

THE HERMANN CAB

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HERMANN CARES HOLIDAY SUCCESS

Hermann Services has been a proud sponsor of Toys for Tots since 2004, and last year we were named a national gold-star corporate sponsor.

We opened the doors of our corporate office to the community to collect donations, and Santa Claus stopped by for pictures! Nomad Pizza was onsite to help support the event with delicious pizza, and we also provided fresh hot chocolate, coffee, light snacks, and more. This year our Houston, Texas, facility held its first toy drive where Santa Claus also made an appearance for pictures. It was a great event that helped spread holiday cheer even further! Thanks to the help of our employees, associates, and the community, we were able to collect a total of \$105,000 worth of toys across all our locations this year.

Since 2018, we have proudly partnered with Wreaths Across America to honor our fallen soldiers by transporting wreaths for their ceremonies.

Our two trailers wrapped with the organization's information make rounds in the east and southwest regions. This year, we've expanded our reach and delivered to three separate cemeteries. Clete Cheshire is one of the drivers who helps ensure the wreaths safely reach their destinations. As an army veteran who served eight years, he takes Wreath Across America's mission to heart. "I don't think I know anyone that died in combat or that's buried in a military cemetery, however when you're in the military, the soldiers around you become family. Wreaths Across America is a special tribute to them and I'm humbled to participate," he said. The holiday season is the perfect time to show our appreciation for our veterans, and we are honored to be part of this noble cause.

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HERMANN SERVICES WINS NJBIZ FAMILY BUSINESS OF THE YEAR AWARD

As a family-owned and operated business for 97 years, Hermann Services was honored to win NJBIZ's Family Business of the Year award! This award recognizes businesses that help their community grow and prosper.

To apply for this award, we were asked to answer five prompts:

1. Describe how your company/organization differentiates itself as a leader from others in its industry.
2. Describe major challenges your company/organization has faced, may include loss of a major client, rapid growth, employee turnover, product differentiation, unforeseen industry changes, natural disaster, etc.

There are several factors that set us apart as leaders in our industry, such as our customizable partnerships, charitable Hermann Cares initiatives, and dedication to supporting our staff. Our success over the years would not be possible without the hard work and commitment from everyone. **We are thrilled to be recognized as the Family Business of the Year, and we are thankful to all our employees who work hard and volunteer their time to make a difference.**

3. Describe key factors that have helped your company/organization thrive regardless of economic conditions.
4. What is the most memorable compliment your company/organization has gotten from a vendor, customer and/or a competitor?
5. What are your top goals for the future? Have you introduced any new products or services recently?

AIB SUPERIOR SCORES

Hermann Warehouse Corporation continues to provide organizations with custom solutions for all their logistics and supply chain needs. AIB Certifications are a great way to ensure the safety of end consumers, show accountability, and strengthen consumer trust.

Three Hermann warehouses received new AIB Superior Ratings after this year's audit:

- New Castle, DE – 965
- Rising Sun Road, NJ – 950
- Bordertown-Hedding Road, NJ – 930

This marks the second year that all three facilities have exceeded AIB's passing score of 700!

"We are proud our warehouse received a superior AIB rating for 2023. Setting and maintaining quality practices starts with our people," said Jennifer Berglund, Warehouse Manager for our Delaware warehouse. "People that understand their roles and responsibilities. At Hermann, we have the right people, a great team working together, and that's how we get it done!"

Alicia Render, Office Manager of our Rising Sun Road warehouse, expressed her appreciation for the achievement, stating, "Success isn't achieved by one hand, but many hands. Maintaining a clean and organized warehouse is an everyday goal. Daily walks through the warehouse and making lists of improvements, even the smallest thing matters to AIB. This helped us in so many ways. Receiving a score of 950 means so much to us, and we are so proud of the family of coworkers we have here."

Hector Comulado, Warehouse Manager of our Bordertown-Hedding Road warehouse, also spoke about the experience, saying, "The AIB audit was a wonderful experience. We passed the AIB audit with a final score of 930, and next year will prove that we took the information given to us to have a better outcome in the future. We strive to improve our score yearly based on the feedback we receive during our audit."



NEW CASTLE



RISING SUN ROAD



BORDERTOWN-HEDDING ROAD



RAISING AWARENESS ABOUT HUMAN TRAFFICKING

January is National Human Trafficking Prevention Month which aims to raise awareness and give communities the tools they need to prevent this heinous crime. Hermann Services has proudly supported Project Protect Our Children in their mission since 2021. This partnership reflects our deep belief in protecting all children from abuse and exploitation.

To show our support, we've wrapped one of our trailers in their message which now makes rounds in the east and southwest regions of the United States. We have also shown our support at their Summer Festival by sending a few of our associates to attend along with our trailer wrapped in the company's information. "I was proud to represent Hermann Transportation this past June and join Project Protect Our Children to support a good cause at their Summer Festival to promote awareness of sex trafficking," said Sylvia Rocha, Office Administrator for our Houston location.

This year, we also initiated a partnership with Truckers Against Trafficking. With a focus on providing training and resources to those in the trucking industry – those most likely to see instances of trafficking – the organization set us up with a few online training and information sessions, and they sent a box of pamphlets, car decals, and brochures.

Human trafficking thrives on exploiting others, which is why it is crucial to recognize and report any potential trafficking activities. Project Protect Our Children and Truckers Against Trafficking focuses on preventative education and awareness to identify and take steps to prevent human trafficking and exploitation.



INTRODUCING: THE HERMANN E-TRUCK!

Last January we hosted a kick-off and partnership for the upcoming arrival of our very first electric truck – the Freightliner eCascadia. We're delighted to share that the truck has arrived, and staff have begun training for driving, maintaining, and supporting this vehicle's operations.

What's exceptionally notable about this new addition to the fleet is that Hermann Services is the second organization in New Jersey to have a class-8 electric truck. As an organization, we've worked to improve our fleet's overall MPG and reduce our carbon emissions, and by adding an electric tractor, we've taken another huge step forward in making our company environmentally friendly.

However, the benefits extend beyond environmental impacts! Our drivers will feel a smoother, quieter ride and have a wide array of safety features.

Once wrapped and fully implemented, we look forward to having the electric vehicle fulfill routes in New Jersey.



BRAIN TEASER

Why did the truck driver go to the chiropractor?

They had alignment issues.



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CELEBRATING OUR EMPLOYEES' MILESTONES

We'd like to acknowledge the employees celebrating milestones with us this quarter and thank them for being a big part of the Hermann Services family. **WE APPRECIATE YOUR YEARS OF SERVICE!**



1 YEAR

Lamont Carter
Wilbert Champion
Rene Charles
Robert Chenard
Ronald Coleman
LaKisha Crumble
Alicia Gutierrez
Richard T. Hermann
Robert Hodgins
Adriel Jimenez
Joseph A. Jones
Tiffany Lambert
Faiola Antonietta Diaz Leal
Robert Lecato
Melinda McKenzie
Salvatore Montore
Jose Luis Munoz
Amanda Peterson
Alicia Render
Jose Munoz Sarabia
Norman Shoemake
Lisset Sosa
Tracey Swan
Andre Washington

1 YEAR

Marshall Washington
Hali Whittaker
Brooke Wilhalme

2 YEARS

Adeerha Battle
Eugene Greenidge
Leroy Haskett
Helena Malloy
Danielle Mazur
Timothy Selby
Mary Tresco
Dana Violante

3 YEARS

Lakeisha Brown
Andre Simms
Clifford Smith
Jamie Uhler

4 YEARS

Joel Delapena
James Francis
Octavio Saenz

5 YEARS

Karin Baran
Eileen Eames
Joseph R. Jones

6 YEARS

Minerva Jackson

7 YEARS

Mark Barbour
Helen Rinkens

9 YEARS

Gary McGinn

10 YEARS

Doris Azcona-Peralta
Robert Lambert

11 YEARS

Joseph Sayers

13 YEARS

Delima Remy
Georgina Zielinski

14 YEARS

Horace Jordan

17 YEARS

George Niedermeier

22 YEARS

Harold Waxman

25 YEARS

Robert Pfriendler

27 YEARS

James Capra

36 YEARS

William Fekete

37 YEARS

Charley O'Neill

38 YEARS

John Capra

52 YEARS

Rich Tallmadge