



## HERMANN SERVICES EXPANDS OPERATIONS WITH NEW HOUSTON WAREHOUSE



Since breaking ground in March of 2024, our East Sam Houston Parkway warehouse in Houston, TX, has come a long way and is quickly approaching move-in ready for our staff and future customers!

This 181,000-square-foot facility will be a valuable addition to our existing network of warehouses, and it's also conveniently located in close proximity to major ports and railways like:

- The Port of Houston
- Barbour's Cut
- Bayport Container Terminal
- BNSF Railway
- Union Pacific Railroad
- Reliance Rail International

This location will also have 6 electric heavy-duty truck parking spots, ample truck parking, and a 15,000-rack space capacity with a 36' clearance. Our fully customizable warehouse will provide endless possibilities to support the supply chain in Houston!

Staff across the entire Hermann organization are excited for the new warehouse in Houston. Karen Huffman, Warehouse Operations Director for the South Region, states, "The excitement for our newest location in Houston is felt by our employees and customers! With this state-of-the-art facility, we will continue to provide excellent service to our clients, even more efficiently as this location is so close to the port. From the groundbreaking in March 2024 to seeing the building take form, the excitement has not wavered!"

Our warehouse in Houston, Texas, reflects our company's commitment to innovation and tradition. With its industrial-modern design, the facility blends our historical roots with contemporary functionality. The lobby will showcase 'OT-2', a replica of our founders first truck used by Hermann Services in 1927, serving as a testament to our longstanding history.

It will also contain two floors of offices and meeting rooms, supporting our core values of collaboration and communication for our talented staff to work on our valued customers' supply chain needs.

As with all our facilities, we aim to offer warehouses near you, located near major transportation routes, and that support local economies. This Houston warehouse is only five miles from the Port of Houston and less than twenty to Barbour's Cut Terminal and Bayport Container Terminal. With short distances such as these, we can offer quick and efficient port drayage services as well as transloading support.

The bustling city of Houston is known as a major hub for imports and exports. In 2022, the Port of Houston's annual container volume increased by 14% to 3,974,901 Twenty-Foot Equivalent Units (TEU). This port receives a variety of cargo like chemicals, consumer goods, plastics, and more. With seamless access to the Port of Houston and a wide range of material handling and storing capabilities, this facility will be equipped to handle a variety of storage and cross docking needs, greatly expanding our capabilities in the area for importers, exporters, shippers, and manufacturers.

*continued on next page >*

### IN THIS ISSUE

- Hermann Services Expands Operations with New Houston Warehouse
- Hermann Cares: Spreading Holiday Cheer
- Driving Toward a Cleaner Supply Chain
- Achievements Around the Organization
- Brain Teaser
- Celebrating Our Employees' Milestones



## HERMANN SERVICES EXPANDS OPERATIONS WITH NEW HOUSTON WAREHOUSE *(continued from page 1)*

“Since joining Hermann, I have been looking forward to this new building. Being part of the group that was involved in the demolition of the original building on this property and now the construction of the new building, I feel grateful to see this amazing expansion of our organization in Houston,” said Angel Carrion, Houston Warehouse Manager. “With such a strong foundation in New Jersey, this building sets us up to grow in the same manner in the Houston area. Becoming a name in Houston that is synonymous with excellence within the community and the city of Houston, I can’t wait to see what’s next for us!”

As Hermann Services continues to expand our operations, this warehouse stands as a testament to our commitment to innovation, tradition, and providing exceptional service. With its strategic location near the Port of Houston and state-of-the-art facilities, we’re well positioned to meet the growing demands of the region’s businesses.

**We look forward to continuing to serve our customers and contributing to the economic growth of Houston.**

## HERMANN CARES: SPREADING HOLIDAY CHEER

**Hermann Services is committed to giving back to the community, especially during the holiday season! This year, we’re excited to once again participate in two incredible initiatives: Toys for Tots and Wreaths Across America.**

### Toys for Tots

Hermann Services has been a proud sponsor of Toys for Tots since 2004, and last year we were honored to be named a gold-star corporate sponsor. Over the years, we’ve encouraged employees at all our locations to donate by placing donation boxes at each of our warehouses throughout New Jersey, Delaware, and Houston. Additionally, we’ve helped spread the message further thanks to our trailers wrapped with the company’s information.

Last year, we collected a total of \$105,000 worth of toys, bicycles, and books across all our locations! With the help of our community, employees, customers, partners, and vendors, we aim to make an even bigger impact this year. “Volunteering with other associates and their families to help make a difference is a beautiful feeling,” said Lisa Burke, Customer Service Representative at our Monmouth Junction, NJ location. She sees this as an opportunity to remind people that their actions can have a positive impact on others.

Many of our employees enjoy volunteering for this event because they also believe Toys for Tots is an important cause to support. “It’s always a rewarding and wonderful experience to be part of. Not only did I enjoy contributing to such a great cause, but it’s also a meaningful way to teach my kids about the value of helping others,” recounted Kellyn Jibaja, Assistant Warehouse Manager of our Blackhorse Lane, NJ warehouse. Kellyn also enjoys shopping for toys with the monetary donations we receive, saying, “I love when people ask me ‘what are you doing with so many toys?’ or similar comments as you empty the shelves! Once I explain that it is for a Toys for Tots event and give them more information, I can see their interest in participating.”

We’re grateful to be able to support the Toys for Tots mission of collecting and distributing toys to those less fortunate.

### Wreaths Across America

Our support throughout the holiday season doesn’t end with a toy drive! We are proud to continue the tradition of supporting Wreaths Across America, a non-profit organization that coordinates wreath-laying ceremonies across the U.S. to honor our nation’s veterans. According to Wreath Across America’s website, “more than 2 million Veterans’ Wreaths will be placed across National and Military Cemeteries as well as Veterans’ Memorials and historic sites.” This season’s Wreaths Across America Day took place on December 14th.

Each year, Hermann Services participates by donating our trucks wrapped with Wreaths Across America’s mission to deliver wreaths which will be laid on the graves at local cemeteries in central NJ, Long Island, and in D.C. Our staff then volunteer their time to help unload the wreaths and place them at the cemeteries ahead of Wreaths Across America Day.

“The experience of Wreaths Across America is unlike any other,” Danielle McMillan, Sr. Marketing Manager, remarked. “It’s humbling to see how many wreaths get loaded into a single truck! And it’s a wonderful feeling to know that you’ve helped, even for a small step, to provide additional recognition for the veterans resting in local and national cemeteries. Their service may be over, but with Wreaths Across America’s annual initiative, we ensure that they are never forgotten.”

One of our drivers from last year, Joe Jones, shared his experience. “It was my first time driving [up to Maine to receive a truckload of wreaths], and I was out on the road for about a week. One of the stops we made was near the same airport a family member of mine left through to go through Iraq,” Joe said. “It was a great experience, and I’d love to do it again.”



# DRIVING TOWARD A CLEANER SUPPLY CHAIN



Hermann Services, founded in 1927, has grown from hauling watermelons with a single truck to welcoming its first heavy-duty electric vehicle (EV)!

Since 2014, we've partnered with Rutgers Business School to conduct research on EVs and their feasibility in being deployed for the supply chain. That research led us to pursue obtaining an EV of our own in April of 2024.

EV1, as the organization affectionately calls it, is a Freightliner eCascadia and comes equipped with the wide range of safety features that the diesel counterparts produced by Freightliner does: side guard assist, active brake assist, adaptive cruise control, active lane assist, lane departure warning, intelligent high beams, automatic wipers/headlamps. Additional vehicle facts:

- **470 horsepower**
- **Range: up to 250 miles**
- **Battery size: 438 kWh**
- **Recharge: 80% in ~90 min**
- **82,000 lbs. max gross weight**
- **21,800 lbs. truck tare weight**

"It's like driving on a cloud," remarked Hermann Transportation driver Andrea Ene. With smoother acceleration, no diesel smell, and an easier ride, the driver's experience in an EV can't compare! And when truck drivers are spending forty-plus hours a week in the cab, improvements such as these greatly benefit their physical and mental health.

We currently use EV1 on a local, dedicated lane here in central NJ for a large company in the manufacturing and beauty space. This customer is thrilled by the reduction in carbon emissions for their supply chain and the continued level of excellent customer service provided. While all charging is currently done at the Hermann warehouse in central New Jersey, we've discussed adding chargers at this customer's location to support the EV's functionality and support a larger fleet in the future.

In September, we applied for a grant through the NJ DEP which would provide funds for purchasing EVs. We received the incredible news in October that we were awarded up to \$5.5 million to expand our fleet! This incredible award will not only allow us to purchase more EVs which will improve our drivers' experiences and reduce our Scope 1 emissions, but through our customer partnerships we can help them reduce their Scope 3 emissions.

The NJ DEP also invited us to showcase our truck at a press conference on October 23rd at the Vince Lombardi rest stop in Ridgefield, NJ, where members of the New Jersey Department of Environmental Protection, Environmental Protection Agency, and other government officials celebrated the awarding of \$250 million dollars to the Clean Corridor Coalition to install heavy-duty charging stations along the I-95 corridor. The states making up this coalition – New Jersey, Connecticut, Delaware, and Maryland – will be installing these chargers with a final completion date in 2029.

After seeing our presence at the NJ DEP event, we received an invitation from the NJ Sierra Club to attend their press conference on October 31st, at the Thomas Edison rest area for a similar celebration for expanding heavy-duty electric vehicle charging with government agencies and officials.

Hermann Transportation is far from done with our sustainability initiatives! With the NJ DEP's grant, we plan to purchase an additional fifteen electric heavy-duty Freightliner eCascadias which will go into use for our client currently utilizing EV1. While we are looking for other grants or funding to help cover part of the cost to purchase additional EVs, we fully plan to acquire more units and deploy them in New Jersey and Houston, Texas. Here in New Jersey, we've been in discussions with PSEG to form a supportive plan on building charging stations at our warehouses, with the possibility of a public charging station to support the state's need for additional infrastructure! Also in our future plans for reducing our carbon emissions is exploring the use of other alternative fuels – CNG, hydrogen, and renewable diesel to name a few.

**As an organization, we're proud of the steps we've taken this year to drive a sustainable supply chain, and we look forward to future advancements and celebrations in this industry as we look toward a future of zero emissions!**



# EMPLOYEE SPOTLIGHTS

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



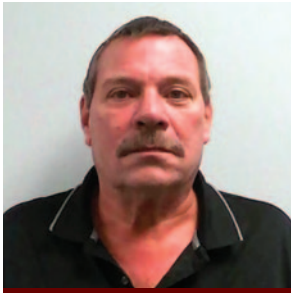
**Horace Jordan**

**Horace Jordan started his driving career at Hermann Services in December 2009.** A highlight of his tenure was his switch to a dedicated account. “You get a better idea of what you’re doing every day, and you build a relationship with the customers. Before that, I was all over the place with different hours,” he reflected. Beyond his driving capabilities, Horace takes pride in keeping his things orderly, “I like to keep things neat, my truck, my stuff.” He also added, “I like being prompt and getting things done correctly,” which are some good qualities to have as a dedicated truck driver. “I love what I do, and I like to pass on my knowledge through teaching,” Horace said. However, a fact that may not be as surprising to those who know him, is that Horace is also a driver mentor, and he helps new hires navigate the company and industry. “Horace is very reliable and can always be counted on to go above and beyond what is expected of him,” said his Driver Manager, Bill Tihanich. “He is a well-liked driver by his co-workers and customers.”



**Marc Manganaro**

**Marc Manganaro joined Hermann Services as an Owner-operator for a dedicated account in 2003.** Throughout his years with the company, one of his top memories has been attending our company holiday party last year. “Marc brings years of knowledge and has worked on dedicated accounts over the years,” said his Driver Manager, Bill Tihanich. “He always takes pride in servicing his accounts – by being a professional driver and keeping them happy and going beyond what is expected of a driver.” Although Marc has been a driver for Hermann Services for quite some time, not many may know that he had considered going to culinary school first. “I worked in a restaurant for three years and then started driving a truck on the side,” Marc shared. “I fell in love with the freedom of not being tied down to one place and always seeing new things.”



**Bill Tihanich**

**Bill Tihanich started working for Hermann Services in 2005 as a Driver Manager in our corporate office in New Jersey.** One of Bill’s most memorable experiences has been managing the driver of an electric truck which started in April of 2024. “I never thought I’d get to see an electric truck in my career, let alone manage the driver of one!” he said. Mike Horvath, General Manager for Hermann Transportation, praises Bill’s reliability, honesty, and trustworthiness. “As a manager, it’s comforting knowing that Bill is a steadfast pillar and is holding down the fort in the mornings on his own for several hours. Understanding that he will be making decisions or changes when necessary, and protecting Hermann, our drivers, and customers as his main focus,” Mike said. Outside of work, Bill enjoys fishing and crabbing. His greatest accomplishment is, “being happily married for over thirty years.” If Bill could travel anywhere in the world, he would choose Egypt, saying, “I would like to see the Giza pyramids and Sphinx.”



**Shaun Thomas**

**Shaun Thomas started working as a Regional Truck Driver for Hermann Services in May of 2021.** As a Regional Driver, Shaun’s advice to someone just getting started in the industry is to, “enjoy seeing the country through the seasons; it’s beautiful.” He also mentioned that “this job has days that are not going to be sunny, but those challenging days will be made up for with the experience you gain.” Anthony Cennamo, Shaun’s Driver Manager felt he was a good addition to the team saying, “Since his arrival in 2021, Shaun has shown that he can run with the best of them. He has been running up to Massachusetts just about four days a week. When it got to be too much with his hours of service (HOS), we put him in a sleeper, and he excelled even more having the ability to shut down and reset his driving hours. He has also received multiple customer compliments and rightfully so, he is a good liaison between Hermann and the customer.” Shaun cherishes the relationships he’s built with customers who appreciate his work ethic, and he enjoys talking sports with them.



## BRAIN TEASER

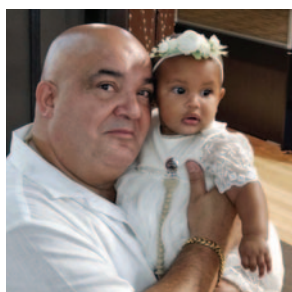
I am a place with many doors, but no rooms. Trucks come and go, but never stay. What am I?

Answer: Shipping yard/terminal



Page Cannon

**Page Cannon, Owner-operator, has been with Hermann Services for over eighteen years, and he has many fond memories with the company over the years.** “I love how family-oriented the place is,” noted Page. “I loved the company picnics; they made me feel appreciated as a driver.” Page’s professional truck driving career has spanned forty-five years. “I’m proud to be a professional truck driver; it’s not for everyone,” he said. His biggest piece of advice for new drivers is to, “take your time to prepare and do what you need to do.” Page was taught to stop and help others when necessary and to look out for others. It’s a value he feels is very important for other truck drivers to practice as well. “Page’s tireless dedication, particularly during the long hours, has not gone unnoticed. He consistently goes above and beyond, showing a level of professionalism and perseverance that makes a significant impact on everyone he meets,” said his Driver Manager, Mark Barbour. “His skill, dedication, and years of service have been invaluable to our team, and we deeply appreciate his contributions.”



Hector Comulado

**Hector Comulado has been a Warehouse Manager for our Bordentown-Hedding Road, New Jersey, warehouse since May of 2022.** He really enjoys his role and the challenge of managing a warehouse. Hector had always planned on retiring around 60, but now he’s not so sure. “My wife doesn’t believe me because I’m having too much fun working at Hermann,” he remarked. Hector loves being able to engage with clients and helping his employees advance in their careers. “When I see one of my employees getting a promotion and advancing, it gives me joy because I knew they had it in them,” he said. Today, Hector oversees both of our Bordentown facilities. “I have proudly worked with Hector for many years and his dedication to his work and his team is like no other. Hector is the type of person who sees potential and growth in all his employees. He teaches everyone he is in contact with one thing or another and has fun doing it! Watching him thrive within Hermann has been exciting,” said Karen Huffman, Director of Warehouse Operations, Southern Region. “Prior to being at Hermann, he had been excited to see the day when he retires, that is not the case now, he has too much fun doing what he does! If you ask him, he is probably ready for his next challenge.”



Harold Waxman

**Harold Waxman started working for Hermann Services in November of 2001 as a Customer Service Representative for our corporate headquarters in Monmouth Junction, New Jersey.** His favorite part of the job is, “Talking to people and the connection I have to our great customers.” Working with Hermann Services for over twenty years has yielded Harold some unique memories with the company. “Like when we used to use T-cards back in the day to plan for the drivers,” he recounted. For those who don’t know what T-cards are, they were paper indexing tools – named for their shape – that were used in the logistics industry to plan truck drivers and their delivery stops. Today, Hermann Transportation uses a modern TMS, in which Harold expertly schedules pickups and deliveries for our customers and drivers. “Harold’s long tenure has provided stability within the customer service department here at Hermann Services,” said Mike Horvath, General Manager. “He’s very reliable when scheduling pickups and deliveries with customers and does what it takes to get the job done – regardless of the size of the challenge or any obstacles. Our history of excellent customer success is due in part to Harold’s efforts.” Harold enjoys working for Hermann Transportation because over the years he’s seen how willing the company is to assist those in need. “They enjoy helping others, whether it’s a loss in someone’s personal life or celebrating life events,” he said. Outside of work, Harold is quite adventurous and enjoys skiing and traveling. One of his favorite places to travel is Florida, especially during the winter months since he has a second home there. Another hobby of his is aviation, and some may be shocked to learn that he even used to have an aviation license!

**DO YOU HAVE EXCITING NEWS TO SHARE?**

Send your story and pictures to [marketing@hermannnds.com](mailto:marketing@hermannnds.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. **WE APPRECIATE YOUR YEARS OF SERVICE!**



### 1 YEAR

Glissette Blount  
Carlisle Hewes  
Gary Kemmerling  
Eulin Baez Rosa  
Eylleen Adriana Cordido Torres  
Sharmen Trojna

### 2 YEARS

Wilbert Champion  
Robert Chenard  
Ronald Coleman  
LaKisha Crumble  
Alicia Gutierrez  
Richard T. Hermann  
Robert Hodgins  
Tiffany Lambert  
Fabiola Antonietta Diaz Leal  
Robert Frank Lecato  
Melinda McKenzie  
Salvatore Montore  
Jose Luis Munoz  
Alicia Render  
Jose Munoz Sarabia  
Lisset Sosa

### 2 YEARS

Tracey Swan  
Andre Washington  
Hali Whittaker  
Brooke Wilhalme

### 3 YEARS

Eugene Greenidge  
Leroy Haskett  
Helena Malloy  
Timothy Selby  
Dana Violante

### 4 YEARS

Andre Simms  
Clifford Smith  
Jamie Uhler

### 5 YEARS

Joel Delapena  
James Francis  
Octavio Saenz

### 6 YEARS

Karin Baran  
Michael Gaudetnes

### 6 YEARS

Edward Jennette Jr.  
Richard Johnson  
Joseph Raymond Jones

### 7 YEARS

Minerva Jackson

### 8 YEARS

Mark Barbour  
Helen Rinkens

### 9 YEARS

Hernan Carvajal

### 10 YEARS

Gary McGinn

### 11 YEARS

Rodger Lambert

### 12 YEARS

Roger Williams

### 13 YEARS

Romualdo Bautista

### 14 YEARS

Delima Remy  
Georgina Zielinski

### 15 YEARS

Gayle Dragon  
Horace Jordan

### 18 YEARS

Anthony Appiah  
George Niedermeier

### 23 YEARS

Harold Waxman

### 28 YEARS

James Capra

### 37 YEARS

William Fekete

### 38 YEARS

Charles O'Neill

### 39 YEARS

John Capra