



A N O T H E R
ERBAN
REPORT
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WENDELL'S MESSAGE



WENDELL ERB
Chief Executive Officer

As you will see in our Elverson Terminal Manager, Bonnie's update, we're in the process of wrapping up operations at our Elverson Terminal. While it is always a bit bittersweet to say goodbye, this experience has provided me with a good opportunity to get back behind the wheel and reconnect with the terminal and remaining team members.

My preferred route is to exit the New York Thruway at Pembroke and head south on Route 20. From there, I take Route 63 to I-390. After that, I follow Route 15 south at Painted Post, which, in some areas, has become I-99. It is truly amazing to witness the improvements in the highways over the last 40 years.

Now, the routes cut across the sides of mountains, while the old Route 15 winds through the valleys and towns. In about 1978, I drove my Camaro down to PA and gave a ride to Harry Sindall, who was about 80 years old at the time. I was amazed at how he knew every restaurant, gas station,

and bend in the road. Even then, he mentioned that old Route 15 used to wind around "down there," as portions of the new Route 15 had already begun construction. I thought to myself, *how could someone have a memory of a highway like that?* Thinking about it today, I realize that someone is now me.

For those unfamiliar with the Sindall history within our company, Harry was the father of Don Sindall, who built the shop and offices in New Hamburg, which we still refer to as the Head Office today. Don hired Dad for his first long-haul trucking job around 1956. One of Sindall's main clients was New Holland farm machinery, and at some point, in the '60s, he moved his trucking business from New Hamburg to New Holland, PA, to service his largest client. Don was always a mentor to Dad on his frequent visits to Ontario. In 1971, Dad purchased the terminal in New Hamburg and, at the time, thought this property was far more than we would ever need.

As we anticipate the wind-down of our Elverson Terminal, my thoughts return to its history and beginnings. Back in the 1980s, northbound reefer freight to Canada was scarce. We had a client in Berlin, Maryland —Chesapeake Poultry— that shipped regular loads to Loblaw's in Mississauga. This client also had many U.S.-bound loads, so we purchased a used Transtar and a few trailers. Then, Beam Leasing began operations, with my cousin Doug behind the wheel. The plan was for American drivers to haul intra-U.S. loads to the Buffalo area, and then Erb would switch and give them loads back to Pennsylvania. The Canadian driver would then pick up a load from Rich Products in Fort Erie. For the first few years, the terminal was on Violet and Titus's farm, with Aunt Violet doing much of the dispatching. Bonnie joined shortly after their marriage in 1983. In 1986, a few acres of land were sold off the farm, and the Elverson Terminal was built.

By then, Doug was in charge of dispatching and maintenance, while Bonnie managed our safety and business administration. During the first few years, all the trucks were Internationals, but Doug had his eyes on Freightliners, and by the mid-1990s, that was the entire fleet. At the terminal's peak, we operated 20 tractors; however, the number of drivers reached a peak of 18. Our attempts to recruit and fill those last trucks resulted in some interesting characters over the years; however, we have also been blessed with many dedicated and loyal drivers throughout this time. Some of the individuals I recall are: Joe and Louella Mosteller, Ray Yoder, Marshall Busby, Mike Cummings, Mike Power, Wilmer Stoltzfus, Dave Elliot, Oscar Reeser, Don Rammage, Tim Greenwalt, Phil Renaud, Ernie Ferrese, Bill Schuller, and the last man standing, Bob Wade. Thank you for the memories and service over the years.

We are living in uncertain times these days. There is uncertainty about tariffs and their potential impact on our clients, in addition to an economy that has been stagnant for 18 months. We continue to explore new opportunities that arise. For the business we already enjoy, we are committed to providing the best and most efficient service possible.

Regularly, we hear of carriers exiting the market for various reasons. It is a necessary occurrence and the only solution to the excess of trucks chasing too little freight. Only when the truck supply recedes will freight rates move in a direction that is sustainable for carriers.

Reflecting on our history and our adaptability to serve the communities and locations that need us most, we remain dedicated to innovation and excellence, and we look forward to the future with confidence.

Have a great summer! Remember to work and drive safely.



INFORMATION TECHNOLOGY



DARRYN NAFZIGER
Vice President of Information Technology

At The Erb Group, delivering exceptional service takes more than horsepower and logistics; it takes smart, secure, and dependable technology. Behind every cool move is a team of dedicated IT professionals working hard to support, power, and protect our operations.

This update highlights some of the major initiatives the IT team has led over the past year. These projects drive efficiency, strengthen security, and elevate the Erb experience for both our employees and clients.

Isaac Instruments & Solomon integration

One of our more complex ongoing projects is integrating Isaac Instruments with our Solomon TMS (Transportation Management System). While we have been live for over a year and are seeing many benefits from this new in-cab solution, it hasn't been without its challenges. Reworking a legacy communications system that has been in place for decades into a new workflow between drivers and dispatch has required significant effort from our programming, shop and operations teams. I would like to thank these teams for their patience and collaboration as we continue to work diligently to refine and stabilize this integration.

EDI development

Our EDI (Electronic Data Interchange) team continues to adapt to the wide range of systems and standards across our client base. Every new connection brings new complexities, and this team consistently delivers smart, scalable solutions that keep our data moving and our relationships strong.

Freight Bill Auto-Rating

Auto-Rating is another complex project the IT team has been working on. We have such a diverse client base with unique billing rules that require programming, and our continued improvements to this system are streamlining billing and reducing the need for manual adjustments. Ultimately, this will support quicker invoicing and better accuracy across departments.

Cybersecurity enhancements

With a new Managed Detection and Response (MDR) provider in place, we've strengthened our ability to identify and respond to cyber threats, ensuring Erb's data and systems remain protected.

Windows 11 rollout

Our transition to Windows 11 is underway across the company, and by the time this goes to print, it should be approximately 85 percent complete. This update provides improved security, keeps us current with the ever-changing Microsoft standards for support, and offers a more modern experience for everyone using Erb computers.

AI-driven automation bots

We've also reintroduced artificial intelligence (AI)-based bots to handle repetitive portal tasks. With Dayforce now in place, we ended a previous bot project that was no longer required. While this new project is still in its early stages, we're already seeing signs of improved speed and accuracy. As we continue to evaluate its impact, we're excited about the opportunities to expand and automate more processes in the future!

These initiatives reinforce Erb's commitment to delivering outstanding service, upholding the highest safety standards, and driving operational excellence. They may happen behind the scenes, but their impact is felt across every department.

To the IT team, thank you for your dedication, innovation, and commitment to keeping our systems running smoothly and securely.

To the entire Erb community, your collaboration, feedback, and trust mean so much as we continue building the digital foundation that will support Erb's success.



FLEET MAINTENANCE



JIM PINDER

Senior Corporate Fleet Director

I want to start with a special thank you to my daughter, Jennifer Lynn Pinder, for her article in the previous edition of the Erban Report, titled *Trucking Roots & Family Values*. Jen, you truly captured the deep commitment and pride I feel from my fifty-plus-year career—feelings that are only matched by the immense "big feels" I have for my family. Thank you for sharing such a meaningful piece.

In my last article for the Winter 2024 Erban Report, I was pleased to share the New Year's resolutions of the Erb Maintenance Department. Now, I would like to provide an update on the progress of those resolutions amidst the current dynamics shaping the Erb fleet and the industry.

First, our goal was to upgrade the in-cab communication system by introducing Isaac, a Canadian company that manufactures its systems at its headquarters in Montreal. Our Fleet Communications and Tracking Specialist, Maggie Lorentz, led the effort for this project, enabling 42

service technicians to complete the certification course, organizing kits for the fleet, and ensuring their delivery to the required unit domicile across the shop network. As a subject matter expert, she provided ongoing support and managed the return and disposal of old systems. The installation push followed the successful real-world test by Wendell, which started on June 3, 2024, and was completed by September 13, 2024. Congratulations to the maintenance staff and drivers for their efforts. This installation marked the first step in this transition, as our IT and operations teams are now focused on maximizing the benefits of the Isaac system throughout the company to better serve our clients' needs. A special thanks to Dom and the Isaac team for their support as we build this long-term partnership!

One of our goals was to reduce maintenance costs by Q2 2024, resulting in positive returns across the fleet. I'm proud to say that we have achieved this as a team. I would like to recognize our Parts and Warranty Manager, Scott Fischer, who played a key role in selecting a new primary filter provider through International dealerships while also maintaining our partnership with Petro-Canada Lubricants. Our commitment to effective filtration and lubrication is further supported by an oil sample program managed by Road Support Specialist, Nathan Roth, and Director of Fleet Maintenance, Kevin Becker, at the Baden Shop. This initiative has led to longer service intervals, reduced environmental impact, and lower maintenance costs.

The third resolution underscores our commitment to standardizing fleet equipment specifications and purchases, as we successfully did pre-pandemic. While a decline in freight levels has impacted our capital budget, we see this as an opportunity to optimize operations. We remain dedicated to the standardization program, ensuring safety and efficiency while positioning ourselves for future growth.

The largest purchase was for International Motors LT model bunk trucks, built on a platform with the International S13 (Scania 13 Litre) engine and Volkswagen 14-speed overdrive transmission, leading in fuel efficiency. While there have been software issues and challenges meeting legislative fuel consumption requirements in design, driver feedback on engine performance, transmission, cab noise, and ride comfort has been very positive. We welcome additional feedback on all Erb equipment to address operational and comfort concerns for future purchases.

Amid the challenges and successes of the last half of 2024, our commitment to safety and service excellence remains strong. A positive reputation isn't bought—it's earned through consistent effort, day in and day out.

At Erb, we don't prepare for roadside blitzes with quick fixes. Our maintenance practices are built for year-round

reliability, ensuring every piece of equipment reflects the high standards we uphold. This is only possible through the strong partnership between our drivers and maintenance team—drivers are truly our eyes and ears on the road.

In our last corporate update, Wendell shared a powerful moment when an inspector, after a successful blitz inspection, told him: "We know you guys do it right." That's the true definition of a positive reputation. Well done, Erb team!

Lastly, I will leave you with a SupErb recommendation from a driver: "Be sure to cycle your heaters in the summertime and your air conditioning in the winter, both cab and APU."



SALES



MARTY OTTEN

Vice President of Sales

As we reflect on the first half of 2025, it is impossible not to acknowledge the extraordinary dedication and resilience our entire team has demonstrated in navigating the challenges that have emerged since the start of the year.

This year began with hurdles that tested our resilience, including tariffs that have impacted freight volumes, a saturated market leading to continued low pricing, and the temptation to engage in unprofitable work. Yet, through it all, we have upheld the values that have defined The Erb Group for over six decades.

Your persistent commitment to excellence and integrity has been nothing short of inspiring. In an industry where margins are tight and competition is fierce, the Sales Team has resisted the temptation to push for price matching, which would result in operating at a loss.

Instead, we have chosen the more challenging path: identifying client needs, standing firm in our value proposition solution, and educating clients on the quality and reliability that set us apart. We also ensure that every client agreement aligns with our long-term sustainability.

This approach is a testament to our professionalism and the deep understanding we have of our company's mission. We recognize that our strength lies not just in the services we provide, but in the relationships we build and the trust we earn. By prioritizing these over short-term gains, we are safeguarding the future of The Erb Group and ensuring that we continue to be a leader in fresh and frozen food transportation.

Like every member of The Erb Group, our salespeople are ambassadors of our brand, embodying the values of community, integrity, and excellence in every interaction. Our ability to navigate complex negotiations, manage client expectations, and uphold our standards in challenging circumstances speaks volumes about our character and dedication.

As we move forward, let us continue to resist any urge to compromise on our principles. Let us remember that the true measure of success includes the lasting relationships we cultivate and the reputation we build. Together, we will navigate these challenges, emerge stronger, and continue to uphold the legacy of The Erb Group.

Thank you for your commitment and exceptional service. Your resilience and dedication are the cornerstones of our success.

THE ERBAN INSIDER



Scan to explore!

Catch up on the cold chain insights
we're sharing with clients!



Barb's top 10
cold chain tips



A message from
our VP of Sales



2025 cold chain facts
and consumer trends



Financial Focus: Navigating Summer 2025

Greetings Erb Land,

Welcome Summer! We hope you take time for relaxation, rejuvenation, and enjoyable moments with family and friends during the season.

Wagner, Livock & Associates
Financial Services Inc.

Group Benefits Broker

Since our last article, financial markets have experienced a whiplashing of economic drama and volatility as markets and economies try to navigate new global trade policy endeavoring to solidify new agreements.

In a very short period of time some major global indices had declined by over 20%, heightening concerns of recession, however more recently markets and economies have largely recovered to January 2025 levels. We are hopeful that the recent taming of volatility continues.

This may be a great time to review your portfolio and rebalance where appropriate. Other financial highlights include:

Tax Updates

- Capital Gains Tax: the proposed increase in the capital gains inclusion rate to 67% for gains over \$250,000 has been canceled. The inclusion rate remains at 50%.



Retirement & Savings Plan Updates

- RRSP Contribution Limit: \$32,490
- TFSA Contribution Limit: \$7,000 (\$102,000 lifetime)
- First Home Savings Account: \$8,000 (\$40,000 lifetime)

Canadian Market & Economic Outlook

- GDP Growth: Canada's economy expanded by 2.2% in Q1 2025, driven by pre-tariff export activity. However, we could see slowdown in the coming quarters influenced by trade uncertainties and reduced domestic demand.

Inflation & Interest Rates

- Inflation: Core inflation remains elevated at 3.15%, above the Bank of Canada's 2% target.
- Interest Rates: The Bank of Canada is expected to maintain its key interest rate at 2.75%.

With interest rates expected to remain steady in the short term, savers may find limited returns on traditional savings accounts.

The current economic climate underscores the importance of proactive retirement planning. We encourage you to review your retirement goals and adjust your strategy accordingly.

At Wagner, Livock & Associates, we're committed to guiding you through these financial landscapes. Should you have any questions or wish to discuss your financial strategy, please reach out.

CELEBRATING OUR STRENGTH

Brooke Lowater - Human Resources & Recruitment Assistant

As we reflect on the first half of the year, it's clear our team has faced an extraordinary number of challenges. But through it all, we've remained steady, resilient, and committed to delivering excellence. Amid a demanding season, it's important to pause and acknowledge the most valuable part of our success: you, our team.

At a time when stress levels can run high and workloads are heavy, prioritizing health and wellness is essential to our collective performance. From our shop floors and dispatch offices to our drivers on the road, employees have continued to show up, support one another, and push through adversity. That's an achievement worth celebrating.

Looking ahead, we encourage everyone to continue investing in their overall well-being, physically, mentally, and emotionally. Heading into the summer months, this is the perfect time to take advantage of the nice weather in support of your well-being. Whether it's making time for a walk during your shift, enjoying the outdoors with friends and co-workers, or simply taking a deep breath in a moment of stress, every action counts.

Resilience isn't just about getting through the tough times; it's about growing from them. Together, we've shown that no matter what's on the road ahead, we have the grit, heart, and teamwork to keep moving forward. Let's carry this momentum into the rest of the year—stronger, healthier, and more united than ever.

Stay safe, stay well, and thank you for everything you do.



DRIVING SUCCESS

At The Erb Group, we are committed to supporting your success and well-being every day. To help you make the most of your experience here, check out the latest tools, programs, and resources available to you. See the latest updates below!

A new resource for health and well-being

We're excited to introduce the Wellness Department, a dedicated resource for streamlined, compassionate support to all employees and owner-operators across a wide range of health and wellness needs. Whether you're navigating a medical leave, accessing our Matched Savings Program, reporting a workplace injury, or looking for mental health resources and wellness education, we're here to help.

We also provide confidential guidance and support for your overall personal well-being.

Connect with us at: wellness@erbgroup.com.

Shine a spotlight on excellence!

Recognize the coworkers who make a difference and excel in everything they do! Submit a nomination for our Employee Choice Awards (ECA) and let your colleagues know their impact doesn't go unnoticed. *Awards are distributed annually.*

Award categories:

Team Player Award
Above & Beyond Award
Customer Service Award
Living by Our Values Award
Coaching Champion Award



Visit the ***Additional Resources tab*** on ***Erb Connect*** to submit a nomination today!

Referral Bonus

Do you know someone who would be a great fit?

Refer friends and family to join The Erb Group and help us continue building a team of talented, dedicated professionals. For more details, please visit the ***Policies and Forms tab*** on ***Erb Connect***.

Employee perks and programs

Make the most of your experience with us by taking advantage of the perks and programs available to you. For details on perks, visit the ***Policies and Forms tab*** on ***Erb Connect***.

To learn more about programs, head to the ***Additional Resources tab*** on ***Erb Connect***.

WHAT'S NEW ON DAYFORCE



Take advantage of employee self-service features on Dayforce, including:

- View your own punches and pay stubs
- Request vacation and time away from work
- Update and securely manage your personal information
- Apply to internal job postings

Easy access to benefits information

- Enroll in and update your benefits directly through Dayforce
- Say goodbye to paperwork with real-time tracking and instant confirmation

Learning Management System (LMS)

- Coming soon! Stay tuned for new opportunities to complete training, earn certifications, and access compliance courses directly through Dayforce.

Make it a habit to check your Dayforce messages regularly, as important announcements, updates, and policy changes will be communicated through the platform going forward.

For support, email dayforce@erbgroupp.com or dial ext. 3999.





FAMILY, FOOD AND TRADITION

Briona Lahti - Public Relations and Communications Specialist

Have you ever caught the scent of a beloved dish and been instantly transported back to a cherished moment? Food has a powerful way of connecting us — not just to our past but to one another. Whether it's the herbal tea your mother always made when you were sick or a dessert your neighbour crafted with ingredients from their homeland, these flavours carry heritage, memories, and love.

May 15 marks the *International Day of Families*, a day recognized by the United Nations to highlight the essential role families play in shaping individuals and communities. It also raises awareness of the social, economic, and cultural factors that influence family life globally.

When we paused to think about what consistently brings families together, one answer stood out: food.

Research from the University of Oxford shows that the more often we share meals with others, the more likely we are to feel happy and satisfied with our lives.

For thousands of years, families around the world have developed unique food customs shaped by geography, climate, history, and culture. These shared meals don't just fill plates; they build connection, preserve heritage, and celebrate identity. In honour of International Day of Families, we're exploring some cool food traditions that continue bringing families together worldwide.

Celebrating the food traditions that unite us

North America

The food culture across North America reflects a rich and diverse multicultural population. From tamales to poutine to butter tarts, North American cuisine blends regional flavours, generations of immigrant influences, and unique culinary traditions together.

This fusion of food cultures has made potlucks a cherished custom at family gatherings, holidays, and celebrations. A potluck is a shared meal or event where each guest brings a dish, creating an opportunity to connect over food. These dishes often reflect personal backgrounds, family recipes, or newly discovered products, making every potluck a celebration of culture, community, and good taste.

Whether it's a backyard BBQ, an office lunch, or a festive holiday get-together, the spirit of a potluck reflects what food is really about: bringing people together.



Asia

Across Asia, tea is more than a drink; it's a cultural cornerstone. From the meditative rituals of Japan's matcha ceremonies to the frothy flair of Malaysia's teh tarik, tea traditions reflect centuries of history, healing, hospitality, and heritage. In China, tea symbolizes respect and social connection; in India, spiced chai is a daily ritual woven into the rhythm of life. Whether it's shared in silence or over spirited conversation, tea serves as a common thread connecting communities across the continent. Today, its cultural impact is evident in the global popularity of tea shops and modern tea rituals inspired by these age-old traditions.

Africa

African food culture emphasizes hospitality and community. A powerful shared custom across West, East, and Southern Africa is the practice of communal eating, where meals are shared from a communal dish, often eaten by hand. This tradition reflects deep-rooted values of togetherness, respect, and generosity, transcending regional differences.

Whether it's jollof rice in West Africa, ugali in East Africa, or pap in Southern Africa, meals are rarely solo affairs. Instead, food is a shared experience, enjoyed in a circle accompanied by conversation, storytelling, or music. We see this spirit of communal eating echoed today in potlucks, shared plates, and family-style meals around the world.

Delivering moments that matter

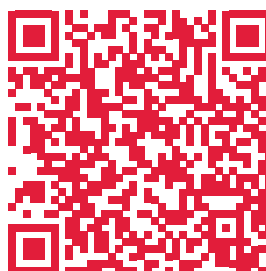
At The Erb Group, we're proud to help deliver the diverse foods that keep family and cultural traditions alive. As a leader in temperature-controlled transportation, we ensure that fresh ingredients and the meaning they hold reach tables across the country, bringing families closer to the meals that preserve connection and belonging.

No matter what's on the table, the real magic is in the act of sharing a meal with those you love. Whether it's a bowl of hearty stew passed down through generations or a fresh head of lettuce from a local family-owned farm, food has always been a way to bring us together.

What's a food tradition or ritual that brings your family together?

Share with us at marketing@erbgroupp.com.

Looking for a fun family activity?



Try out a new recipe or scan the QR code to print out our International Day of Families colouring page!

COMPANY AWARDS

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. The cool moves we've made together this past year have propelled us into another year of excellence.



Top Fleet Employer 10+ years

We are honoured to be recognized by Trucking HR as a Top Fleet Employer for the twelfth consecutive year, earning distinction for our long-standing commitment to excellence in the industry! Our people are our greatest asset, and we are proud to provide our employees with the best possible work experience.

TCA Best Place to Drive 2025



The Erb Group has been recognized as one of the first-ever TCA Elite Fleets and a 2025 Best Place to Drive by the Truckload Carriers Association.

This new certification program highlights carriers that prioritize safety, driver satisfaction, and a supportive workplace culture. Being part of the inaugural group is a meaningful reflection of our continued efforts to build a positive experience for our drivers and staff.

This recognition wouldn't be possible without the dedication of our entire team, from the road to the office. Thank you for helping make Erb a place where people feel valued and proud to work.

The Erb Group makes the Top 100!



We're excited to announce that The Erb Group has earned a spot in Today's Trucking Top 100 Fleets program once again! This definitive annual ranking recognizes Canada's largest for-hire trucking fleets, evaluating them based on fleet size, team size, performance, and industry impact.

Sponsored by International Trucks, the program celebrates the achievements of leading carriers across the country, and we're proud to be among them.



Randy Steckly, Kevin Erb, and Wendell Erb receiving TCA Fleet Safety Award.



FROM FAR AND WIDE, WE DELIVER

At The Erb Group, we don't just deliver, we go above and beyond! Since 1959, our commitment to top-quality service has made us a leader in refrigerated transportation across North America, ensuring fresh products reach families from coast to coast.

Got a story about going the extra mile?

We'd love to hear it:

marketing@erbgroupp.com

GOOD CHEER CLUB

The Good Cheer Club is a voluntary program open to all enrolled employees, established to share good cheer during significant life events, such as marriages, births, or support during times of illness and loss.

Interested in joining?

Visit the employee homepage on Dayforce and scroll down to the "Show Recognition" section to join the club!

BIRTHS

Baden

Shelby Pesant and spouse,

Matthew Barbosa – Nico William Barbosa born on May 31, 2025.

Kelvin Bernard-Mgbemele and spouse, Chinyere – Chimeremeze Shalom Mgbemele, born on June 9, 2025.

MARRIAGES

Toronto

Gaurav Wadhwa and spouse, Yogita – married May 18, 2025.

Baden

Darryl Schumm and spouse, Jean – married February 2, 2025.



Kelvin Bernard-Mgbemele with baby Chimeremeze.



SCALING CRAFTY RAMEN WITH COLD CHAIN SOLUTIONS

Briona Lahti - Public Relations and Communications Specialist

Crafting connections nationwide

Crafty Ramen, founded in 2017 by Jared and Miki Farrell in Guelph, ON, began as a mom-and-pop ramen shop aspiring to serve 100 bowls of handcrafted restaurant-quality ramen a day. Through dedication and innovation, Crafty Ramen transformed from a traditional restaurant to a multi-channel business, offering D2C subscription options and generating partnerships with over 100 local grocery stores. Throughout the pandemic, Crafty Ramen pivoted towards an e-commerce model, then ultimately launched a new format of frozen ramen for consumers to enjoy from the comfort of their own homes.

Visionary expansion

Crafty Ramen's vision and passion expanded beyond the local noodle shop to fill a gap in the ramen noodle market. They now offer frozen restaurant-quality ramen made with real, whole ingredients for consumers to enjoy at home in minutes.

In 2022, Crafty Ramen partnered with The Erb Group to scale their unique frozen ramen product. The company experienced remarkable growth, expanding into 1,500 stores nationwide within the same year.

Their partnerships with major retailers and awards earned for best new products in the Canadian food market solidified their position as a leading provider of high-quality ramen across Canada's gourmet food market.

Crafting customized cold chain logistics solutions

The Erb Group's Cold Storage (ECS) and transportation solutions have been vital in Crafty Ramen's journey to scaling its operations and entering new markets. The collaboration between Crafty Ramen and The Erb Group revolves around the mutual goals of connecting communities with quality food, fostering innovation, and providing exceptional consumer products and services.

Limited storage space

As Crafty Ramen began expanding, it faced the challenge of finding the necessary infrastructure and logistical support to effectively manage increased production and distribution demands for its new frozen product line.

The primary challenge Crafty Ramen faced was the constraint of limited freezer space. "We only had one walk-in freezer, and our freezer doesn't even fit a pallet

out the door," shared Crafty Ramen's Sales and Logistics Director, Adam Kennedy. This space constraint made it difficult to store and manage their growing inventory. However, with Erb's support, Crafty Ramen efficiently overcame these obstacles. Erb's assistance extended to allowing Crafty Ramen to assemble their pallets within the Erb facility, thereby ensuring seamless cold storage logistics solutions.

Initially storing just one or two pallets at Erb's facility, Crafty Ramen's demand has now surged. As their popularity grew, they expanded to occupy 35 to 40 pallets, with expectations to reach 72 pallets this summer. In addition to ECS and logistics solutions, they needed to ensure their products were efficiently transported and stored to maintain freshness and quality from their kitchen to their consumers' tables.



A bowl of ramen with chopsticks, topped with green onions and sesame seeds. In the background, a cardboard box is visible with the text "CRAFTY RAMEN NOODLE SHOP & MARKET" and "JAPANESE INFLUENCED, HONKONG".

CRAFTY RAMEN

NOODLE SHOP
& MARKET

JAPANESE

INFLUENCED, HONKONG

"When we were launching Walmart, the overflow of information (The Erb Group) team was able to give us...was tremendous," remarked Adam.

This support played a crucial role in Crafty Ramen's successful product launch and ongoing operations as they scale up to Walmart stores nationwide.

Erb's readiness helped Crafty Ramen sidestep potential setbacks, ensuring a seamless launch and bolstering Crafty Ramen's confidence in Erb's reliability and dedication to excellence in the cold chain domain.

A seamless partnership

When asked what makes a good transportation carrier, Crafty Ramen appreciated Erb's proactive approach to finding solutions and working as a team. "The Erb Group has really helped us along our journey." By providing reliable storage, transportation, and expert guidance, Erb has enabled Crafty Ramen to scale successfully and confidently expand its product reach.

"It's like I am talking to an extended arm of Crafty Ramen," said Adam, highlighting the seamless integration and support provided by our team. This successful partnership underscores the impact of collaboration in achieving business growth and operational excellence.

What's next for Crafty Ramen?

Staying true to its craft, Crafty Ramen's commitment to quality and community remains a top priority as it continues to grow. Its frozen products have made a significant impact in Canadian wholesalers' frozen aisles, being available in various locations ranging from small independent grocers to partnerships with major retailers such as Sobeys, Loblaws, Metro, and Walmart.

Launching in major retailers

Introducing their products in major retailers like Walmart presented further logistical complexities. Throughout the process of launching a new product with a bigger retailer, The Erb Group provided invaluable advice on navigating the demands of large-scale retail partnerships. With specialized experts in every aspect of the cold chain, Erb offers a cool advantage in navigating the different policies and nuances associated with working with various intermediaries.

Today, with the strategic support of The Erb Group's cold chain solutions, Crafty has supplied ramen to approximately 1,500 stores (and counting) across the country, reflecting the impressive growth the small business has experienced in just the past two years.

"Our collaboration with Crafty Ramen has been truly rewarding," said our Business Development Manager, Barbara Lis.

"Our shared dedication to quality and innovation has strengthened our partnership and driven growth and success for both teams. Together, we've achieved remarkable success, and we eagerly anticipate many more years of cool collaborations and shared aspirations for growth," shared Barbara.

Crafty Ramen's growth trajectory includes launching new product lines and expanding into new domestic and international markets. With plans to expand into the U.S. market in 2025, Crafty Ramen's partnership with The Erb Group will play a crucial role in supporting its operational needs and facilitating its growth initiatives. Erb looks forward to continuing to collaborate on creative solutions with the Crafty team and bringing their ramen experience to a store near you!



- 26** — New Hamburg
- 28** — Baden Terminal
- 30** — Montreal Terminal
- 32** — Toronto Terminal
- 34** — Thunder Bay Terminal
- 35** — Ottawa Terminal
- 36** — Trenton Terminal
- 38** — Winnipeg Terminal
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TERMINAL UPDATES





NEW HAMBURG — HEAD OFFICE

Mankomal Kaur Gandhara, and Joel Abraham, with Matthew Xaysy – Summer co-op students.



Winter and spring flew by in New Hamburg, each bringing its share of change. Many of the conversations this season often focused on navigating economic shifts across the trucking industry and in everyday life.

While we remain focused on the big picture, we also celebrate the small but meaningful moments, such as team accomplishments, milestones, moments of appreciation, events, and special days that bring us together.

The Credit Department celebrated Wanda Reddecopp's official retirement on January 21, 2025. Wanda worked at Erb for 34 years in various positions between the Credit and Accounts Receivable departments. Her attention to detail and vibrant personality will be missed! We wish Wanda all the best as she embarks on new adventures and opportunities.

In March, we celebrated another successful Erb Excellence event. Our local teams participated and enjoyed a fantastic evening filled with food, fun, and fellowship. Many awards were presented to well-deserving individuals. Our Corporate Credit Manager, Cindy Shantz, was recognized with the Coaching Champion Award. This award honours individuals for their exemplary coaching, leadership, and dedication to fostering personal and professional growth within the workplace. Congratulations, Cindy and everyone else who earned an Employee Choice Award for their impact this year!

There have been several changes in New Hamburg over the past few months at the staff level, with many new team members joining us and others transitioning to different roles within the company. The IT Department welcomed two summer co-op students: Mankomal Kaur Gandhara, a Junior Programmer, and Joel Abraham, an IT Support Technician. In the Credit Department, we bid farewell to Mitchell Roth, who has joined the Expedite Team at Sandhills. Brent Skerritt has returned to Erb to take over Mitchell's position as Credit Representative.

In our Human Resources Department, Tessa Janssen has been promoted to Director of Human Resources, and Vijaya Chari is now our Human Resources Manager. Additionally, Connie Bingeman has joined our team as the new Benefits Administrator. In Driver Settlements, we are pleased to welcome back Krystal McHarg. The Recruitment Team welcomes Kelly Guerra as our Recruitment Supervisor, and our Talent Acquisition Specialist, Heather Muter, has returned from maternity leave. Furthermore, Document Control welcomes back Sarah Arnold, who has also returned from her maternity leave. Welcome to the team, everyone! We wish you all the best on your new journey.

We're excited about the upcoming Employee Appreciation BBQs, where the food is always fantastic and we'll have the chance to catch up with friends from all our local locations. Here's to a safe, sunny, and unforgettable summer!

— **Carol Roth**
Document Control Supervisor



Tracy Chambers and Connie Bingeman
— Altruck Appreciation BBQ.



Wanda Reddecopp - Retirement celebration.

BADEN TERMINAL

Reg Claxton – 10 year milestone recognition with Wendell Erb, Scott Misner and Randy Steckly.



Dakota Christie and Mike Torchia – Erb Excellence Night.



Dave Beaver and Scott McKay.

Greetings from Baden!

As summer finally arrives in Baden after a very long, snowy winter, we prepare for new challenges and opportunities! As we adjust to our new political landscape, both in Canada and the U.S., our International team has been hard at work navigating the ever-changing playing field that has been given to them. Our Senior Director of LTL, Kelly Kittmer, and her team continue to do a great job of getting freight delivered across the U.S. and maintaining a high level of service.

At our Highland Road facility, Cold Storage Manager, Jason Brown, along with Dock Supervisor, Don Crowther and the team, continue to grow and succeed in Erb

Cold (ECS). With their work at Highland and increased presence in Baden, they are crucial to our day-to-day operations at The Erb Group. We thank them for their efforts over the past 16 years!

At Sandhills, Ken McKay and his team of mechanics consistently provide exceptional support, ensuring our equipment stays in top condition and everything operates smoothly. They have successfully addressed several challenges and implemented improvements on the shop floor, which will allow the mechanics to maintain their high level of service.



TERMINAL UPDATES

Jordan Amstein and Aaron Geiger.



We also continue to celebrate milestones. Recently, two of our team members from the Shop who started here as apprentices, have just passed their final exams, making them certified 310T Mechanics! Congratulations to Jordan Amstein at Sandhills and Aaron Geiger here in Baden. Thank you for your contributions to our team. We have enjoyed watching you learn and grow.

I would also like to highlight Chris Faulhafer, who is celebrating 25 years at Erb this June. Chris, thanks for your hard work every day and the leadership you bring to our Dispatch team.

Finally, thank you to everyone at our Baden Terminal and local facilities for coming together to face a challenging season and for continuing to show resilience, positivity, and teamwork. Your efforts do not go unnoticed.

Have a safe and cool summer!

— **Mike Torchia**
Terminal Manager



Jeff Lambkin – 20 year milestone recognition with Shannon McLean.

When I think about Baden, I think of the community initiatives we have been a part of over the last few months. From helping with the Mennonite Relief sale to simple backyard BBQs at Baden Public School, where we were asked for one driver to go over and display his truck; however, we ended up sending three! Thank you to Drivers, Jeff, Bernie and Mike for donating your time and representing Erb in the best way possible!

David McLeod – With his latest project, custom-built benches for Baden.



MONTREAL TERMINAL

Montreal Team – *Wearing purple for International Women's Day.*



As the summer season kicks off, we wanted to take a moment to recognize the outstanding people and milestones that keep our wheels turning and our clients happy. From long-time team members to fresh faces, it's your hard work and commitment that define who we are and the quality work we deliver!

In March, we hosted our employee appreciation event, Erb Excellence Night, to recognize and celebrate our teams and individuals who go above and beyond in their roles. Whether they work behind the wheel, in the warehouse, or at a desk, their dedication has a significant impact. This year's Employee Choice Award (ECA) winners truly raised the bar. Thank you to everyone who participated; the event felt truly rewarding and showcased our appreciation for one another, featuring great food and entertainment! Congratulations to our award recipients; your contributions continue to shape a workplace culture we can all be proud of!

A few of us from the office had the opportunity to hit the road over the past few weeks. Our new Human Resources Business Partner (HRBP), Sheri Tibbit, travelled with Paul-James, while I accompanied one of our other drivers, William. I had a relatively short day with about nine deliveries and one pickup, which totalled around 10 hours! Hats off to our drivers for consistently being on the road for long hours. I spoke with Sheri, and we both agreed that it was an eye-opening experience. As Sheri put it, it was an "opportunity to deepen our knowledge of our business in such a hands-on way." We both gained a greater understanding and appreciation for how we make our cool moves!



Sheri Tibbit and Paul-James - *Ride along day.*



Celebrating our team's milestones!

It's also a season of celebration! Please join us in congratulating:

David Sauvé, Driver – *20 years of service*
Dom Canty, Dispatch – *20 years of service*
Andre Lauzier, Driver – *20 years of service*
Claude Bougie, Driver – *20 years of service*
William Wallis, Driver – *20 years of service*
Gordon Cooke, Dock – *20 years of service*
Alex Kandratau, Driver – *10 years of service*
Anne-Marie Jones, Appointments – *10 years of service*

These milestones are a testament to the loyalty, growth, and teamwork we see every day. There are more, of course, but with only two Erban Reports per year, I can't fit them all!

Thank you for another season of magnificent work. Here's to a safe, successful, and sunshine-filled summer!

— **Michael Lacoursière**
Customer Service Coordinator



Dom Canty – 20 year milestone recognition with Jean-Claude.



Alex Kandratau – 10 year milestone recognition with Dave Lalone.

TORONTO TERMINAL

Greetings from the Mississauga and Cardiff locations!

As we move into the busy summer season, we're pleased to report that our locations continue to maintain strong and consistent volumes—a positive sign for all of us! The outlook for the coming months is very promising, with several exciting projects in the pipeline. Once finalized, these initiatives are expected to further increase activity at both locations.

We're also seeing growing interest in our consolidation and container loading services from major players in the grocery industry. This is an encouraging development, and we're eager to expand this segment of our business!

With these new ventures, our departments have been working diligently to enhance efficiency and collaboration, particularly through improved communication. A significant focus has been placed on strengthening coordination between our Customer Service and Dispatch departments to enhance tracking and maintain our exceptional on-time performance.

Recently, we restructured our Dispatch teams across all shifts to better align with operational needs. Our aim is to be more proactive in our daily operations and less reactive to challenges. As we all know, no two days in Dispatch are the same, and solid planning helps us stay ahead of the curve. Over the past few months, we've welcomed many new team members into these roles. We're thrilled to have you on board—your experience and insights are a valuable addition to our team!

The Erb Excellence event, held in late March was a great success. The organizing committee did a fantastic job putting together a fun and engaging program, complete with creative games, a delicious menu (including specialty drinks like The Dirty Trucker and Erbalicious), and amazing prizes!

Attendance was the highest we've seen in years, and the feedback has been overwhelmingly positive. It was especially rewarding to see so many members of our operations team actively involved, whether hosting, presenting awards, running games, or helping with setup and teardown. A big thank you to everyone for your outstanding teamwork and dedication; it was truly a memorable evening for all.

We hope to see you at the Employee Appreciation BBQs and look forward to a very rewarding (and long) summer!

— **Tom Hill**
Terminal Manager

Muhammad Imran - *On the go.*





TERMINAL UPDATES



Alicea Marsman - Sunrise at Toronto Terminal.

Mark Mountain and Tracy Quinn.



Zaheer Din



THUNDER BAY TERMINAL

Hello from Thunder Bay!

Well, spring (as usual) lasted a mere two days for us Northerners. The May long weekend brought its customary snow squalls, which made for an especially good time in a boat. It didn't stop our part-time Dock Loader, Rick Hordy, from pulling his limit of walleye out of the lake, though!

Some bittersweet changes to local staff took place over the spring. On May 30, 2025, Terry Wrigley worked his last shift with us and will now be chasing golf balls during his free time. We all wish Terry the best in his retirement! However, the option to come back and work part-time is always there, Terry! You'll still need to work because golf balls aren't cheap. Keep it on the fairway!

A new season also brought new additions to our team! Join us in warmly welcoming Dara Singh and Wah Do, our AZ/DZ Local Drivers; Simarjeet Singh and Arshdeep Singh Pawar, our AZ Switch Drivers; and Bradley Shaw, our International Driver. We also welcomed Drazan Surkic to our Operations Team as the new Operations Supervisor. Drazan worked at McKevitt Trucking for 25 years and is excited to contribute to our operational excellence with his passion and experience.

Going with the flow of good news and celebrating our team, we recognized a very special individual in June. Gerry Erb reached a milestone that many can only dream of — **45 YEARS!**

Gerry's dedication to The Erb Group and its core values has not gone unnoticed, and it shows in the level of integrity and customer service that he continues to provide today. New Hamburg's team dug deep and searched the photo archives to find a picture of Gerry's first day completing deliveries (Erb's billing department is still waiting for the signed POD, Gerry!). Congratulations, Gerry! We're very fortunate to have you on the team!

We're happy to report that the summer weather has finally arrived, and we are just beginning to enjoy some warmer days. We wish everyone a safe and wonderful summer from the Thunder Bay team!

— **Steve Pethick**
Terminal Manager



Gerry Erb - Early years at The Erb Group.



Gerry Erb - 45 year milestone recognition with Steve Pethick.



Rick Hordy - May long weekend with his walleye catch.

Hello from Ottawa!

After a prolonged winter, it's a welcome change to finally enjoy the warmer weather and longer days. The shift in season has brought renewed energy—and with it, plenty of reasons to celebrate.

Over the past six months, our terminal has experienced many moments of recognition as we celebrated several team members for reaching significant career milestones with us! These achievements are a true testament to the strength and loyalty of our people, the very heart of what makes Erb exceptional:

Dean Weedmark – 40 years

Luc Lapointe – 30 years

Jason Poon – 10 years

Rene Woods – 30 years

These individuals have played a vital role in shaping the culture here in Ottawa, helping to build a terminal known for its hard work and professionalism. Their milestones reflect not just years of service, but the trust, pride, and commitment they bring to our company every single day.

Another major highlight since our last article was the Erb Excellence Night event, a truly memorable evening dedicated to recognizing outstanding contributions. This year's event was one of the best we've ever hosted. From the fantastic venue, coordinated by our event organizer, and Ottawa Operations Float, Jamie Delahunt, to the fun

Luc Lapointe – 30 year milestone recognition with Shawn Coville.



and engaging hosting by our Straight Truck Driver, Neil Williams, and his fiancée, Roxanne, the night was filled with laughter, appreciation, and camaraderie.

We also introduced a new form of entertainment this year. While there were a few initial hiccups, thanks to my daughter, Kenzie's quick thinking and support, it turned out to be highly entertaining and interactive, adding a fresh and exciting twist to the evening.

Well, here's to a great summer. Here's hoping you all have a wonderful season filled with great new memories!

— **Marc Lamarche**

Terminal Manager

Jason Poon – 10 year milestone recognition with Marc Lamarche, Shawn Coville and Jamie Delahunt.



Dean Weedmark – 40 year milestone recognition with Shawn Coville.



Rene Woods – 30 year milestone recognition with Marc Lamarche and Brian Booth.



TRENTON TERMINAL

In addition to daily operations, the Trenton Terminal has been looking for creative ways to engage with the community, promote Erb, and give back. This edition highlights some of the positive initiatives the team has been involved in over the past few months.

So far this year, we have supported several local events, including the Coldest Night of the Year (CNOY), and raised donations for the local food bank. We started with five families from the terminal enrolling in the CNOY to help raise funds for the Trenton Care and Share Food Bank. We were excited to be one of the 27 teams and 125 walkers that raised funds for this worthwhile cause. "The Cool Movers," as we were known, collectively raised over \$1,765. Erb helped us achieve this by matching donations dollar for dollar. It was a great evening being out in the Quinte community. The event was an amazing success, as the food bank raised over twice the amount that they had set as a goal. They raised over 250 percent of their \$20,000 goal and eventually raised a total of \$50,050 from CNOY. Following this formal event, we were then able to extend our donation efforts to the food bank on a couple additional occasions as well.

At the beginning of April, we held a "Spring into Spring" BBQ for the employees. It was a light and simple event, with burgers and hot dogs available for anyone who wanted to indulge across all three shifts. It was our way of saying "thank you" to our staff for a job well done! This BBQ led us into the next event, the celebration of life for Tim Thibert held on April 26. It gave us all a chance to take another moment to honour Tim's memory, and the Thibert family was truly grateful for the support from the Erb team.

Just as the seasons shift from winter's chill to spring's renewal, the work environment here at the terminal has also experienced some changes. We began with news that one of our main clients was relocating its distribution centre from Belleville to Oshawa, and with this change, there was an expected loss of work for our local team.

As the months passed, a brief downturn in freight followed. However, throughout February and March, we successfully completed a large portion of a special project, including relocating inventory to Oshawa, which helped maintain our steady workload.

As we celebrate the busy season, we also want to recognize those who have reached important milestones in their journey with Erb—the dedicated individuals who help us make these cool moves every day.

Trenton Milestones

Norm Allchurch – *20 years of service*

Robert Mitchell - *5 years of service*

Rob Meiusi - *10 years of service*

Peter Turner – *10 years of service*

Thomas (Ian) Vink - *10 years of service*

Todd Holmes - *15 years of service*

Trucks docked at the Trenton Terminal.



Sheldon Wheeler and Dwight Adman.



Sheldon Wheeler and Ed Bencic.



Congratulations to all, and thank you for your hard work and dedication. We look forward to catching up at this year's Employee Appreciation BBQs.

We've had a busy year filled with day-to-day operations, new projects, and exciting aspirations. Along with the great strides we've made this year, we're looking forward to all the things we'll be supporting in the new year. Keep an eye out for what's coming next!

Until next time,

— Sheldon Wheeler
Terminal Manager

WINNIPEG TERMINAL

Hello from the Winnipeg Terminal!

Winnipeg went from cold to hot in just a matter of weeks, which brought on a new set of challenges, but everyone here was incredibly happy to have the warm weather with plenty of sunshine.

The past few weeks have been hazy and smoke-filled, but we hope the fire situation in Northern Manitoba, Saskatchewan, and Ontario improves quickly.

We have two employees in Winnipeg who are celebrating significant milestones this year. Our Local Highway Driver, Scott Martin, has been with Erb for 15 years! Scott operates Sobeys' peddle runs into Saskatchewan. Another employee reaching a milestone is our Lead Hand, Jaspreet Grewal, who supports our Afternoon Dock Shift. Jaspreet has been

with Erb's Winnipeg Terminal for 10 years! Thank you both for your valuable contributions to the team and our terminal.

In March, our team enjoyed a wonderful Erb Excellence night at the Holiday Inn, where we were treated to a delicious meal. Local comedian Dean Jenkinson entertained the crowd. He had us all laughing with his stories and songs. I would like to extend my gratitude to Scott Snowdon for serving as the MC for the evening and to Randy Steckly for travelling to Winnipeg to join us. Thank you to everyone who contributed to making the event a success!

In recent months, we have welcomed several new clients to The Erb Group. One significant project that is concluding is the reorganization of the Sobeys Saskatchewan peddle run. I would like to thank all of my drivers for their valuable input throughout this process. On a final note, I hope everyone enjoys the summer ahead!

— **Karen Moloney**

Terminal Manager



Winnipeg Sunshine



Winnipeg Sunset

ELVERSON TERMINAL



TERMINAL UPDATES

Greetings from Elverson!

We're nearing the summer, but you wouldn't know it from the weather — it still feels like early April over here! It's been a cool and rainy stretch, with rainfall already two inches above the seasonal average. Chances are, by August, we'll be wishing for some of this wet weather when things start to dry out.

I'd like to take this opportunity in the update to share a few changes happening at the Elverson Terminal in the months ahead. First, we've leased the shop space to an independent mechanic who will be operating his own business on-site.

He brings extensive experience with heavy trucks and a loyal client base, which will enable him to quickly "hit the ground running."

As many of you know, our mechanic, Abbe Stoltzfus, accepted a full-time position last September and has since been working with us on a part-time basis. This summer, Abbe will be fully embracing "dad mode" while his kids are out of school, so he won't be available to assist in the shop during that time. Given these staffing changes, Wendell and I recognized the need to explore alternative maintenance support options at the terminal to assist drivers stopping by.

With that in mind, we would like to share that operations at the Elverson Terminal are expected to wind down by the end of the year. While this marks the close of a chapter that has served its purpose, it also allows our remaining team to come together, bond, and look forward to new beginnings, including well-deserved retirements.

Currently, only one driver, Bob Wade, is based at this terminal. Bob has previously indicated that he plans to retire around the same time the terminal operations wind down.

While the terminal will no longer function as an active operations hub, it will continue to serve as a drop yard for trailers and provide drivers with a safe place to park

overnight. Access to the shop will be restricted since it is no longer part of Erb; however, the driver's room and restroom will remain accessible through the front entrance. We will share more information in the coming months as these changes progress.

I would like to take this opportunity to sincerely thank Abbe for everything he has done for Erb—and personally for me—over the past 13 years.



Titus and Violet Beam with Viola and Vernon Erb - Elverson Terminal 1990s.

When Doug passed away shortly after Abbe joined our team, Abbe stepped up and navigated the challenges with dedication, keeping our equipment well-maintained and running smoothly. I truly could not have kept things going without him. As we part ways in our employer-employee relationship, I wish Abbe all the best in his next chapter. He will always remain a valued and lifelong friend to me.

Thank you all for your understanding and cooperation as we manage these changes and prepare to wind down operations, ensuring a smooth transition for everyone involved.

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

NORTH BAY TERMINAL

Greetings, Erbland!

I wanted to start by sharing that the North Bay Terminal won the Top Performing Small Terminal for 2024! We are incredibly proud of this achievement and grateful to every team member who contributed to earning this recognition.

Additionally, summer weather has arrived in North Bay, bringing an increase in load weights and ensuring that our terminal remains busy!

In this update, there is quite a bit to report from North Bay, starting with the Erb Excellence Night. This year, we had a terrific turnout! Dinner was great, as usual, and we decided to have a game night, which was filled with lots of laughs and excitement. The majority of the team voted to bring back game night next year, and we are looking forward to it! A special thank you to our Tractor Trailer Driver, John Walsh, for being our MC once again this year. Additionally, we were pleased to have Jim and Barb Pinder join us for the event, and a great time was had by all.

From the shop, there's not too much to report; our mechanics continue to work steadily, doing a great job keeping all equipment in top-notch condition. On the dock, we're pleased to welcome Phil Da Rosa to the team!

We'd also like to acknowledge a couple of recent team milestones. Congratulations to the following team members. We're grateful to have you as part of our team.

- Nnaemeka Ifendiora, Dock – *1 year of service*
- Neil Losier, Shop – *1 year of service*
- Jacques Michauville, Driver - *20 years of service*

We would like to extend our best wishes to our Dock Leadhand, William "Billy" McMillan, on his retirement in March 2025. Billy has been with Erb North Bay for 37 years—a great accomplishment.

Additionally, congratulations are in order for Marc and Amanda Lafleur and Dave and Heidi Modeen. Both have welcomed their first grandbabies, and both are healthy baby boys!

The North Bay yard has been busy lately and will remain so for some time to come. The city is working on installing sidewalks and an extra lane for traffic, which is causing a few delays when coming to the yard. Keep an eye out! The construction isn't too heavy right now, but it certainly will get busier. This construction is to be completed by late fall 2026.

We are looking forward to the annual Employee Appreciation BBQs this year in August at the North Bay Terminal. This is always a great opportunity for all our staff to socialize and mingle.

Sault Ste. Marie

Our Dock Loader and Driver Helper, Garry MacDonald, often reminisces about the early days when a hard-copy binder map was essential for navigation. Unlike today, where it's easy to find alternate routes with a quick search, road closures used to present significant challenges. His strong work ethic, which remains evident today, was shaped by tasks like manually loading over 150-pound beef into the truck and transferring freight onto other vehicles without the aid of skids.

Eventually, Erb expanded its operations north, offering Garry the opportunity to move back to his hometown area of Thessalon. This proved to be the right decision for both Garry and his spouse, Claire. He began working there with Ken Seyler and has been in Sault Ste. Marie ever since.



TERMINAL UPDATES



North Bay team - Erb Excellence Night 2025.

Brian Boniferro, our Straight Truck Driver and Maintenance Coordinator in Sault Ste. Marie, reflects daily on individuals like Garry, whose admirable experience, knowledge, and expertise were foundational to the company's journey. As the industry continually evolves with modern technology, it is essential to pay tribute to those who paved the way, laying the groundwork for the company's current position and future advancements.

Until the next report, be safe, be kind, and be happy!

— **Laurie Bissonette**
North Bay Dispatch



Garry MacDonald and Brian Boniferro - Sault Ste. Marie.



North Bay earns Top Performing Terminal 2024.

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!

Amidst the daily grind, we love celebrating special days! From industry events to company initiatives, it's a chance to showcase our team's cool moves, highlight departments, and share our personalities and team spirit.



Kelly Guerra and Vijaya Chari at Women with Drive conference in Toronto.



Head Office team at the After the Bell Pack Day in Toronto.



Wendell and Cheryl Erb with their granddaughter, Rory, at the Touch a Truck event in Wellesley.



Trenton team at the Coldest Night of the Year fundraiser walk.



The Sales Team at SIAL in Toronto.



Jim Pinder at the ITD Electric Trailer Demo in Toronto.



Toronto team wearing purple for International Women's Day.



Kshitij Thanki, Bryan Gingerich and Ruben Hugo on Erb Day.

Is your terminal up to something fun?

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



FORTY YEARS OF FREIGHT AND FAMILY

Marking a milestone shaped by miles, memories, and making time for the little things

Every now and then, a milestone comes with a little something extra: old photographs, stories lovingly shared, and a powerful reminder of just how much life can be lived over four decades.

This special feature was submitted by the family of one of our longtime drivers, Dean Weedmark. It is a tribute that reflects not only his 40-year journey with The Erb Group but also the life and love he has built along the way. With personal photos and reflections spanning decades, we are proud to celebrate this milestone and share his story within these pages.

Dean, your dedication and heart show in everything you do. Thank you for being such a reliable and valued part of our team.

Dad, Congratulations on celebrating your 40-year milestone with Erb!

As far back as we can remember, we were always so excited to see you pull up in the big, red Erb truck. Whether driving on the highway and checking every cab to see if it was you, getting to sit in the truck in the driveway, or driving to meet you somewhere so we could pump our arms to hear the air horn as you passed, it was the highlight of our week.

As we got older, we loved getting to go on trips with you to Toronto and stopping at our favourite spot for a midnight hot dog and chocolate milk. Now, having kids of our own, we still get to share the excitement of

checking the Erb trucks to see if it's Grampa driving it. You started your career here at just 21; you have gotten engaged, married, started a family, and now have grandkids, all while working with the same company. Although the trucking industry has changed in many ways, your strong work ethic and dedication have stayed the same. Driving a truck isn't always easy, and sometimes, being on the road keeps you away from things, but you always find a way to be there and make us feel special. We are all incredibly proud of you and thrilled about this milestone you've reached! Who knows, maybe one of your grandkids will like all the Erb Gear and trucks and follow in your footsteps!

— **Amanda Boone-Mahoney, Dean's Daughter**

When I started with Erb, Dean was a linehaul driver running from Mississauga to Ottawa and back. He then moved to a local AZ driver about 10 years ago. Working closely with Dean in all aspects of operations, I've learned that he is a dedicated team player who is willing to do what it takes to get the job done. His extensive experience has been invaluable in determining ways to deliver freight not only more efficiently but also safely. He is, and has been, a vital part of the Ottawa Terminal.

— **Shawn Coville, Ottawa Operations Manager**

In 40 years of service, he has contributed significantly to this company. Behind those long hours and hard work is a supportive and understanding family. We know that many personal sacrifices have been made along the way, and we're incredibly grateful to Maureen and the entire Weedmark family for sharing Dean with us all these years. — **Mark Lamarche, Ottawa Terminal Manager**

Have a milestone story of your own you'd like to share?

We'd love to hear it! Submit photos, memories, or reflections to marketing@erbgroup.com for a chance to be featured in a future issue of The Erban Report!





ERB EXCELLENCE NIGHT 2025

On March 22, we celebrated Erb Excellence Night, an evening when 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 incredible people and excellent milestones we achieve together is a cornerstone of our culture. It keeps us inspired on our journey to bring food to your family's tables. We are grateful to each member of our workforce and for the excellence they bring to our team.

To every member of our Erb community—thank you for the dedication, care, and excellence you bring to your work each and every day. We also congratulate our Employee Choice Award (ECA) winners and the drivers and retirees who are celebrating outstanding milestones. All your hard work makes a lasting impact!



Visit our Flickr!

Scan the QR code to see all the cool memories we made at this year's Erb Excellence Night.



SAVE THE DATE

Our next Erb Excellence Night will be held on

MARCH 28, 2026



THE ANATOMY OF AN ERB MECHANIC

In unity, we find our greatest strength



Critical Mind

A critical mind fuels cool moves! After analyzing, testing, and finding quick solutions, each diagnostic tells a story of a problem solved and a truck back in action.

Strong Hands

For handling the everyday challenges and triumphs of keeping our fleet in top shape.

Toolbox

The trusty sidekick of every mechanic. It's not just a collection of tools; it's a personal treasure chest, with gadgets that make magic happen.

Patience

Crucial for troubleshooting the unexpected and staying cool under pressure, whether it's a tricky repair or waiting on a last-minute part order.

Erb Logo

A symbol of the pride and precision that goes into every repair, reminding you that every job well done is part of a bigger mission.



A VIEW FROM THE DRIVER'S SEAT



"Be sure to engage your brain before putting your mouth in gear."

I remember hearing this saying years ago and how it made me chuckle. However, under the surface of the humour lies some wisdom from this thought-provoking saying. Heeding it can spare you from regret over words hastily spoken. After words are fired from the cannon of the mouth, they are impossible to retrieve, despite any amount of apology or explanation. The discipline of taking the time to think before we speak or act rather than after pays off. A reactionary response often results from failing to take the time to use our minds to sort through our options and choose the one that would bring about the best outcome. Decision-making starts in our minds. In the Bible, Proverbs 23:7 states that as one thinks, so he acts. In trucking terminology, the engine of our mind drives the transmission of our behaviour. Attitude plays a big part in how we respond to life's situations.

We often see this played out in instances of road rage. To some people, trucks are little more than a nuisance on the road, taking up what they feel is their space and slowing down their hurried pace of life. They fail to consider that the vehicle they drive, the clothes they wear, the shoes they walk in, the coffee they are drinking, and the ingredients of the pizza slice they are eating all had a ride on a truck before they came to be in their possession.

When drivers cut us off on the road, pass us and then slow down, turn right in front of us, or don't use their signals and a host of other circus-like antics, it can incite anger or even rage in us. These are daily situations we face as drivers. To respond correctly, we first need an attitude check. We can't control all that comes at us, but we can control what comes out from us.

Reacting with a retaliatory attitude can compromise safety and generate stress. It isn't always easy, but if we can maintain a cool head, think through our options, make a good decision, and not simply react, it can increase the chances of a good outcome. Reactionary decisions are usually not well thought through and can carry a "get even" mentality. And often, we want to inflict more than just what is "even." Despite the difficulty of letting something go, getting even rarely turns out well. Attitude is everything here. It determines our thoughts, then our behaviour. The Bible says in 1 Peter 3:9 that we are not to repay evil with evil. To respond with kindness in the face of evil is to act like Jesus.

Make your peace with God and enjoy the life He will give you—a life that extends into eternity with Him. That is one well-thought-out response that you can enjoy forever. Keep cool, and have a great summer, everyone!

Roger's Thoughts for the Day

- "We will never have to eat the words that we fail to speak."
- "A camel is just a horse built by a committee."
- "Worry is like a rocking chair—it keeps you moving but gets you nowhere." — Corrie Ten Boom

EXECUTIVE PROFILES



DAVE BEAVER

Vice President of Revenue

Joined The Erb Group - March 30, 2001

What does the phrase “We bring food to your family’s table” mean to you?

To be trusted by our client base and to ensure the cold chain is maintained.

What is your favourite cold food or treat?

Nestle Chocolate Drumstick

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

I would enjoy a long-haul drive with my grandfather, who passed away when I was young. He was soft-spoken and did not say much when around a group of people. When I was fortunate enough to get him alone, he was always willing to listen and provide advice and guidance on any issues I was looking to discuss with him.



FRANK HEON

Vice President of Terminal Operations

Joined The Erb Group - July 8, 2019

What does the phrase “We bring food to your family’s table” mean to you?

To me, it means we are community-oriented, which makes me proud to be part of this organization.

What is your fondest memory with The Erb Group?

When I was hired, I did not initially understand how large The Erb Group was. Being part of the Executive Team has made me humble, and I take my position very seriously.

What did you want to be when you grew up?

I wasn’t sure what I wanted to be, but I started in the industry as a dock worker at the age of 25, and I haven’t looked back since.



KELLY KITTMER

Senior Director of International LTL

Joined The Erb Group - May 15, 2001

What does the phrase “We bring food to your family’s table” mean to you?

It means we provide an essential service that allows families to gather for nourishment, comfort, and support.

What is your fondest memory with The Erb Group?

Years ago, we (drivers, dispatch, dock, shop, management, etc.) used to rent ice and play pick-up hockey games. Even some employees who didn't play came out to watch!

What is your favourite cold food or treat?

Moose Tracks ice cream!



KEVIN ERB

Vice President of Truckload

Joined The Erb Group - September 2, 1986

What does the phrase “We bring food to your family’s table” mean to you?

Breakfast, lunch, or dinner were hauled on an Erb truck, bringing families together to share a meal.

What did you want to be when you grew up?

I wanted to be a dairy farmer as I worked on various family dairy farms growing up.

What is your number one road trip theme song?

Nothing beats Marty Otten singing along to Willie's Roadhouse on Sirius for 11 hours!



RANDY STECKLY

Vice President of Driver Services

Joined The Erb Group - April 22, 1991

What does the phrase “We bring food to your family’s table” mean to you?

This phrase reminds me of the collective effort each employee puts forth daily to provide a meaningful service to our communities.

What is your fondest memory with The Erb Group?

It's very difficult to only pick one. One of the most memorable trips was a trucking trip with my wife Karen and our oldest son Daniel, who was only three months old, on an LTL run to California.

What did you want to be when you grew up?

A truck driver.

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

Remember to include your name, terminal and context of the photo with your submission!

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









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