

HERMANN



C O N N E C T I O N



New to the Fleet: Freightliner Cascadia Evolution Trucks Equipped with Omnitrac EODs

TRANSFORMING HERMANN SERVICES WITH TECHNOLOGY

By Jeffrey Hermann, Executive Vice President, Transportation Division

As we approach the company's 90th anniversary, Hermann Services has clearly come a long way from delivering watermelons from the back of a 1921 Ford Model T truck to the 2016 Freightliners that we drive today. I am proud to say that our 4th generation family-owned and operated transportation, warehousing, leasing and logistics firm is firing on all cylinders.

The last couple of years have been a period of large scale technology upgrades including:

- Fleet installations of Omnitrac's Electronic Onboard Devices (EOD) for improved on-road efficiencies spearheaded by Erin Van Heusen.
- Full scale warehouse lighting upgrade under the direction of John Capra for improved safety and energy savings.
- The acquisition of new Freightliner Evolution model tractors.
- The acquisition of new trailers equipped with Skybitz satellite tracking which provides in-transit visibility and tracking of trailers for improved dispatch, logistics, and monitoring of cargo.
- Company-wide computer network and software upgrades in partnership with Dynamic Strategies, our new IT infrastructure support team.
- New Key Performance Indicator (KPI) reporting system that allows managers to monitor and analyze financial metrics across all departments and revenue streams in a single interface, which will improve corporate guidance.

We have also streamlined operations through the consolidation of accounting, logistics, and operations offices into a common space to facilitate faster communications among the whole team. These strategic moves have not only resulted in achieving efficiencies of scale across the company, but also in boosting overall employee morale. I look around Hermann Services and see everyone taking great pride in being part of the Hermann family and playing an important role in providing our clients with the best-in-class customer service.

Finally, I would like to announce an umbrella initiative surrounding our many philanthropic activities: Hermann Cares. As you all know Hermann Services holds several local and national causes dear to our heart. Terri Hermann will be administering the Hermann Cares program and working with charitable firms to streamline our fundraising and donation efforts.

Many thanks to all of our clients, employees, and vendors for helping Hermann Services grow and contribute to our community.



EODS: MAKING LIFE BEHIND THE WHEEL EASIER, SAFER, AND MORE TIME EFFICIENT

By Erin Van Heusen, IT Supervisor and Support

I'm pleased to announce that our entire fleet of more than 200 tractor-trailers nationwide is now equipped with Omnitracs Electronic Onboard Devices (EOD). These fleet management solution devices synch up with our Transportation Management Software so that dispatchers can see where all units are in real time

and interact with drivers, warehouse managers, and clients to keep everyone on the same page at all times. While Hermann Transportation enjoys a pristine reputation for safety and efficiency, this technology helps us become ever more safe, timely, and fuel-efficient as we look toward future growth.

Drivers now have Numerous EOD Functions at their Fingertips to Improve Job Performance, Client Satisfaction, and Company Efficiencies

- **Hours of Service** – Automatically records driver logs.
- **Exact Fuel Use** – Transmits fuel level information to fleet management to help minimize cost and maximize efficiency.
- **Critical Events Reporting** – Prevents accidents before they occur through onboard sensor data.
- **Roadnet Routing** – Planning tool that shows drivers the best route each day.
- **Driver Vehicle Inspection Reporting** – Simple closed loop process for completing vehicle inspection reports.
- **Driver Workflow** – Creates an efficient communication system through the integration with dispatch software.
- **Extended Productivity** – Captures signature, scans barcodes and images from a mobile device.
- **In-Cab Scanning** – Drivers can scan and transmit documents in real time.
- **Dispatch and Proof of Delivery** – Manages by expectations and confirms delivery with real-time resource tracking.
- **Driver Performance Reporting** – Measures and monitors driver behavior to coach and improve their performance.

It's a Win Win Win All Around:

1. Our customers win from our ability to provide the best in customer service.
2. Our drivers win through a lightened workload requiring less paperwork and improved performance for company recognition.
3. Hermann Transportation wins through an improved bottom line based on better fuel efficiency and time savings from off road downtime and traffic avoidance.



Hermann Transportation is already realizing significant savings in fuel and fleet maintenance costs as well as overall operational efficiencies. We'll be bringing even more onboard functionality into the cab in the future.

Meanwhile, please be sure to contact me with any questions or suggestions at evanheusen@hermanntds.com.

HERMANN WAREHOUSE SEES THE LIGHT By John Capra, Operations Mgr.

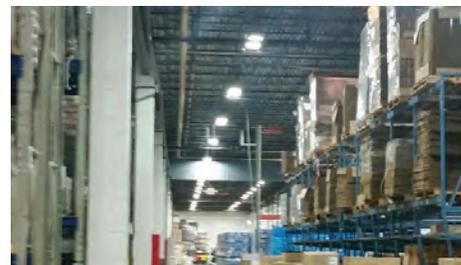
After upgrading lighting throughout our 369,000 sq. ft. facility, I can speak for the entire department and say we are thrilled with the results. In addition to working under much better light conditions throughout our entire space, we are saving more than \$48,000 per year in electricity costs.

Updating 100% of our warehouse space was a massive undertaking. Over the course of three months, 665 fixtures were replaced with T-5 lighting. Of those, 584 are motion-censored. Upon activation by sensing

nearby movement, a light will remain illuminated for 15 minutes and then automatically turn off in the absence of activity.

We can also take pride in the fact that the reduced energy consumption is also good for the environment. Hermann Warehouse and the environment also benefit from longer bulb life which lowers replacement costs and reduces the disposal of dead bulbs into landfills.

When it comes to job safety, energy savings, and environmental friendliness, Hermann Warehousing has truly seen the light. Let me know your thoughts and suggestions at jcapra@hermanntds.com.



HERMANN

By Terri Hermann,
Project Manager

Cares.com

Since Fred Hermann founded our company 89 years ago, Hermann Services has always been proud to play an important role as a leading corporate citizen. Throughout our history, Hermann Services has also placed a priority on doing our part to help those among our community who find themselves in need.

This year we are launching a philanthropic initiative that will organize our charitable activities into a year-round effort that will help us be even more intentional in our efforts. We have named it "Hermann Cares."

Going forward we will report on all the good work that Hermann Cares is doing with the generous help of our employees, clients, vendors, third-party partners, and the organizations that we support.

South Brunswick Food Pantry

As we became involved with the South Brunswick Social Services, we discovered that too many families, for one reason or another, are going without proper food. So over the holidays, Hermann Services mounted a "Drive Out Hunger Food Drive" and filled a trailer with food donations with the help of many generous folks and business partners. In fact, one of our clients, Value City Furniture, placed donation boxes in each of their eleven stores to pitch in. The drive was a big success. **You can learn more by visiting the Social Services page on the South Brunswick Township website at www.sbtnj.net.**



Hugs for Brady

Sherrie and Michael Wells started the Hugs for Brady Foundation in 2009, shortly after their 13-month-old son, Brady Michael, was diagnosed with Non-Differentiated Acute Leukemia. Brady passed away at 23 months old, after bravely battling the disease for ten months.

The Hugs for Brady Foundation is dedicated to helping children with childhood cancers. Hermann Services is helping to create awareness of this important local organization with a custom trailer wrap that will introduce thousands more to this cause. Keep an eye out for it on the road starting this June. **Visit <http://hugsforbrady.org> for more information.**



Adopt a Family

With the unbelievably generous support of many employees, Hermann Services "adopted" five families in South Brunswick over the holidays. The families, ranging from single mothers to a family of five, provided Christmas wish lists for such things as clothes, games, and vacuum cleaners and their wishes came true! The families were overwhelmed with joy at the outpouring of generosity.

Muck It Up with the HERMANN MUDSTERS!



Get ready to join or support the Hermann Mudsters team for our annual romp through muddy obstacles. The event is built for laughs, yet we raise a lot of serious money to help put an end to MS.

Saturday, June 25, 2016
Essex County South Mountain Reservation
Northfield Ave. & Cherry Ln.
West Orange, NJ 07052

Hermann Services will pay registration fees for employees and their immediate family participants. Participants 12 to 18 years of age must be accompanied by a guardian who is also registered and will be present for the duration of the event.

To join the **Hermann Mudsters** or for more information, contact:
Terri – 732-297-4400 x203
thermann@hermanntds.com
Elijah – 609-860-5810 x170
ejacobs@hermanntds.com

Bike MS

Join the **Hermann Roadsters** to help create a world free of MS while experiencing New York City in a fun and exciting way!

Event details coming soon!



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HERMANN SERVICES FAMILY NEWS

Everyone at Hermann Services likes to feel that we are all one big family working together to achieve great things — and we are! We take pride in each other’s accomplishments and want everyone to hear about them. Below you will see what a few of your colleagues are up to lately:

- **Nelson Sarabando** welcomed a healthy baby girl, Charlotte Rosa, born on February 23, 2016 weighing in at 8lbs. 1oz. Congratulations Nelson and family!
- **Charley Yunckes** has retired effective February 2016 after joining Hermann Services in 1969. We thank you for your service, Charley, and wish you a wonderful retirement!
- **Dennis Hermann** placed 3rd in his age group in the MS Climb to Top of Rockefeller Center.

- **Dave Anderson, Elijah Jacobs, Annmarie Fajardo, Armando Castro, and John Capra** enrolled in the Dale Carnegie Course to improve their sales, leadership, and customer service skills.



Clint Randall
*“Best Mechanic Ever”
getting into the spirit
of St. Patrick’s Day*

CLIENT COMPLIMENTS

“Last year I participated in my first MuckfestMS with the Hermann Mudsters and have to say it was by far the most fun I’ve had at a fundraiser in years! It was well organized and great to work as a team to fundraise for such a great cause. I had a great time partnering up with my client to fundraise towards a cause I am extremely passionate about!” – **Radia Carr, Dale Carnegie Training**

