



WELCOME SUMMER INTERNS!

This summer Hermann Services is welcoming summer interns to learn about the supply chain and partner with leaders on exciting projects.

In their ten-week program, the group has participated in a ride along with local drivers, got to see the daily operations of a driver on a dedicated account, and toured a warehouse of one of our largest manufacturing clients as well as several Hermann warehouses.

Each student has been paired with a department to complete one summer project and assist on other daily tasks. At the end of these ten weeks, each one will put together a presentation on their impressions of Hermann Services, the project work they completed, and their impressions of the program overall. "My goal is to learn as much as I can in the time that I have and try to talk with as many people as I can so that I can figure out what really interests me in my major which is Supply Chain Management," said Dylan Pirozzi when she was asked what some of her goals are for this internship. A similar sentiment was shared by Sahaana Sivakumar: "I want to learn about every department and get different skills that I can apply in the future."

When asked what her first impression of Hermann Services was, Shaye Hermann remarked, "It is very teamwork orientated and very community driven which is nice because I don't think the business world is always like that. It's nice that everyone here helps each other and gets along. I never thought I wanted to be in the business field because it always seemed like you are isolated at a desk from 9-5, but I like how collaborative Hermann is and how everyone interacts with each other." "The communication is amazing. As soon as I walked into the building, there was a lot of talking going on," commented Chris Onesti.

"My first impression was that Hermann cares (no pun intended). From the moment we [interns] walked in on the first day, we were greeted by employees and got food and gifts that showed the company's appreciation to us. The energy here is really different and you can feel it as soon as you step inside the building," said Amreen Mukadam.

WORKING OUT OF THE CORPORATE OFFICE, THE INTERNS ARE:



Chris Onesti, rising junior at The Lerner College of Business and Economics at University of Delaware. Outside of this internship and his love of golf, Chris has recently taught himself to juggle.



Amreen Mukadam, rising junior at Rutgers Business School and a member of The Road to Supply Chain Leadership program. A former fencer in high school, Amreen looks forward to sharpening her supply chain skills this summer.



Dylan Pirozzi, rising sophomore at Rutgers Business School and a member of The Road to Supply Chain Leadership program. As a fun fact, Dylan said she once caught a 70-pound fish!



Sahaana Sivakumar, rising sophomore at Rutgers Business School and a member of The Road to Supply Chain Leadership program. In her free time, Sahaana also plays the piano.



Shaye Hermann, 2024 graduate from Saint Joseph's University with a Bachelor of Arts in Political Science who will be pursuing a Master's degree in Public Policy in the fall. Shaye is a libra and loves astrology.

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COOKING UP SOME COMPETITION WITH THE SUMMER COOK OFF SERIES

Hermann Services has turned up the heat with a new competition this summer: a series of cook off events featuring different cuisines!

After two successful events at all our locations – corporate and Blackhorse Lane combined, Rising Sun and Bordentown-Hedding combined, Delaware, and Houston – we have seen some amazing dishes and a lot of excitement cheering on the cooking competitors. With BBQ and Italian cuisines in the books, we still have Hispanic, Southern, and a burgers and sides competition to look forward to.

As a special feature, the corporate and Blackhorse Lane competition featured the summer interns as our judging panel for the Italian cook off. “I enjoyed how everybody got to have fun outside of the normal work environment,” said Dylan Pirozzi. “We all got to try something new! People could bring food that they had a story behind and make it for everyone and explain it. It was fun!”

Sahaana Sivakumar remarked, “I was really excited to be a judge because we got to try everything. I told all my friends ‘Guess what I am doing today?’” When asked what the best part of the cook off was, Chris Onesti said, “The food. It was nice to try all the Italian food that was there.” With nineteen entrees for the Italian competition, the judges had their work cut out for them!

It has been truly wonderful to see so many staff members share their favorite recipes or family food traditions. Our talented chefs have surprised judging panels, and the competition is always very close when determining winners!



SPOTLIGHT ON OUR DELAWARE WAREHOUSE

In 1991, Hermann Services opened a warehouse in Wilmington, Delaware, and then relocated to a new, larger 207,000-square-foot facility in 2017 in New Castle, where we currently operate today. This warehouse offers a variety of services, including racking, bulk storage, and more to meet the diverse needs of our customers. It's strategically located near the Ports of Philadelphia, Wilmington, and Baltimore, which allows us to provide next-day delivery services. Our Delaware location also boasts easy access to the country's busiest highways and railways which provide unmatched connectivity for all value-added supply chain services like port drayage and nationwide dedicated transportation.

This warehouse is also proudly ISO 9001 compliant which, as defined by ISO, is a globally recognized standard that, "helps organizations of all sizes and sectors to improve their performance, meet customer expectations, and demonstrate their commitment to quality." This certification shows that our warehouse has effective processes in place and highly trained staff to deliver the best service every time.

Since acquiring this facility, we've invested in a state-of-the-art warehouse management system (WMS) with advanced scanning and photographing technology.

This translates to seamless inventory control and real-time updates for you. In addition, we're transitioning to a fully electric forklift fleet, demonstrating our dedication to sustainability, and reducing carbon emissions.

Our team in Delaware understands that no matter what you're storing, a well-maintained and organized warehouse is imperative. This is why they proudly boast one of the highest AIB scores (965) within our network of warehouses and are FDA-registered, ensuring the highest food safety standards. Warehouse Manager Jennifer Berglund-Sayers expressed her pride in the warehouse saying, "This past year's inventory for 2023 for our two largest customers was 100% and 99.8% accurate. We are extremely proud of our inventory tracing expertise. We conduct counts daily and maintain a monthly system comparison for all clients."



Our experienced and dedicated team doesn't just provide services; they become partners in our customers' success by taking the time to understand your specific requirements and tailoring a warehousing solution that optimizes your efficiency and streamlines your operations.

We're so glad to have this excellent facility in our network of warehouses, and the staff who make all operations run at peak functionality are second to none!

EMPLOYEE SPOTLIGHTS

Over the past quarter, we put the spotlight on several of our associates



Charley O'Neill

Charley O'Neill has been working with Hermann Services since 1986 as an IT Manager. However, Charley didn't get his start with us in IT. "Some of the other long-time employees may know this, but I have a pretty good background operating forklift equipment, loading and unloading both trucks and railcars." He started at our Clyde Road warehouse, but his experience doesn't end there: "I have also used box clamps, roll clamps, slipsheet push-pulls, and drum grabbers." One of Charley's favorite things to do outside of work nowadays is, "horsing around with my two grandchildren," he said. He also enjoys "working out before work every day and getting to the Jersey Shore throughout the summer."



Dracy Hyman

Dracy Hyman began working at Hermann Services in 2015 as a temp, and now she is our Compliance and Training Manager. "Dracy has done an excellent job in being the main POC [point of contact] for all McLeod-related issues," said Luisa Hermann, Chief Financial Officer. "We are coming up on our 2-year anniversary with the new TMS and Dracy did an amazing job stepping into this role to help manage the open projects, manage ticket requests, and help all users with training and any issues that arise, day or night!" Outside of work, Dracy enjoys spending time with family and friends. She also enjoys history, reading, crocheting, and traveling to other countries, and learning about local cultures.



Demea Tyson

Demea Tyson joined Hermann Services in September of 2022 and is an Office Manager for our Bordertown-Hedding Road warehouse. So far, her favorite memory at Hermann has been, "learning the ins and outs of warehousing. Hector has taught me how to work efficiently in the warehouse to accommodate all our customers' needs," she said. One thing Demea enjoys about the company is how family-oriented it is, saying, "my oldest daughter recently started working for Hermann as a CSR in the Bordertown-Hedding Road location. She tells me often how she is so happy to be working with such great people in such a great environment."



Karen Huffman

Karen Huffman is our Director of Administration, and she joined the company in January 2022. So far, she has completed three warehouse start-ups, which has been one of her favorite memories at Hermann Services. "Start-ups are my favorite. I have done a total of six warehouse start-ups in my career, and three of them were with Hermann. I can't wait for another," she said. Karen admires two values that the company holds dear: inclusion and growth. "I see this every day throughout the company. Everyone at Hermann Services we work with and communicate with are always helping other learn and grow and never give up," she remarked. Outside of work, Karen's greatest accomplishment is her children and family. "I have five amazing kids ranging from five to 16. Watching them grow and encouraging their ethics and interests are what matters most to me."



Kelly Baureko

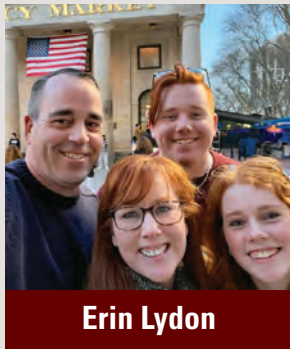
Kelly Baureko is a Recruiting Manager supporting our transportation division. She started working with us in January 2023 and one of her favorite memories with the company was the 2023 holiday party. "There was magic in the air that night. Everyone had a great time, and it was nice getting the drivers, Hermann employees, and leadership in one place," she said. All the values at Hermann speak to Kelly, such as, "excellent service, impeccable safety, going the extra mile, and most importantly family." As someone who is always looking to better herself, she said she feels, "fortunate to have an employer that allows her the opportunity to learn and grow." Kelly doesn't believe she has one single greatest accomplishment. "Life is ever-evolving, and we continuously accomplish great things," she said. "I've had so many amazing accomplishments such as my four children and three grandchildren. My amazing greenhouse and all my beautiful plants. I can't narrow down one thing."

... who have contributed to Hermann Services in many ways.



Enrique Vasquez

Enrique Vasquez is a positive and hardworking employee known for his enthusiasm and problem-solving skills. With 16 years of experience, he's always willing to help and has trained employees across multiple locations. His leadership and dedication are valued by his colleagues, including managers who praise his positive attitude. "I'm lucky and blessed to have him in my warehouse. Enrique has worked with at least five different managers, and they all would still love to work with him anytime," said Warehouse Manager – Bordentown, NJ, Hector Comulado. Even though he puts a lot into his work, his greatest accomplishment is being a dad to his daughter, Antonella. Hermann Services is fortunate to have Enrique on the team, especially for his commitment to safety and efficiency.



Erin Lydon

Erin Lydon has been the Controller at our Monmouth Junction office since April of 2023. Her favorite memory at Hermann Services was the first event that she attended at headquarters: a Middlesex County Regional Chamber of Commerce meet and greet that was hosted on the patio. "This was an opportunity for me to interact with many of my new Hermann colleagues and specifically the Hermann finance team," she said. "It was great to be surrounded by fun, loving people who are willing to give up their time to local community causes. I can remember saying 'I've never laughed so much at a job before!' My face hurt from laughing so much." A few of the company's core values that resonate with Erin are integrity and driving excellence. She believes these are critical values in the world of finance, and they are an essential part of an organization's success. "I love that Hermann appreciates and expects them in every team member," she said. Outside of work, Erin's greatest accomplishment is her family. "Conner (20) and Kerry (17) are growing into wonderful young adults that I absolutely love to spend time with. And my husband of 26 years, Barry, who is my partner in all things," Erin remarked.

HOUSTON BUSINESS JOURNAL'S BEST FAMILY-OWNED BUSINESS



On June 20, Hermann Services attended an award ceremony from the Houston Business Journal for their second annual Best Family-Owned Business Awards.

The nomination process included some basic information about the company before asking twelve open-ended questions about the history of the business, future plans and growth strategy, the biggest challenge and success, and other items that make the company stand out.

With 97 years of history and an incredible company culture, it wasn't difficult to answer the questions for judging! We shared great examples and history about our company, presence in Houston, and plans to further grow and contribute to the booming Houston market.



Out of this year's 59 honorees, Hermann Services made it on the list in the large company (100+ employees) category!



BRAIN TEASER

What is less tired the longer it runs?

Answer: A wheel



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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

Eric Blumenthal
Angel Carrion
Michael Corkran
Christopher DeBellis
Leroy Edmonds
Robert Gomez
Eduardo Gonzalez Chaviano
Lucien Hecker
Raymond Ligons
Elio Lopez Leal
Erin Lydon
Addison Maldonado Espinosa
Marcus Patterson
Domingo Repolona
Lateefah Smith
Derrick Thompson
Ana Vidal
Jeffrey Zenko

2 YEARS

Michael Casey
Hector Comulado
Celeste Gomez

2 YEARS

Jamie Gomez
Richard Hamlin
Shaye Hermann
Richard Limbrick
Danielle Novotny
Michael Parham
Shakila Subbiah

3 YEARS

John Bass-Wright
Craig Feree
Jasmine Figueroa
Juan Gatica
Franckel Jean-Pierre
Kary Lauderdale
Shaun Thomas

4 YEARS

Mohamed Alsudani

5 YEARS

Darnell McCall
Michael McNeary

6 YEARS

Joseph Lenox

7 YEARS

Dracy Hyman
Jill Jennings
Brian Williamson

9 YEARS

Maria Aquino
Ciardi Franklin

10 YEARS

John Parris

14 YEARS

Oscar Luna Hernandez
John Jones

16 YEARS

Roberto Espinoza

17 YEARS

Fernando Banos Banos
Vincent Tursi

21 YEARS

Jeff Hermann

28 YEARS

Richard Hermann

29 YEARS

Joseph Difedele

31 YEARS

Christine VanHise

36 YEARS

Richard Hayduck

38 YEARS

Brian Kampo

43 YEARS

Charles Capra