our client experience, while also uncovering new opportunities to assist companies in transporting their fresh and frozen goods. Part of this has included working more closely with our Sales team, participating in face-to-face client meetings. These meetings have allowed me to better understand our client's challenges and how we can better support them in nurturing and expanding their businesses.

Additionally, our team has been actively testing route optimization software to help our Planners maximize time and equipment utilization. This initiative aims to enhance efficiency and significantly improve our client experience.

A Look into the Future

As we enter the second half of 2024, I am excited to witness the rise in freight volumes, the emergence of new opportunities, and the flourishing of client relationships. New opportunities are already underway; we recently joined the National Frozen & Refrigerated Food Association based in Pennsylvania. This membership provides us valuable connections and numerous benefits across the industry, enhancing our network across North America.

The future of Erb remains promising, thanks to our hard working and dedicated employees. Thank you to all our team members on and off the road, International and Domestic, who have made my job so enjoyable and rewarding, and who continue to do so.

Sixty-five years in business is a remarkable milestone! So much has changed throughout the years, but one thing that remains constant is Mr. Erb's vision and commitment to creating an employee-focused workplace. He genuinely cared about ensuring every employee felt appreciated, respected, and supported. His belief was that by taking care of your people, they would in turn take care of the customers. This philosophy has been a cornerstone of our success and continues to guide us today.

If I can leave you with one thought:

"Growth happens outside of your comfort zone."

Have a safe summer, and I hope to see everyone at the terminal BBQs!

Kelly Kittmer and Kevin Erb - 25 year milestone recognition.



FLEET MAINTENANCE



JIM PINDER

Senior Corporate Fleet Director

Joining is Good; The Value is in Participating!

We've all joined groups, teams, gyms, associations, or networks as members, but I believe the true value lies in active participation.

For the past forty-four years, I've had the pleasure of being a member of an association established in 1959, now known as the Transportation Maintenance & Technology Association (TMTA) Waterloo Region. Founded by Ron Guest of Inter County Milk, Vernon Erb of Erb Transport, and my father, Jim Pinder Sr. of J Pinder Fleet Service, this association has been the leading advocate for transportation industry stakeholders in the safe and efficient maintenance of commercial vehicles in the Waterloo Region.

In 2012, the association rebranded to adapt to industry changes and challenges, becoming the Transportation Maintenance & Technology Association (TMTA). Our founders established a structure centered around monthly meetings held on the first Thursday of each month. These meetings are sponsored by industry stakeholders who provide valuable information to decision-makers influencing the specifications, maintenance, and operation of commercial vehicles throughout North America. Being a part of the association, I've had the opportunity to learn a great deal, which has significantly benefited my career and allowed me to establish valuable connections with subject matter experts across the vast spectrum of the transportation industry!

During my membership tenure, I've served on the board of directors in various roles, some multiple times. Currently, I hold the positions of Vice Chair and Sponsorship Chair, which have been incredibly fulfilling. These roles allow me to engage with members and sponsors, exchanging knowledge and experiences while staying informed about industry trends and developments.

Every month, I look forward to meeting other individuals passionate about the industry. The advantage of in-person meetings lies in the social interactions and the opportunity to gain deeper insights. Through experience, I've learned that online resources provide information, but the personal connections and shared experiences established face-to-face contribute significantly to personal and professional growth.

Ron, Vernon, and Dad were truly visionaries, evidenced by the enduring success of the TMTA and its continued relevance today. Over the years, we've faced challenges attracting younger members to in-person meetings, social events, and trade shows. However, we're currently experiencing a surge in memberships among younger professionals and strong support from sponsors.

The meeting topics encompass a wide range of critical areas, including:

- Statistics on roadside inspections and safety checks shared by OPP Officer Carey Schmitt.
- Involvement with Partners with Paws service dogs.
- Advancements in lithium battery technology by Lightning Batteries.
- Automated lubrication technology from industry leaders, insights into future oil technology from Petro-Canada Lubricants.
- Discussions on current and future emission standards by major engine manufacturers.
- Cybersecurity insurance requirements.
- Body maintenance and salt removal techniques by Krown.

These topics are highly relevant to fleet maintenance and safety, providing immense personal and professional value. Over the years, the knowledge I've gained has directly benefited both myself and my employers. Being an active participant and contributing to an organization established by our founder, Vernon, and my father, Jim Sr., has been a supERB and gratifying experience.

Celebrating 65 years of Erb Transport marks a journey that began with one man, one truck, and the invaluable support of Vernon's wife and our co-founder, Viola Erb. Our commitment to being actively involved in the industry and community as members and dedicated participants has shaped us profoundly. We owe our strength and success to this guiding principle. If I could leave you with a thought, don't hesitate to join a group or association—it can lead to remarkable connections and opportunities.

Thank you to the members and sponsors of TMTA Waterloo Region for your ongoing support of Ron, Vernon, and Jim's vision and dedication. I look forward to continuing my participation as an active member of this exceptional association for many years to come! Congratulations on 65 years of success to The Erb Group!

Enjoy your summer and see you at the Employee Appreciation BBQs!



Photo taken by Jim Wagner of OK Tire Baden.

INSPIRING INCLUSION

Empowering Excellence in the Workplace

Briona Lahti — Public Relations Coordinator



Patience, understanding, and out-of-the-box thinking are the three qualities that Karen Moloney, our Terminal Manager, brings to her job every day. With these qualities, she fosters a culture of inclusion and innovation while empowering excellence within her team. Karen is the first female Terminal Manager at The Erb Group's Winnipeg Terminal. She joined the company in September 2023 and has been amplifying our cool moves across Manitoba. Her impact at The Erb Group has been felt terminal-wide by our employees and clients in just a few short months.

A Woman's Journey in the Trucking Industry

With over two decades of experience in trucking, Karen has witnessed the evolution of the industry firsthand and how it's beginning to shift. During a time when many women were going to college to be teachers or nurses, Karen knew she didn't want to go that route. She began her first experience in the trucking industry in 1994 on a dock as a Forklift Driver. As she progressed, she moved from a lead hand role to a supervisory position and later took on logistics coordination responsibilities. Ultimately, she became a Terminal Manager and oversaw the operations at the facility.

Karen's interest in the industry kept growing. "It's just the fact that trucking is always evolving, and it's never the same day twice," she adds. Her growth in the industry allowed her the opportunity to enhance and observe operations between Canada and the U.S.

Additionally, her passion and determination led her to be the first woman to earn Maple Leaf's Golden Rule Award for "doing what is right," a value Karen applies to the daily interactions she and her team face.

Although trucking is a traditionally male-dominated industry, we are slowly seeing more women in these roles. According to the Women in Trucking (WIT) Index, the percentage of female safety professionals in corporations with for-hire or private fleets in the commercial freight transportation industry continues to increase. As per the 2023 WIT Index report, 41.6% of safety professionals working in the transportation industry are women. Among other job roles, 7.5% of female employees work as Technicians, 12.1% are engaged in Professional Driving roles, 36.9% hold leadership positions, and 43.5% work in Dispatch roles.

Karen's experience brings a broadened perspective when it comes to teamwork and inclusion, which has helped her and her team exceed multiple goals in a short time. Karen's leadership approach goes beyond gender roles and focuses on a culture of belonging, "I think having a diverse team helps promote a cohesive workplace. Providing more opportunities for individuals interested in the industry would increase their eagerness to join the team and allow them to imagine themselves in the environment," said Karen.

A Day in the Life of a Terminal Manager

From overseeing operations and fostering a culture of equality and collaboration, Karen's role is diverse and multifaceted. Karen starts each day by prioritizing the well-being of her team. By focusing on treating all her team members the same, Karen fosters a close-knit culture at the Winnipeg Terminal and has created a level playing field where respect, camaraderie, and excellence flourish. "It's about building a relationship with the individuals on your team. There is no bias when you build an environment with trust, inclusion and understanding," Karen added.

Reflecting on her journey to The Erb Group, Karen emphasizes the importance of its family atmosphere. What Karen values most about her time at The Erb Group is how united her team has become since she joined. Through her leadership, she has strengthened a unified team-driven approach within her terminal. "If you can get your team on board, it's amazing what you can accomplish," she notes, highlighting the impact of a simple hello in the morning. Karen's influence has built the team up and increased morale. "We still have a long way to go. I don't think you ever stop growing, but I am proud of how far we've come," she said. Winnipeg's determination was acknowledged at this year's Erb Excellence Night where they were recognized for their achievements as Top Performing Small Terminal of 2023.

Empowering Women in Logistics

Acknowledging the evolution of the industry, Karen highlighted the importance of evolving with it. At The Erb Group, we are actively working to increase representation of women and individuals with diverse backgrounds and experiences to drive further positive change in the industry. "Being a female Terminal Manager at Erb puts me in a unique position to take on what I am learning and add my own personal touch and experience," said Karen. Among her aspirations for the future, she is eager to expand The Erb Group's services across the Manitoba, Saskatchewan, and Northwest Ontario markets.

Don't be afraid to get your hands dirty and try new things," said Karen, offering advice to individuals looking to break gender barriers and pursue diverse opportunities within the industry. Drawing from her own journey, Karen emphasizes the benefits of starting from the ground up, "there are so many aspects of the sector that are not just behind the wheel." she shared. Karen's commitment to promoting diversity and inclusion and encouraging individuals to take on new challenges embodies the empowerment fueling positive change throughout our organization. We are grateful to have Karen as part of our team!

Supporting Your Financial Journey

Greetings Erbland!

As we embark on Summer, we hope you are scheduling yourself some time to relax, rejuvenate, and have fun with family and friends. There has been an abundance of financial news since our last article. We wish to highlight some of this information which may impact you and your family's financial plans.



Interest Rate Changes

To those of you who are servicing a mortgage or other debt, there is some welcomed news. On June 5, 2024, The Bank of Canada (BoC) reduced the prime rate by 0.25% from 5% to 4.75%. This affects the interest rates charged on (variable) financial products. While the 0.25% decrease may not dramatically impact your cashflow; the cut is a positive indication of further rate decreases as our economy slows. This may also signal that inflation is decreasing. Economists are predicting additional interest decreases over the next two years moving into 2026. However, the Bank of Canada will move cautiously and rely upon data to support any further rate decreases.



QUICK TIPS

TIP 1: For those of you with variable rate mortgages, we recommend keeping your mortgage payments the same so that more of your payment goes towards paying the principal.

TIP 2: Due to the rate drop, GIC rates will renew at lower rates. If you currently invest in GICs, consider reviewing your reinvestment instructions prior to maturity and consider if the reinvestment rate will continue to serve your needs.



2024 BUDGET HIGHLIGHTS:

Federal Canada Dental Care Plan

Starting June 27, 2024 applications for the Canadian Dental Care Plan will open for children under 18 and for people 18-64 years old with a valid Disability Tax Credit.

Bare Trusts

Do you jointly own a bank account or property? Whether with a parent, child, friend, partner, etc., you may be a trustee or beneficiary of a Bare Trust. In 2023, CRA announced additional tax filing requirements for Bare Trusts beginning; however, the CRA decided to defer these filing requirements until 2024. To better understand if the Bare Trust reporting rules apply to you, we recommend you speak with an accountant.

Proposed Change in Capital Gains Inclusion Rate: June 25, 2024

The government has proposed an increase to the capital gains inclusion rate from one half to two thirds for corporations and trusts. For individuals, the inclusion rate is proposed to increase from one half to two thirds on the portion of capital gains realized in the year that exceed \$250,000, for capital gains realized on or after June 25, 2024.

The financial and economic landscape is always changing, and we would be happy to have a conversation with you about how these changes will affect your overall Financial and/or Retirement Plan and what, if anything you should do.

We are looking forward to sharing food and conversation with you during your Annual BBQ. Thanks for all you do, Erb!



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DRIVING SUCCESS



Make the most of your employee perks and programs!

At The Erb Group, we are committed to supporting your success and well-being. Make the most of your experience with us by taking advantage of the perks and programs available to you. For more details about the employee initiatives, visit Erb Connect.

100 Days at The Erb Group

Have you recently received your Erb 100-Day card? Don't forget to tell us how we can make the next 100 days even better! Once you receive your 100-day milestone recognition, scan the QR code attached to the congratulatory card to access the survey. We value your feedback!

Employee Choice Awards

Recognizing Excellence, Celebrating Dedication

The Employee Choice Award Program (ECA) is a testament to acknowledging and appreciating the exceptional dedication and contributions of our team members who go above and beyond the call of duty. By empowering employees to recognize their peers, we seize the chance to celebrate the distinctive contributions of each team member. Each terminal is eligible for one winner per award category listed below.

Award Categories

Team Player

Customer Service

Coaching Champion

Above & Beyond

Living by Our Values



Have you noticed a peer going above and beyond? Scan the QR code to learn more, and nominate your 2025 award recipients.

QR Code Link:

<https://shorturl.at/G2N0U>

Get Ready for Dayforce!

Change is cool, and it's coming later this summer! Did you hear? We're on a journey to transitioning to a new Human Resource platform and benefit system. Stay tuned for updates on what's happening next through Erb Connect under the **Dayforce Resources** section!

Through Dayforce, you'll be able to:

- Check your schedule.
- Review your timesheets.
- Request time away from work.
- Access your pay statements.

Questions?

Dayforce@erbgroup.com



COMPANY AWARDS

The cool moves we've made together this past year have propelled us into our 65th year as a company. We are so proud to be able to continue on our road to success with these remarkable strides and achievements that have positively impacted our terminals, communities and industry.

All of our accomplishments over the past year have resulted from our teamwork, passion and willingness to go above and beyond. We are grateful for each member of our team and their hard work in making cool moves and championing The Erb Group. Thank you for your commitment and dedication, which helped move us toward achieving each award.

Here is a round-up of our achievements in the first half of 2024:

Top Fleet Employer with Distinction

They say 11 is a lucky number, and this year has undoubtedly been a testament to that. We are honoured to be recognized as a Top Fleet Employer by Trucking HR for our eleventh consecutive year, putting us on the distinction list once again! The Erb Group is considered one of eight 'elite fleets' of the Top Fleet Employer program. We were part of the first group of Canadian transportation companies to enter the program when it launched ten years ago.



TMSA Purpose Award

The Erb Group puts purpose at the forefront of every cool move we make. Over the past 18 months, we have taken the initiative to help improve the lives of those in need by providing invaluable in-kind support and over \$100,000 in monetary donations to organizations dedicated to helping others. Our commitment to community service was again recognized by the Transportation Marketing and Sales Association (TMSA), who honoured us with the 2024 Purpose Award.

Best Fleets to Drive For 2024

Best Fleets to Drive For recognizes for-hire fleets that provide exceptional workplace experiences for their company drivers and independent contractors. After an extensive evaluation process and being voted on by our drivers, we are proud to say we have received this acknowledgement once again!



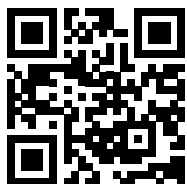
Highway Angel of the Year Award

We are beyond proud to honour Dawna Jacobsen, a long-haul driver out of our Winnipeg Terminal, for her achievement of winning Highway Angel of the Year by the Truckload Carriers Association (TCA). Dawna is recognized for her courage and compassion both on and off the road, leading her to be known as the now community hero who was first on the scene the night she helped save a young boy's life. Congratulations, Dawna!



Central Ontario Regional Truck Driving Championships

At the beginning of the season, two of our outstanding drivers from The Erb Group, Stewart Jutzi and Jeff Lambkin, made us proud at the recent Central Ontario Regional Truck Driving Championships. Stewart Jutzi was named Grand Champion, achieving the highest points overall, while Jeff Lambkin earned an impressive 3rd place in the Single/Tandem class.



For more details on award classes and winners, read the Today's Trucking Article:
<https://shorturl.at/AYLcC>





ERB GIVES BACK

Producing meaningful work in the transportation industry and community has been at the heart of our business since 1959. Each year, we strive to go beyond our daily operations and give back to the neighbourhoods we serve.

Here is a round-up of some of the great things we've accomplished together so far in 2024.

After The Bell Packing Day (Trucks for Change): The After the Bell Program addresses child hunger by delivering healthy, child-friendly food packs to school-aged children from coast-to-coast. These packs are essential in filling the critical gap when school nutrition programs become unavailable, ensuring children have the necessary nutrition to fuel their bodies and minds during the summer months.

Wellesley Touch a Truck Event

Our trucks took center stage at the Wellesley and District Cooperative Preschool's Touch a Truck event. Our CEO, Wendell Erb, gave families an inside look at how our trucks operate and their vital role in delivering food to family tables. The successful truck tour concluded with a cool treat for everyone - freezies!

Stratford 5K

For the third year in a row, we are proud to be a presenting sponsor for the Stratford 5K Run/Walk hosted by The Local Community Food Centre. This event supports their mission to provide healthy and accessible food options in our community. Some of our team will take to the track, while others will provide water refreshments to help runners stay cool.

This fall, we aim to raise even more funds to support this vital cause. You can contribute by donating or creating a team for the Stratford 5K. Not only do we go the extra mile for the neighborhoods we serve by truck, but also by foot!

**Please note this event will take place in Stratford, Ontario, on October 6th, 2024.*

Erb's Cool for a Cause

At The Erb Group, we take pride in giving back to our communities all year round. During special events, we provide in-kind support and collaborate on creative solutions to enhance local experiences. By doing so, we help keep events running smoothly while ensuring that food and beverages remain fresh and enjoyable.

As part of The Erb Group's commitment to community support through our "Cool for a Cause" initiative, we were proud to contribute to several local events during the year's first half!

We kicked off the season by supporting Wilmot's Canada Day event, using one of our refrigerated straight trucks to ensure all goods stayed fresh for guests. For the third year running, our vibrant red trucks were part of the Annual Cherry Festival in Kitchener, ON, in July.

Additionally, our support extended to the Thunder Bay area for the Folklore Festival (Thunder Bay Multicultural Association) in May. Our support helped enhance the festival experience for all attendees. Further, in July, we dropped a trailer at the BrewHa Festival to help the beer vendors keep their suds cool during their event.

We're grateful to be part of these celebrations, ensuring everyone enjoys their goods while staying cool on hot days.

Did your terminal or team give back to the community?

Be sure to share your stories and photos with marketing@erbgroup.com!



Register for the Stratford 5K

Scan the QR code now to get involved and join us in making a difference.





ON THE ROAD TO SUSTAINABILITY

Navigating an eco-friendly cold chain.

Briona Lahti — Public Relations Coordinator

Importance of Sustainability

As our world rapidly changes and evolves, sustainability has become a vital factor that businesses, employees, and consumers consider. By prioritizing sustainability in our day-to-day interactions, we can create a positive impact on the environment, the people, and the economy that it supports long term.

What is sustainability? In the simplest terms, sustainability means to meet the needs of the present without compromising the ability of future generations to meet their own needs.

The trucking industry heavily relies on moving motor vehicles to transport goods from one destination to another. As concerns about climate crisis grow, there is an increased need for our industry to adopt more sustainable practices and reduce its carbon footprint. Amidst the transitioning of fleets and infrastructure, where else can we initiate action?

At The Erb Group, we are committed to doing essential work with an environmentally friendly approach. Over the years, we have taken various measures to ensure that our business practices align with our commitment to sustainability. From our facilities to the highways and within our communities, we stand dedicated to being a positive force in an essential industry.

Our Efforts

Since 2013, The Erb Group has been actively collaborating with businesses, like Arcadian Projects, that share our vision of a greener future. By implementing small yet effective changes (energy-efficient projects such as lighting upgrades, installing solar rooftops, and energy management systems) in our locations across North America, we have been able to make a significant impact toward our goals of being a sustainable business with foresight for today's business and tomorrow's future.

Since working with Arcadian, our company has achieved significant CO2 savings. Specifically, our lighting upgrade project at the Baden Shop in May 2014 resulted in an annual savings of 891,756 kilowatt-hours (KWH) of energy and a reduction of 133.76 metric tons of carbon emissions. Similarly, our Energy Management project at Baden in May 2021 annually saves 984,000 kilowatt-hours (KWH) and reduced 147.60 metric tons of carbon emissions. These projects showcase our ability to implement effective solutions that drive operational efficiency while positively impacting the planet. Through all our projects, we're collectively saving a total of 479.18 tons in CO2 emissions. To put this into perspective, that's equivalent to the electricity required to power 320 homes for an entire year!

We look forward to enhancing our sustainability efforts across all operations in the future.

Living by our Values

Our team, clients, and communities inspire our passion for sustainable growth across our locations. Many of our team members lead by example in sustainability, exploring energy-efficient solutions in their personal lives and bringing a shared commitment to growth and education company-wide.

"Sustainability isn't just a buzzword—it's a way of life," said Tim Rabak, our Chief Operator. "In my role, I prioritize efficiency and cost-effectiveness, especially regarding the safe and reliable operation of our ammonia refrigeration systems in Baden. Through initiatives like Save On Energy programs, we've reduced consumption, but I'm always seeking more ways to save. For me, sustainability is about making smart, long-term decisions that will benefit both the environment and The Erb Group for the long run."

Through Tim's diligent efforts, we've not only reduced our energy consumption but also set a precedent for responsible resource management within our organization while cultivating a network of collaboration, responsibility, and innovation among our team.

Outlook for the future

Our dedication to sustainability extends over the road (OTR). Recognizing the power of proactive steps to protect and preserve our planet, we recently renewed our Smart Way certification through the EPA for the ninth year. This reaffirms our commitment to reducing emissions and minimizing our environmental impact. By partnering with SmartWay, we continue to implement best practices and innovative solutions to optimize our operations and reduce our carbon footprint.

Amidst our ongoing efforts to combat the climate crisis and advance sustainability in trucking, we eagerly anticipate what's to come in our sustainability journey.

We believe it is our responsibility to consider the impact of our actions on the planet and the generations to come, and we are committed to doing our part to create a more sustainable future for all.

- 24** — New Hamburg
- 26** — Baden Terminal
- 28** — Montreal Terminal
- 32** — Ottawa Terminal
- 34** — Thunder Bay Terminal
- 35** — Toronto Terminal
- 36** — Trenton Terminal
- 38** — Winnipeg Terminal
- 39** — Elverson Terminal
- 40** — North Bay Terminal

TERMINAL UPDATES





NEW HAMBURG — HEAD OFFICE

Warm Summer Greetings from New Hamburg

What an incredible journey The Erb Group and all its leaders, employees and business associates have been on for the past 65 years. From a company founded by one man with a vision and his supportive wife, we have grown into a highly respected company with boots across North America and a trusted leader in the cold chain transportation industry. In spite of the many challenges we've faced our company continues to thrive and expand.

This past spring, the New Hamburg team honoured some of its own milestones and celebrations. Dona Thomas and wife, Dona Achu Mathew, welcomed their first daughter, Hannah Elizabeth, on April 10, 2024. Sarah Arnold and husband, Dan, welcomed their second daughter, Kaitlyn Elizabeth, on May 21, 2024. Congratulations on your new royal additions!

Additionally, we are proud to celebrate the significant milestones of two of our employees at Erb. Brenda Underwood marked her 40th year with us in June, and Doris Bearinger will reach the same milestone in July. Congratulations on your incredible journey and dedication over the past 40 years.

Easter was also a highlight during the cooler spring season. The Easter bunny visited the terminal and left treats lying around for everyone. The egg hunt has morphed into a full-fledged candy bar. If you are in the vicinity, stop by Credit for a sugary treat and a warm greeting from the Credit team!

If you didn't know, the New Hamburg facility was the first official truck terminal and shop of The Erb Group, which now serves as our Head Office.

Document Control
- Erb Day 2024.



Solar Eclipse at New Hamburg April 2024.





TERMINAL UPDATES

Ashleigh Gilbert - *beating the heat during June heat wave.*



Mitchell Roth during Easter egg hunt.

The building stands as a living testament to our journey and resilience. As we casually stroll through the shop to collect mail each day, we're transported back to where it all began. Though the building may show its age with a few wrinkles here and there, it stands tall and proud, buoyed by the dedication of our remarkable team. It's not just a building; it's a symbol of our past achievements and our steadfast commitment to the future of The Erb Group.

We are all looking forward to the summer BBQ hosted by the Baden terminal. The food is excellent, and everyone enjoys the fellowship with old (and new) friends from the Erb community.

Enjoy the dog days of summer. Stay safe and stay 'cool'.

— **Carol Roth**
Document Control Supervisor

BADEN TERMINAL



Frank Heon, Tessa Jansen and Roger Zehr -
Baden Erb Excellence Night.

Carl Jantzi - 40 year
milestone recognition.



Karl Dannahower and son Neo with Mack
Lego - Family Day Giveaway Winners.

Greetings from Baden

As we roll into the summer months here in Baden, we look forward to beating the heat and welcoming more cool moves this season! While the temperature outside rises, it's the perfect time to reflect on the cool things we've accomplished since our last update.

March began with the anticipation of a tremendous event on our calendars: Erb Excellence Night. The Corporate Erb Excellence Committee did a spectacular job putting together a fantastic night to honour our milestones and help recognize the many great people who work at The Erb Group. I would like to thank Frank Heon and Tessa Jansen for the time and effort they put into emceeing the evening and making the night run so smoothly.

Baden was also lucky enough to have our friends at the Hissing Goose Coffee Company bring out the coffee truck on several occasions to help us get through the dog days of winter and welcome in the spring season. Our friends at Los Rolling Tacos also brought in their food truck, which proved to be a very successful day, and the tacos were fantastic.

In April, we had the privilege of celebrating a significant milestone in Erb's history. In 2008, we acquired the first prototype of the Lonestar truck from the International Truck corporate office. It was a moment of great pride when we received the last Lonestar ever built.



TERMINAL UPDATES

Tim Rabak - 25 year milestone recognition.



The event was graced by the presence of the International and Altruck staff, who also generously provided lunch. The unveiling of the final Lonestar was a memorable experience for all.

As I think about our terminal in Baden, one thing that never fails to amaze me is the incredible longevity of our employees. It's truly impressive and heartwarming to see so many dedicated individuals who have spent the majority of their careers at Erb contributing to the growth and success of our company today.

Every month, someone celebrates 25 or 30 years at Erb; this past month, two people in Baden celebrated 40 years of service, which is a tremendous milestone. Congratulations to Rick Roes and Kevin Erb on this outstanding accomplishment. I hope everyone has a great summer and stays safe and cool.

— **Mike Torchia**
Baden Terminal Manager

Rick Roes - 40 year milestone recognition.



MONTREAL TERMINAL

Eddy Cyr, Tom, Carlo Colasuonno, and Ricardo Marciano.



Embracing Change and Celebrating Success

As we find ourselves midway through 2024, it's a great time to reflect on our journey and achievements so far. The first half of the year has been a whirlwind of activity, growth, and transformation. Let's dive into some highlights from our Montreal Terminal!

Celebrating Erb Excellence

First and foremost, congratulations to everyone who received an Erb Excellence Award this year! Your hard work and dedication are what make our company thrive. A special shoutout to Daniel Jacques, our former Terminal Manager, who has been promoted to Director of Domestic LTL. Congratulations, Daniel. While we'll miss his leadership at the terminal, we're excited to see him excel in his new role (no pressure, Dan!).

Welcoming New Faces and New Committees

We're thrilled to welcome Veronica, our new HR Business Partner in Montreal. Her expertise and enthusiasm are already making a positive impact. Additionally, we've

Kulwinder Kaur Pannu - the yard on a stormy day.



successfully voted in our Health and Safety Committee and Francization Committee. These committees are essential in ensuring a safe, inclusive, and compliant work environment for all our employees.

Adapting to Changes

One of the significant changes this year is the closing of our QC Cold Storage. This transition, expected to be finalized by the end of June, has been a challenge. Yet, our team's resilience and adaptability have shone through.

The customer service side has been busier than ever, and it's a testament to our commitment to maintaining high standards even during times of change.



Looking Forward

As we move forward, let's continue to support each other and embrace the changes ahead. Our collective efforts have made us stronger, and I'm confident that the rest of 2024 will bring even more opportunities for growth and success.

Thank you for your hard work and dedication. Here's to a fantastic second half of the year!

— **Michael Lacoursière**
Customer Service Coordinator



Montreal Erb Excellence Night, 2024.



Martin Dufault - on balloon garland duty.

TERMINAL DE MONTRÉAL

Eddy Cyr, Tom, Carlo Colasuonno et Ricardo Marciano.



Mise à Jour de l'été : Ouvert au Changement et Célébrer le Succès.

Alors que nous nous retrouvons à la moitié de l'année 2024, c'est le temps parfait pour refléter sur notre parcours et nos réalisations jusqu'à présent. La première moitié de l'année a été une tornade d'activités, croissance et de transformation. Jetons un coup d'œil à nos moments les plus marquants au Terminal de Montréal !

Célébration de l'Excellence chez Erb

Avant tout, félicitation à tous ceux qui ont reçus un prix d'Excellence Erb cette année! Votre travail acharné et votre dévouement sont ce qui permis à notre compagnie de prospérer. Chapeau à Daniel Jacques, notre ancien gestionnaire de terminal, qui a été promu en tant que Directeur des Chargements Partiels (LTL). Félicitation Daniel. Alors que sa direction de qualité nous manque au terminal, nous sommes heureux de le voir réussir dans son nouveau rôle (sans pression Dan !).

Accueillir de Nouveaux Visages et de Nouveaux Comités

Nous sommes heureux d'accueillir Veronica, notre nouvelle Partenaire Commerciale des Ressources

Kulwinder Kaur Pannu - *la cour un jour d'orage.*



Humaines à Montréal. Son expertise ainsi que son enthousiasme ont déjà un impact positif à la compagnie. De plus, nous avons votés avec succès pour la création du comité de Santé et Sécurité et celle du comité de la Francisation. Ces comités sont essentiels pour assurer un environnement de travail sécuritaire, inclusif et conforme pour tous nos employés.

Adaptation au Changement

Un des changements le plus significatif cette année a été la fermeture de notre entrepôt frigorifique à Québec. Cette transition, qui devait être finalisée avant la fin du mois de juin, a été un défi. Pourtant, ce défi n'a pas cessé de démontrer la résilience et l'adaptabilité de notre équipe.



Le service à la clientèle a été de plus en plus occupé, mais c'est un engagement pour nous de maintenir de hauts standards même dans des périodes de changement.

Ce que Nous Prévoyons

Au fur et à mesure que nous avançons, continuons à se soutenir et à être ouvert aux changements à venir. Nos efforts collectifs nous ont rendus plus forts, et je suis confiant que le restant de l'année 2024 nous apportera encore plus d'opportunités qui nous permettront de grandir et de succéder.

Merci à tous pour votre travail acharné et votre dévouement. À une deuxième moitié d'année fantastique!

— **Michael Lacoursière**
Coordonateur de la Service a la Clientèle



Martin Dufault - sur le devoir de guirlande de ballons.

Nuit de l'excellence de l'Erb à Montréal, 2024.



OTTAWA TERMINAL

Hello Erbland

With the warmer weather setting in, we hope that everyone is enjoying the sun and spending time with their families. As I write this, we are experiencing our first heat wave of the season. That said, the Ottawa Terminal is excited to show off our cool moves this summer!

Other than welcoming back a few familiar faces to the terminal, there have been few changes since our last update. While this leaves me with little new to write about, it reflects our team's hard work and dedication. I'm grateful for our team and excited to make new memories together this summer.

Since there have been minimal changes, I'd like to take this opportunity to discuss our remarkable team and the incredible effort they've put in this past season.

We have a great team of dedicated, hard-working employees including our drivers, dock staff, shop employees, and office staff. There is a strong sense of community here that I am proud to be a part of. It's a 'vibe' that not only permeates through the terminal but also binds us together. Of course, there are obstacles, but by the end of the day, we will overcome them

Marc Lamarche, Marc Lecavalier and Wendell Erb.



together. I want to express my deep gratitude to each and every one of you. Your hard work and dedication are truly appreciated by everyone. If I do not communicate this to each and every one of you, I apologize, but please be assured that it's very much appreciated.

We executed another great Erb Excellence Night in March. Wendell was our guest, and we all had a great time together. It's always a pleasure seeing everyone outside of the work environment. It takes months of meticulous planning to pull off an event of this scale, and I would really like to thank all of our volunteers who made the night a success. Plans are already in the works for next year; we hope to have an even better turnout for that one.



Jamie Delahunt and Rene Woods.



Sophie and Tim Jennings, Neil Williams and Roxanne, Denise and Steve Crawley.



John Chartrand, Adam Lafleur, Dean Weedmark, Maureen Weedmark and Leo Hurley.

So, with that, I want to wish everyone a great summer and everything it offers!

— Marc Lamarche
Ottawa Terminal Manager

THUNDER BAY TERMINAL

Greetings from Thunder Bay

It was a very mild winter here this year, but we are looking forward to the summer season. A lot of our crew enjoy fishing, hunting and camping, so we take advantage of the nice weather as much as nature allows. The added business from Walmart has been going well, and we deeply appreciate their partnership and everything they do with Erb.

We would like to welcome Tarik Akalin, who transferred from the Trenton Terminal, Jason Wiebe, who is starting on the dock, and Kamal Singh, our new part-time driver.

We are deeply grateful for the dedication and hard work of Timo Jousmaki, who is celebrating an impressive 15 years at Erb Transport, and Jacob Kralt, who has been with us for a year. Your commitment is truly valued. Additionally, congratulations to Operations Manager Doug Salatino for welcoming two new grandsons to his family.

Erb Excellence Night was a fantastic evening filled with laughter and camaraderie. We extend our thanks to Marty Otten for joining us in Thunder Bay and for his entertaining performance in Family Feud.



Jacob Kralt - 1 year milestone recognition.



Doug Salatino grandsons Caleb, Leon, Ace and Bodhi.

New Season, New Opportunities

We are excited to share that we have additional work with a new opportunity that began in March '24. We are working closely with Walmart, shunting their freight to local stores in Thunder Bay. This new venture allows us to deliver fresh and frozen products to family tables across the region, marking a significant expansion in our operations.

— **Steve Pethick**
Thunder Bay Terminal Manager



Erb truck and Walmart trailer, 2024.



Greetings From The Mississauga/Cardiff Terminals

Good day, everyone! It has been an interesting year for our terminals. The volume levels didn't quite reach our desired targets throughout 2023 and the first quarter of 2024. While we have had to make some difficult decisions and changes to adjust to the lower volumes of freight, we are grateful for our team members' hard work and anticipate an increase to end the year on a high!

We have recently seen a slight increase in volumes due to the spring/summer months when kids are out of school and vacation sets in, and we are hopeful this trend continues going forward. There were some changes in the office, such as moving the Regional Group adjacent to the Local Dispatch team. This has significantly improved communication between the two groups. We also combined the International and Regional Local Drivers into the Mississauga Local Board, which was a significant undertaking. Still, the teams did a great job making this a successful transition.

Toronto Team - African Heritage Month 2024.



John Cirlincione, Brendan Karl, Nellie Voordenhout.

Toronto Team - Erb Day 2024.



This season, we've also observed industry changes resulting from highly volatile market conditions and have seen many large and established carriers file for bankruptcy. To remain competitive, we must continually examine every aspect of our business and make decisions that will allow us to maintain and flourish. Additionally, we are still working on updating our operations process to enhance the client journey for everyone. Still, I am confident that we will continue to address each update systematically with the same level of success shown in the past year.

While change is constant, I realize that for some, it is easy, and for others, not so much. However, change is required for us to remain viable leaders. It is your efforts and support that have been crucial to the many changes we've made in the past year. Because of you, we were able to identify, plan and execute the required changes successfully in a very short time. This year, we're celebrating 65 years of excellent service and excellent people. Thank you for your hard work this season.

— Thomas D. Hill
Toronto Terminal Manager

TRENTON TERMINAL

Reporting from Trenton

Summer has finally arrived, and the winter wasn't too harsh in terms of weather. With the warm weather here and even warmer days ahead, we are hopeful that freight volumes will start to rise. It's unbelievable to think that 2024 is already halfway over, but we're excited about the opportunities the rest of the year will bring.

Al McInroy has retired, and a new Terminal Manager has not yet been named. Everyone is looking forward to meeting the new manager once they arrive. It feels like we finished decorating Al's office yesterday. We even left the decorations up for a few weeks after he left. Now, with the decorations taken down, Frank Heon and Daniel Jacques have a place to work when they are in Trenton.

Alongside the retirement of Al, we've had a lot of milestones to celebrate here in Trenton. Our office has been buzzing with energy, with celebrations and activities keeping spirits high. We want to express our heartfelt congratulations and deep appreciation to everyone for their unwavering hard work and dedication in completing another successful season.

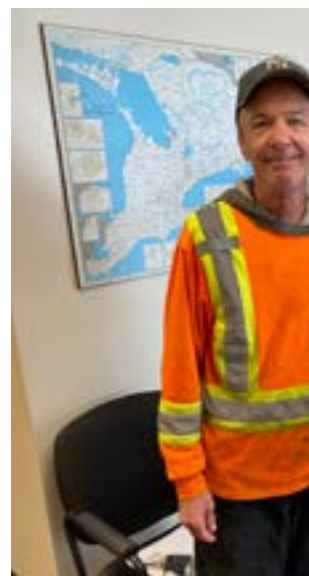
Speaking of hard work, Ian Vink and Ryan Brooks are currently occupied with a crucial task. They are installing the new ISSAC equipment into trucks, a significant step to enhance in-cab communication for our drivers. Their dedication to this project is truly commendable.



Al McInroy's Retirement Cake.



Wendell Erb and Al McInroy.





Trenton dock.

To close, we look forward to the Employee Appreciation BBQs and having some time to sit down and admire our team and our collective achievements over the past season.

Office Milestones

- Nick Ferrante — 10 years
- Desiree Beaudoin — 1 year
- Fiona Blanchard — 1 year

Dock Milestones

- Brandon Nadeau — 5 years
- George Crouch — 20 years
- Trevor Collyer — 20 years



Lawrence Rightmeyer and Trevor Collyer.

Driver Milestones

- David Matthie — 1 year
- Joe Austin — 10 years
- Brian Armstrong — 5 years
- Sean Gallinger — 1 year
- Dan Dafoe — 25 years
- Rick Martin — 25 years
- Derrick Arnold — 20 years
- Kyle Burnnett — 5 years
- Brian Clarke — 5 years
- Joe Schoneveld — 5 years



George Crouch and Lawrence Rightmeyer.

Jamie Coe
Trenton Operations Manager

WINNIPEG TERMINAL

Hello from Winnipeg

Time is moving fast this year, as we are just a few short weeks away from summer and halfway through 2024. The Winnipeg Terminal has been buzzing with activity over the winter and spring. Mother Nature was nice to us here on the Prairies with a milder winter, but she has dumped on us with rain lately. All this rain is keeping Darryl Kushniryk a busy guy. Darryl joined us in February and has worked hard to keep the terminal and grounds in tip-top shape. One of the projects that Darryl spearheaded was cleaning and painting the wash bay. Working in collaboration with Chris Hnatyshyn, they were able to brighten up the area and give it much-needed TLC.

We welcomed Lawrence Barnard to the Winnipeg team in April. He has settled into his role in Driver Services and has become a welcomed member of our team. If you get a chance to stop by Winnipeg, come and say hello to Lawrence and the team.

In addition to Darryl and Lawrence, we are thrilled to welcome Mike Werner, and Saeed Alabbad who have recently joined the Winnipeg Terminal. We are equally delighted to have Tyler Bagnall back with us after his parental leave. Your presence is highly valued and we look forward to working with you.

As we approach the summer, everyone here in Winnipeg wishes you all a safe and enjoyable time. May your summer be filled with fun and relaxation.

Until next time.

— **Karen Moloney**
Winnipeg Terminal Manager

Scott Snowdon



Chris Hnatyshyn



Tyler Bagnall



Brent Lauzon, Mark Neuman, and Darren Mitchler.



The Dog Days

Hello everyone! As I write this, southeastern Pennsylvania is sweltering under the heat. Over a week of temperatures in the upper 90s with no rain has left lawns parched and dusty. The construction work on the bridge spanning the turnpike that runs by our property is in full swing, so the lack of rain makes everything here very dusty. When I leave work on Friday afternoons, the first thing I do is run my car through the local car wash!

As the bridge work continues, the contractor anticipates completion by October, barring any unforeseen circumstances. A detour is currently in place when leaving our yard, so please check our driver's room for detailed instructions if you are in Elverson. Please note that tractor-trailers cannot turn right out of our lot at this time, necessitating a 9-mile detour for outbound traffic. However, inbound traffic is unaffected.

Cool Moves in PA

Abbe continues to be busy working on outside customer vehicles in the shop when no Erb repairs are needed. The most exciting thing that he worked on recently was from a client that owns and plays this carillon and has been bringing it here for probably the last 15 years. He travels all over the country, pulling this instrument on a trailer. It's quite the sight!

Some of the best office visitors these days are covered in fur and walk on all fours. They're the perfect colleagues—always eager to work for a treat and never a complaint!

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

A client's carillon - serviced with Erb for 15 year's.



Ginger - Paul McEwen's pup.



Cash - Kevin Leibold's pup.



Bonnie Beam and Duncan - Bill Schuler's pup.

NORTH BAY TERMINAL



North Bay Team - Erb Day 2024.

Greetings Erbland

The summer is finally upon us in the North. Cottages are open, boaters are on the water, and the fishermen/women are catching the big ones!

To quote Alice Cooper, "Schools out for the summer." With this, weights will increase, and drivers will be running steady.

We had a fairly mild winter in North Bay, with few highway closures and minimal damage to the yard due to the lack of precipitation.

A few updates to report from here in the North: we have Guy Michauville retiring after 23 years of service as an Erb Driver. We all wish Guy the best in his future endeavours. Congratulations!

From the Shop

Our new Shop Mechanic, Neil Losier, began his journey with us in March 2024 and has been a great addition to Erb. Brian Krauskopf, our Night Mechanic, will be off for five or six months. We wish him all the best during that time, and we'll look forward to when he returns to duty in November or December.



Randy Cameron and his wife Brigitte, with Rory Harris.

From the Dock

Nnaemeka Ifediora, our new Dock Worker began his journey with us in June 2024 and is doing a supErb job at keeping the product moving and goods cool.

We're grateful for the new people and opportunities the first half of this year has brought, and we're looking forward to a great summer!

We've already had this year's BBQ pass; it was a great success, and we have many to thank! Wendell Erb, Wayne Baechler, Alyssa Couvillon, Kevin Erb, Ganiat Dawodu and Chery Johansen. Thank you for making the trip to North Bay to participate in our terminal's success.

We would also like to acknowledge this year's volunteers who kept the grills burning and the bellies full. Dave Modeen, Marc Lafleur, Migel Giroux, Claude Mantha, Michael McBride, Shanna Krahn, Ryane and Ben as well as Brigitte and Keersten Cameron.



You are all 'Rock Stars' thank you!

In closing, we had a few surprise guests for the BBQ this year, and we truly enjoyed the visit with Katie, Kelly, and Rory Harris. We are eagerly looking forward to a busy and profitable summer at the North Bay Terminal, and

we are confident that with your continued support, we will achieve even greater success.

Until next quarter, be safe!

— **Laurie Bissonette**

North Bay Dispatch

Late night sunset, photo by Brent Talabaka.



Chris Bruno and Migel Giroux
- 1 year milestone recognition.



Frank Heon and Randy Cameron
- 35 year milestone recognition.



Our Terminal Milestones

- Manpreet Singh — 1 year
- Chris Bruno — 1 year
- Dylan Cormier — 1 year
- LeeAnn Lefebvre — 1 year
- Aaron Rudd — 5 years
- Claude Mantha — 10 years
- Scott Moxam — 10 years
- Randy Cameron — 35 years
- Bob Ethier — 35 years
- John Walsh — 35 years



Marc Lafleur and Lee Ann Lefebvre
- 1 year milestone recognition.

EVENTS & SPECIAL DAYS

At The Erb Group, we host and participate in various events and themed days to help us recognize important initiatives and fuel more opportunities to have fun together throughout the year!

Amongst the daily grind and dedication of our cool moves, we love participating in these special days. From industry events to company initiatives, we cover it all! In addition to showing off just how cool our team can be, it is an excellent opportunity to let different individuals and departments shine and share their personalities and spirit.

International LoneStar

On April 15, 2024, we celebrated a milestone moment in trucking history! The Erb Group, International, and Altruck International Truck Centres came together at our Baden Terminal to present the last model of the International LoneStar to our CEO, Wendell Erb.

In 2008, we had the opportunity to test the first prototype of the International LoneStar before it was released to the market. Our partnership with International and Altruck is based on our shared values of safety, reliability, and innovation. From testing the first prototypes to receiving one of the last LoneStar Trucks, it marks a full circle moment for The Erb Group and International Trucks.



Read more about the celebratory day and the significance of the truck through the QR Code.



Toronto Dock Team, Erb Day 2024.

Do you have something fun you want to share?

Send your photos to marketing@erbgroup.com for a chance to be featured on Erb Connect, social media and future editions of The Erban Report!



Recruitment Team, Truck World 2024.



The last LoneStar truck event, April 2024.



Head Office Team members at Women With Drive Conference, 2024.

GOOD CHEER CLUB

The Good Cheer Club exists to spread positivity to all participating employees and their immediate families in supporting childbirth, marriage, personal illness, or family loss.

Get involved! For more information about the club or details on how to enroll, visit the **Additional Resource** tab on Erb Connect.

BIRTHS

Montreal

David Huxtable and Amanda - Hendrix Huxtable born on December 29, 2023.

Baden

Tan Sandhu and Simranpreet - Mehroz Sandhu born on April 10, 2024.

New Hamburg

Dona Thomas and Dona - Hannah Elizabeth born on April 10, 2024.

Sarah Arnold and Dan - Kailyn Elizabeth born on May 21, 2024.

Toronto

Muhammad Imran and Rukhsana - Musa Imran born on January 18, 2024.

MARRIAGES

Baden

Kate Marchbank and Jeremy - February 4, 2024.

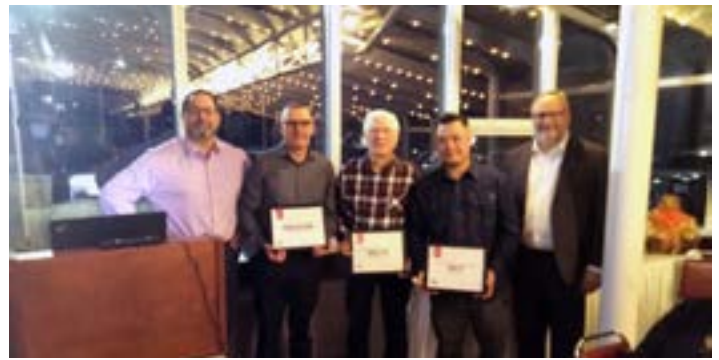
Ben Divita-Baden and Cassandra - August 5, 2023.

Toronto

Shikha Sharma and Mani - February 14, 2024.



Tanpreet Sandhu - Baby Mehroz Sandhu.

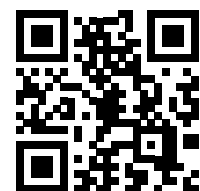


ERB EXCELLENCE NIGHT 2024

Celebrating our excellent team and cool accomplishments!

At the beginning of March, we celebrated our 8th annual Erb Excellence Night, where our terminal network came together to honour the hard work, dedication, and people who power our cool moves across North America.

Taking a moment to step away from the day-to-day buzz of transportation and logistics to recognize the great people and excellent milestones we achieve together is a cornerstone of our culture. It keeps us inspired on



Visit our EE Night album

Scan the QR code to swipe through all the memories we made at this year's Erb Excellence Night and to view 2024 ECA winners.

our journey to bring food to your family's tables. We are grateful to each member of our workforce and the excellence they bring to our team.

This year at Erb Excellence Night we celebrated the inauguration of our Employee Choice Awards (ECA) and honoured recipients onstage. Congratulations to all our winners; thank you for your contributions!

SAVE THE DATE

Our next Erb Excellence Night will be held on Saturday, **March 22nd, 2025!**



CELEBRATE 65 YEARS



Scan to view our
**65TH
ANNIVERSARY
VIDEO!**



**AMY
ARMES**

"Mitch always felt he missed out on Easter egg hunts too soon, being the youngest in his family. This Easter, the credit department made up for it by organizing a special egg hunt just for him."

— Amy Armes



ATING



TREVOR COLLYER

"Thanks to Erb Transport and a swap with Sheldon Wheeler, I got Raptors tickets through Erb Excellence. Trading my Leafs tickets, my son and I experienced an awesome game together, thanks to you!"

— *Trevor Collyer*

ANGELA MCPHERSON

"Growing up, I always dreamed of working at Erb, where my dad also worked. Although I don't recall all the details, Erb Transport has been a part of my life since childhood. Whether seeing Mr. and Mrs. Erb at my grandfather's church in Crosshill or taking a truck ride to Ottawa with my dad when I was young, Erb has always been intertwined with my personal history."

— *Angela McPherson*



CHRISTOPHER WYATT



"One of the things I find special about working for Erb is the family atmosphere, where interactions with the Erb family and management happen in informal and unplanned ways."

— *Christopher Wyatt*





GREG TUCKWELL'S APPOINTMENT TO PRESIDENT

Read our full story online

“It’s been a privilege to oversee the cool impact our company is making in the cold chain industry. I am excited for the future, and to find new ways to move our company forward and continue to bring food to families’ tables across North America.”



Scan the QR code to read more details about Greg Tuckwell's appointment to President.

HIGHWAY TO HEALTH

The Erb Group's Health and Wellness Program

Carolyn Vokes Reibeling — Senior Human Resources Administrator and Wellness Coordinator



Maintaining and improving your health and well-being is a lifelong journey, often filled with challenges and speedbumps along the way. If you've strayed from your health goals, don't fret—it's completely normal. What's important is to return to healthy habits, such as eating right, sleeping well, exercising regularly, and practicing self-compassion.

Getting Back on Track

A strong morning routine can set a positive tone for your entire day and support your health journey. Here are some morning habits that can prepare you for the day ahead and aid in your overall well-being.

Wake Up and Meditate: Start your day with 5 to 10 minutes of meditation. Morning meditation can help you shake off grogginess and achieve a deep state of relaxation. This practice can enhance your focus and set a calm tone for the rest of your day.

Get Moving: Incorporate some form of physical activity into your morning routine. Whether it's a walk, a workout, or simple stretches, moving your body is one of the best ways to start your day. A 10-minute walk can clear your mind and boost your energy.

Eat a High-Protein Breakfast: What you eat for breakfast can influence your energy levels and hunger throughout the day. Opt for high-protein options like eggs, Greek yogurt, cottage cheese, nuts, and chia seeds. A nutritious breakfast can set a positive tone for your eating habits the rest of the day.

Drink Water: Hydration is crucial for mental performance and overall health. Starting your day with a glass of water can boost your mood, improve cognitive function, and benefit your skin. Make it a habit to take a sip at every stop or between breaks.

By integrating these habits into your daily routine, you can set yourself up for success and support your ongoing health and wellness journey. Remember, consistency is key, and small steps can lead to significant milestones over time.

Do you have any questions? Email health@erbgroup.com.



A VIEW FROM THE DRIVER'S SEAT

Roger Zehr — DZ International Driver



Have you ever considered what life would be like without friends? Friends contribute so much to our lives—some, of course, more than others. We gravitate very closely in relationships to some, while others, though friends, are not so close. I have never set out one day with the express purpose of seeking out a new friend. But as I look back on my life, I marvel at how God placed people in my life who became my friends: some from school, some from work, some from church, some from extended family, and some from my street. It's a very mixed group!

True friends are a delight and an encouragement when needed. Consider the saying, "A shared joy is a double joy, and a shared sorrow is half a sorrow."

Friendship shows us that God created us as relational beings designed for relationships and companionship rather than isolation. In the Bible, in Genesis 2:18, after God created the man, Adam, He said that it was not good that the man should be alone. God then took a rib from Adam and created the woman, Eve, to be his companion and to help fill the void of isolation and loneliness (Genesis 2:21-22). God created the institution of marriage so they could express and receive their love for each other in this union.

It is important to choose our friends wisely, as they can influence us and shape the trajectory of our lives. Some influence us for

good, like the Apostle Paul, who said, "Follow me as I follow Christ." Some can influence us for evil, as Proverbs 22:24-25 warns, "Don't befriend angry people or associate with hot-tempered people, or you will learn to be like them and endanger your soul."

God has been good in bringing several Godly people into my life, one of the most important being my wife, Beth. But may I introduce you to the most important friend of mine? His name is Jesus, the One who existed in eternity past. He is the one who single-handedly introduced me to His Father and our Creator, God. The Bible confirms this in John 14:6. Jesus said, "I am the way, the truth, and the life. No one can come to the Father except through Me." No one has shaped, impacted, or changed my life like Jesus. When we believe and place our faith in Him, He considers us His friends. John 15:13-15 says, "Greater love has no one than this: to lay down one's life for one's friends. You are my friends if you do what I command. I no longer call you servants because a servant does not know his master's business. Instead, I have called you friends, for everything that I learned from my Father I have made known to you."

The religious leaders of Jesus' day accused Him of being friends with sinners, but that was the very purpose for which He came to this earth! He came to save sinners and redeem them from the marketplace of sin. This is good news! Romans 3:10-12 states that we are all guilty sinners in need of a Saviour.

What is your personal response to these truths? Is it like the religious leaders of Jesus' day who trusted in their own good works in order to be accepted by God? Or is your response like the despised tax collector in the temple in Luke 18:13 who prayed, "O God, be merciful to me, for I am a sinner"? The Bible makes it clear that the outcome of each of these two responses will be very different in eternity. My friend, I urge you to take the time to consider carefully your personal response to such important matters.

Roger's thought for the day:

Every day is a gift. That's why they call it the present. Friendship is a responsibility, not an opportunity.

Have an enjoyable summer, everyone!

EVOLUTION

of Erb's Identity

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

1992

Modern Logo



1970

Vintage Logo



1979

New Era Logo



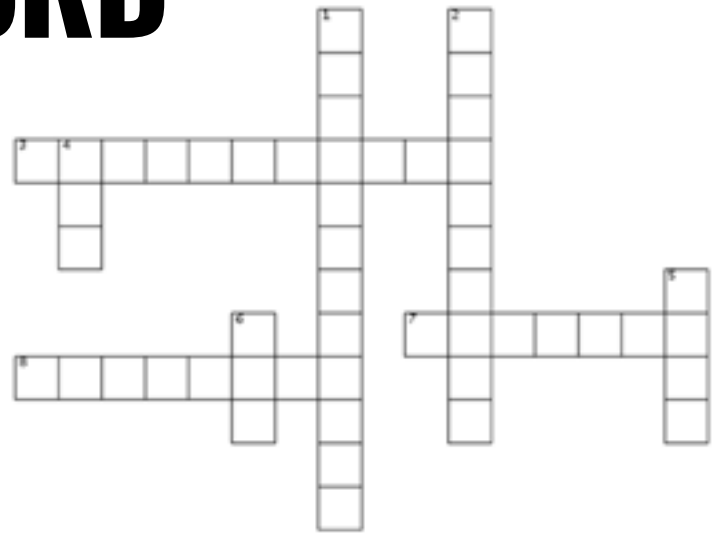
1959

Original Logo



ERB CROSSWORD

Celebrate The Erb Group's 65 years of excellence in the cold transportation industry with this fun and educational crossword puzzle!



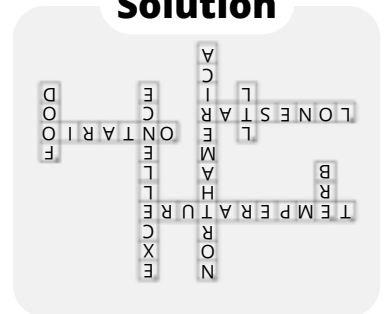
ACROSS

- The Erb Group's fleet is known for being ___-controlled (11).
- Province where The Erb Group is headquartered (7).
- What prototype truck did Erb receive from International Trucks? (8).

DOWN

- The Erb Group primarily serves this continent (12).
- Our company's core values: "Respect, integrity, sustainability, diversity, safety, teamwork and ___." (10).
- The Erb Group was founded by Vernon ___ (3).
- A key industry for The Erb Group: ___ and Beverage (4).
- The company's main service type (3).

Solution



THE ANATOMY OF A LOGISTICS PROFESSIONAL

Timekeeper

Every glance at the watch signifies more than just time ticking away. Time is not just measured; it's mastered!



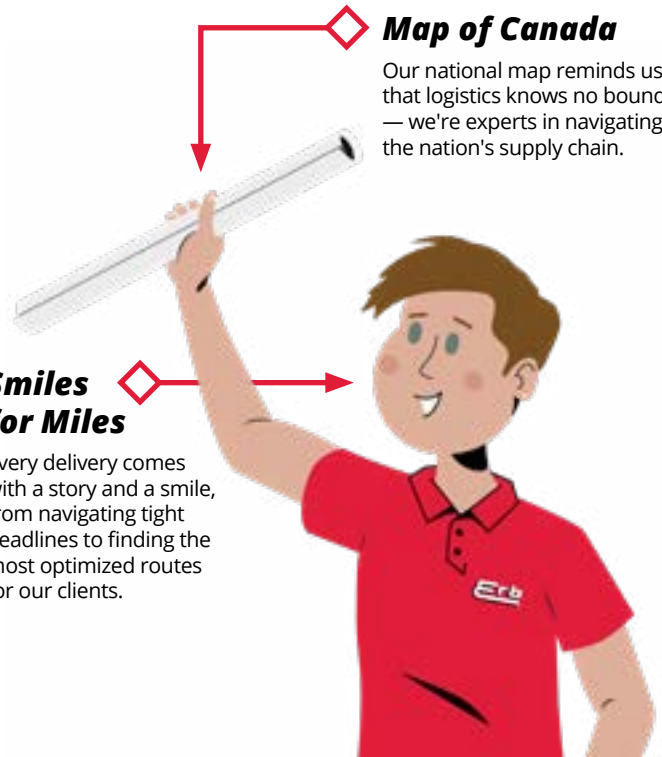
Erb Logo

Driven by a shared purpose, we connect communities and ensure food reaches every family's table across North America.

In unity, we find our greatest strength

Map of Canada

Our national map reminds us that logistics knows no bounds — we're experts in navigating the nation's supply chain.



Smiles for Miles

Every delivery comes with a story and a smile, from navigating tight deadlines to finding the most optimized routes for our clients.

EXECUTIVE PROFILES



WENDELL ERB
Chief Executive Officer

Joined The Erb Group — June 9, 1980

What is your best memory with The Erb Group?

There are too many to have a best one; I have been honoured to represent Erb at various award presentations over the years. Additionally, at my 50th surprise birthday party, I bumped into many drivers outside the restaurant, but I still did not catch on until I went inside. They got me again at 60... I am a slow learner. P.S. My birthday is Jan 1, so there is a party every year.

What is your favourite cold food or treat?

Kawartha Dairy Raspberry Thunder ice cream.

How do you stay cool under pressure?

I took a Dale Carnegie course in the eighties. One thing I learned was not to stress or worry about things you cannot control. Secondly, don't let those with victim mentality pass on their problems to you. Lastly, enjoy a tasty beverage on Friday evening!



GREG TUCKWELL
President and Chief Operating Officer

Joined The Erb Group — January 22, 2018

What did you want to be when you grew up?

Oddly enough, I wanted to manage a trucking company when I grew up.

What is your favourite cold food or treat?

My most recent favorite food indulgence are Longo's sour wine gums.

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

I would have enjoyed long-haul driving with my Grandfather Tuckwell, who passed when I was young (*he had owned a 75-truck tanker fleet*).



ALYSSA COUVILLON
Senior Director of Human Resources

Joined The Erb Group — August 24, 2020

What did you want to be when you grew up?

In my early years, I wanted to be a detective. I loved a good mystery and I have a naturally inquisitive mind.

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

When I think about driving, I think about my Mom; she moved to British Columbia several

years back to live out her dreams after raising four of us. I miss sharing the small and big moments with her. She was a professional driver for years and a confident one. She also owned motorcycles over the years; what I would give for a long drive with her!



DARRYN NAFZIGER

*Vice President of
Information Technology (IT)*

Joined The Erb Group — November 8, 2010

What is your best memory with The Erb Group?

In February 2017, I was driving from Trenton to Ottawa in a snowstorm to meet Marc Lamarche at the Ottawa Senators game. I was doing computer upgrades in Trenton late in the day and was planning to head to Ottawa that night for upgrades in Ottawa the next day. Marc called late in the afternoon and

wondered how soon I could get there because he had tickets for the game. So, I finished up, hit the road, and got to the game just in time despite the bad weather!

What is your favourite cold food or treat?

Frozen blueberries on yogurt with maple syrup.



IRENE HOLDBROOK

Vice President of Finance

Joined The Erb Group — August 31, 1992

What is your best memory with The Erb Group?

Back in the days of my Junior Accountancy (in the previous century), the Accounting Department (Management and all) would all take their lunch at the same time each day, and we would pair up and play Cribbage or Euchre. It was a great way to have friendly competition, take a break from the daily grind, and have

a few laughs all at the same time—usually the girls against the boys. Also, it was great counting/adding practice for all of us!

What did you want to be when you grew up?

An Archaeologist.



JIM PINDER

*Senior Corporate
Fleet Director*

Joined The Erb Group — December 10, 2012

What is your best memory with The Erb Group?

Talking people and vehicles with Vernon, he was an expert in understanding both!

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

I dearly miss my Dad, my Mom and my Sister Cindy. I would do anything to just spend some time with them!

What is your favourite cold food or treat?

Black cherry ice cream with extra cherries!



MARTY OTTEN

Vice President of Sales

Joined The Erb Group — March 19, 2018

What is your best memory with The Erb Group?

The generosity of co-workers who bought my wife and I a car seat for our first child.

What did you want to be when you grew up?

An NHL player.

ERB ON THE GO

We want to hear from you

Our photo-sharing program Erb on the Go is back! Take us along on your journey. This year, we will give one participant a \$50 gift card to **ErbGear.com** each month! Have you experienced a photo-worthy moment while on the go? Save your photos throughout your travels, even if it's just to the office, and send them to **marketing@erbgroupp.com** for a chance to win!

What to Submit

- Erb Gear looks
- Team activities
- Fun projects or deliveries
- Community initiatives
- Work milestones
- Truck photos
- Cool new experiences and more!

What to Include

- Employee Name(s)
- Terminal Location
- Photo Context

**Upon submission, you consent to The Erb Group using image(s) for marketing purposes.*





ERB ON THE GO





YOUR COOL MOVES



CELEBRATING 65 YEARS

of cold chain excellence!

Join us in celebrating 65 years of cold chain excellence by scanning the QR code below to leave a Google Review.

Your feedback and support are essential to our continued success!

Share your experience with us!



<https://erbgroupp.com/google-review-o2s61/>

DIVE INTO YOUR DIECAST COLLECTION

Ready to start your diecast collection? Explore our exclusive range of diecast models and find the perfect pieces to kick off your collection. Check out what we have in stock!

- DCP Freightliner Best Fleets - \$ 75.00
- DCP Western Star Top Fleet - \$ 75.00
- First Gear Mack pups \$75.00
- First Gear Mack Anthem 10-year Distinction \$ 99.00

Ready to order?

Email diecasts@erbgroupp.com today!



ERBGEAR.COM

Check out our 65th anniversary sales!

This season's sales offer exclusive deals that mark this incredible milestone. Don't wait—grab your Erb Gear today and be a part of the celebration! We provide items for men, women, children and pets, delivered right to your terminal!

- Available to employees and non-employees.
- Free terminal delivery options for employees or ship directly to your home!
- 30-day guarantee on returns and exchanges.

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