



CELEBRATING NATIONAL TRUCK DRIVER APPRECIATION WEEK

National Truck Driver Appreciation Week is a week set aside in September to celebrate the 3.5 million truck drivers across the United States who help support the supply chain, our daily lives, and the economy.

This year NTDaw was celebrated from the 15th to the 21st. While we regularly host driver appreciation events for our incredible and dedicated truck drivers, such as attending baseball games and hosting lunches, we put a little extra recognition into this month's nationwide celebration. During the week, Hermann Services honored our amazing drivers with special gifts, giveaways, recognition, and more!

Hermann Transportation has many hard-working drivers across the Northeast and Southwest who are always willing to go above and beyond to help our customers! "There is no 'I' in team," said Alicia Render, Office Manager for our Rising Sun Road, NJ warehouse. "Our Hermann Drivers are always happy to help. Thank you for all that you do!"

Lisa Burke, Warehouse Customer Service Representative for our corporate facility, also recognizes the vital role of truck drivers. "If it were not for truck drivers, our economy would be at a standstill as they deliver goods throughout our country. Our truck drivers are our eyes, ears, and extended representative of our business. They build relationships with our customers and have a positive impact on our current and future business," she said.

This week, and every week, Hermann Services is grateful for everything our drivers do for us and our customers. There's so much more we could say about all our dedicated drivers! **We can't thank them enough for their tireless work in keeping the supply chain, and the world, running smoothly!**



IN THIS ISSUE

- Celebrating NTDaw
- NJ Best Places to Work
- Employee Spotlights
- Brokerage: Not the Scam You Think It Is
- Brain Teaser
- Cook Off Finales
- Achievements Around the Organization
- Celebrating Our Employees' Milestones



BROKERAGE: NOT THE SCAM YOU THINK IT IS

Inside the logistics industry, brokerage can be viewed as a scam thanks to a rise in fraud and manipulation tactics within the last ten to fifteen years.

Handing off your precious freight to a company who is going to pass it along to a transportation company or worse – an individual managing their own trucking organization?

Unthinkable. Unbelievable.

And it certainly doesn't help to see news stories about instances where freight brokerage goes wrong due to scammers and fraudsters. In fact, earlier this year FreightWaves posted a story about an Illinois trucking company that stole between 36 and 50 truckloads (which are valued at around \$5 million) and are holding them hostage.

In addition, the act of double brokering exists, which adds another layer of mystery and separation between a shipper and the carrier delivering the final load. Double brokering involves a freight broker who tenders a shipment, and then the person who accepts the load turns out to be another freight broker, accepting the load under the guise of being a trucking company, before passing the load to an actual carrier for delivery.

Why Choose Hermann Transportation for Freight Brokerage? In the world of logistics, where transparency, tracking, and visibility are paramount, Hermann Services stands out as a trusted partner. Our nearly 100-year-old company has honed the art of freight brokerage, ensuring that your goods are handled with the utmost care and professionalism.



The Hermann Transportation Advantage. At Hermann Services, we recognize the importance of reliable freight brokerage in the supply chain. Whether you're moving goods across the country or navigating the complexities of port drayage, our brokerage solutions are designed to provide peace of mind. We take the guesswork out of freight movement by offering full visibility into every step of the process.

Our stellar brokerage team is committed to tracking every load from origin to destination. This means that when you hand over your freight to Hermann Transportation, you're not just passing it along – you're entrusting it to a team that values transparency and accuracy. We leverage advanced technology and real-time tracking systems to ensure that you have complete visibility into where your shipment is at all times.

Transparency in Action. In an industry where trust can sometimes be in short supply, Hermann Transportation prides itself on transparency. We believe that open communication and clear information are the keys to building lasting relationships with our clients. Our brokers work closely with both shippers and carriers, ensuring that everyone involved is on the same page. This transparency helps to prevent the pitfalls often associated with double brokering and other industry risks.

The Hermann Transportation team also takes a deeper dive when booking a carrier by checking their MC number, directly checking in with the dispatcher and driver, and requiring updates from when the load is picked up to dropped at its final destination.

A Proven Track Record. Hermann Transportation has a long history of delivering exceptional results. Our deep understanding of the logistics landscape, combined with our commitment to innovation, allows us to provide top-notch brokerage services that meet the unique needs of our clients. From port drayage to nationwide freight movement, we have the experience and expertise to get your goods where they need to go – safely, efficiently, and with full visibility.

The Bottom Line. In an industry where reliability and trust are essential, Hermann Transportation offers a freight brokerage experience that is second to none. We understand the concerns that shippers may have when it comes to handing over their freight, which is why we prioritize transparency, tracking, and visibility in everything we do. When you choose Hermann Services, you're choosing a partner who will go the extra mile to ensure that your freight arrives on time and in perfect condition.

BRAIN TEASER

I am always moving, but I never leave my place. What am I?

Answer: A conveyor belt



NJ BEST PLACES

Hermann Services is thrilled to announce that for the second time in a row, we have made it on the New Jersey Best Places to Work list, sponsored by NJBIZ!

Similar to last year, we qualified in the large company category. Building on our success from last year, we've climbed 10 spots, moving from number 44 to number 34 on the list.

This is a fantastic achievement for the entire organization. Our hardworking and diverse staff are the backbone of this company's success and continuous enthusiasm. We see it in day-to-day work, interactions, the customer-ready warehouse and distribution facilities, the safe and timely drivers, and especially the events we host across the company.

We are grateful for everyone who took the time to submit their honest feedback and comments about Hermann Services and this award goes out to all of the Hermann staff!



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



Andre Sims

Andre Sims has been promoted from truck driver to Driver Manager, a role that leverages his experience as a truck driver and empowers him to efficiently guide other drivers along their routes delivering freight. "Moving from the truck to the office has been refreshing and creates a new challenge and a new perspective of the business," said Andre. In his five years with Hermann Transportation, his favorite memory has been, "interacting with everyone at the holiday party and seeing others have fun." Congratulations, Andre, we're excited to see you learn and grow in your new role as a Driver Manager for our dedicated customer account!



Vincent Vizia

Vincent Vizia started working for Hermann Services over 7 years ago as a driver for the company. He enjoys a lot about the job, like, "the freedom, home time, and I get good loads." He went on to say, "They do a lot other companies haven't, as far as helping employees. When a hurricane hits, you're expected to go home and stay safe. They aren't forcing anyone back on the road, you can tell it's more like a family." One of Vincent's favorite memories at Hermann Services so far has been talking with our Senior Manager of Driver Recruiting and Engagement, Christine VanHise. "When I was first getting started with the company, we talked like normal people instead of her being 'salesy,' she's a good person." Vincent brings such great energy to the team! His positive spirit is contagious and appreciated by everyone. His Driver Manager, Hope Deleon, says "Vincent is a great person – always in great spirits and I have no complaints. He's one of my easier drivers to work with."



John Parris

John Parris has been a committed driver in the Northeast for Hermann Services since June 2014. He appreciates the company's supportive work environment, sharing, "No one bothers me when I'm doing my job, and the people in the office are very nice to me." His driver manager, Mark Barbour, praises his exceptional work ethic: "John has been an integral part of our success! His dedication and passion shines through greatly. He never missed a beat when an account changed location and it goes to show just how professional he is. I'm extremely proud to have John as a part of my team." Outside of work, John enjoys, "riding my motorcycle and going fishing." His greatest accomplishment outside of work is purchasing a house, where he enjoys watching classic films such as "Magnum Force."



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



Wilber Champion

Wilbert Champion joined the Hermann Services team in October of 2022. Transitioning from transporting fuel to working for Hermann Transportation presented a learning curve, but Wilbert quickly adapted. One of his initial challenges was navigating the ports, remarking, “it was a beast to figure out at first, but eventually, I figured it out and was really happy.” Often, port congestion can be a challenge for truck drivers, but Wilbert was determined to succeed and has learned to navigate the ports successfully. Outside of work, Wilbert enjoys traveling, riding his motorcycle, and spending quality time with his family. He’s also deeply committed to community service. “If you looked at me, you wouldn’t guess I’m into community service and helping people around me, but I really enjoy it,” said Wilbert. Some of the ways Wilbert gives back to his community are through his church, food banks, and his motor service club. “I also adopt families during the holidays to provide things like food on Thanksgiving and gifts for Christmas,” he said.



John Cassano

John Cassano has been a truck driver with Hermann Transportation since March of 2017. John appreciates many aspects of his role. From the friendly office staff to his customers, he truly enjoys every part of the job. A memorable moment for John at Hermann Services was when he accepted the job and had the chance to speak with General Manager, Mike Horvath. “We had about a 30-minute conversation, and I asked him a few questions and he answered every question honestly and sincerely. There’s nothing he told me seven years ago that wasn’t accurate. I felt comfortable coming to work for Hermann before I even started. The friendship I have with Mike remains true to this day. He knows I’m always a phone call away and I know he’s always just a phone call away,” John said. John values the hard work and dedication of Hermann Services’ ownership and top management. As a former business owner, he understands the challenges and rewards of running a company. He’s especially grateful for the support and guidance he’s received from managers over the years. “The managers that have been fantastic are still here, like Mark, Bill, and Jerry. They helped me be successful at Hermann, and they deserve a lot of credit,” he recounted “You can call them for laughs, business, whatever – they’re always there.”



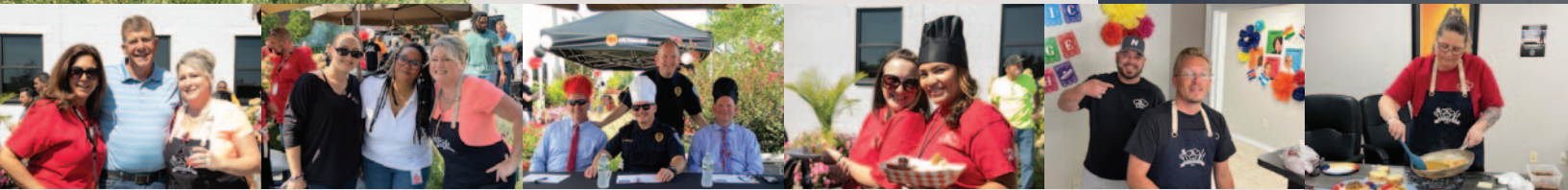
NORTHEAST



COOK OFF FINALES



HOUSTON



After an exciting – and flavorful – summer cook off series, Hermann Services wrapped up the competitions with two grand finales. Each first place winner from our previous series – which covered the cuisines of: BBQ, Italian, Latin, and Southern/Soul Food – were invited to participate for one final cook off to determine our Hermann Grand Champions.

Over the course of the entire cook off series, we had more than 75 associates enter their favorite dishes, often entering dishes across multiple categories during each series.

On September 12th, the Northeast Grand Finale took place. Winners from 21 Distribution Way, Blackhorse Lane, both Bordentown locations, and Delaware competed with their all-time best dish. Nineteen total competitors cooked a wide range of dishes across appetizers, mains, and desserts, and our judging panel was comprised of three outstanding South Brunswick Police Department members: Capt. Ron Seaman, Capt. Eugene Rickle, and Lieutenant John Penney!

Congratulations to our Northeast Finale winners: Alicia Render who prepared an appetizer of potatoes with vodka sauce, Clint Randall with a main dish of a pulled pork sandwich, and Kellyn Jibaja who made a fried ice cream dessert.

The Houston, TX, Finale took place on September 27th, and the competition was fierce with two competitors! The winners were Tristen Searcy with a bruschetta appetizer, and Robert McAndrews

won the main dish category with gyros.

A special thank you to everyone who participated as a contestant in each of our events and the team of associates here at Hermann who hosted each remarkable and memorable event. It was an incredible series that set the stage for future events.

“I’m happy that we chose to start the Summer Cook Off Series! It was a great way to take a break during the day and allowed everyone to relax and have fun,” said Brooke Wilhalme, who took the lead in coordinating the cook offs across all locations. “I had the opportunity to visit our other warehouses such as Bordentown-Hedding Road and Rising Sun Road in NJ, and even our Delaware warehouse. I was able to meet people I usually only communicate with through email. Everyone enjoyed it so much that we decided to continue the series throughout the fall and winter!”

Indeed, we’ve decided to continue the cooking competitions with a fall and winter series, and these new events will allow a family member to prepare a dish and enter it in the competition! In October, we’ll host a chili cook off. November will be a pie showdown. December will feature two series: holiday cookies and holiday desserts. In January, we’ll warm up with some homemade soups. And in February we’ll feature cozy crock pot recipes. Keep an eye out for these competitions’ dates and enter with your favorite dishes!

ACHIEVEMENTS AROUND THE ORGANIZATION

LaKisha Crumble – Daughter Chloe Thomas has achieved some incredible things in her educational career. She recently scored a 35 composite score on the ACT (out of 36); has been selected to join the 2024 MITES Semester program at the Massachusetts Institute of Technology out of 4,100 applicants; and has received scholarship offers from Bethune-Cookman University, Johns Hopkins University, the University of New Mexico, and Duke.

Clifford Oyugi – Congratulations to Winnie Miroro Oyugi & Clifford Oyugi on the birth of their baby girl! Born on August 26, 2024, mom, baby, and dad are all healthy and bonding well as a family!

DO YOU HAVE EXCITING NEWS TO SHARE?
Send your story and pictures to marketing@hermannstds.com!



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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.



1 YEAR

Veronica Carrion
Jajo Davis
Del Dechant
Douglas Dentry
Gellson Galeas
Keimer Contreras Gonzalez
Juan Mitchell
Jose Silva
Wildred Antonio Silva
Anthony Suero

2 YEARS

Afua Adjekum
Nestor Barrionuevo
Silvia Delgado
Kyle Mayer
Shashi Paul
Craig Pauley
Madaline Peralta
Audley Russell

2 YEARS

Stephen Slizewski
Demea Tyson
Edwin Vasquez
Scott Walcavich
Thomas Xenakis

3 YEARS

Liza Cantel
Joseph Courter
Kathleen Glaeser
Susan Naperkowski

4 YEARS

Hilario Sinta
Hope Smith

5 YEARS

Brian Nallen

7 YEARS

Rich Kearns

10 YEARS

Franklyn Espinal

11 YEARS

Luisa Hermann

13 YEARS

Mike Horvath

14 YEARS

Antonio Cabrera

15 YEARS

Maria Martos

17 YEARS

Esperanza DeLeon

19 YEARS

Bill Tihanich

20 YEARS

Bryan Hermann

22 YEARS

Gus Mouzakis

26 YEARS

Margarett White

39 YEARS

Walter Eib

WE APPRECIATE YOUR YEARS OF SERVICE!