



## HERMANN SERVICES CEO ELECTED SECRETARY/TREASURER OF NJMTA

Hermann Services is excited to announce that our CEO, Jeff Hermann, has been elected as the Secretary/Treasurer of the New Jersey Motor Truck Association (NJMTA), effective May 1, 2025.

This four-year leadership appointment will see Jeff progress to the role of Chairman within the NJMTA. This significant step underscores Hermann Services' strong commitment to the New Jersey trucking industry and will provide us with an even greater voice in advocating for a transportation landscape that directly benefits our customers.

The NJMTA, founded in 1914, is the leading advocate for New Jersey's trucking community, representing over 400 fleets and 200 allied members who collectively employ over 40,000 individuals. The association tirelessly champions the industry's interests before legislative bodies, government agencies, and the public, striving for efficient and safe highway transportation and beneficial regulations.

Jeff's election to a leadership position within this influential organization strengthens the connection between Hermann Services and the broader industry. His direct involvement in shaping the NJMTA's agenda will provide us with valuable insights into upcoming regulations, infrastructure developments, and best practices. This proactive understanding

will allow us to adapt our services even more effectively to meet our customers' evolving needs, ensuring smoother logistics, reliable transportation, and a continued commitment to excellence.

With our CEO actively participating in the NJMTA's leadership, Hermann Services gains a more direct channel to advocate for a transportation environment that supports our customers' needs. We believe that a robust and well-represented trucking industry in New Jersey directly translates into a more stable, efficient, and cost-effective supply chain for everyone. Jeff's commitment to this role highlights our dedication not only to our own operations but also to the overall health and vitality of the transportation network crucial to our customers' success.

We are incredibly proud of Jeff's election and the opportunity it presents to further champion our customers' needs within the New Jersey transportation community. We look forward to leveraging these enhanced industry insights to provide even more dependable and forward-thinking transportation solutions.



*The NJMTA formally installed its new officers, including Jeff Hermann, at a luncheon on Thursday, May 8th, 2025 at the Pines Manor in Edison, New Jersey. This event offered a key opportunity for industry members to network and witness this important transition in leadership.*

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# RAISING THE BAR IN LOGISTICS: OUR NEW HOUSTON WAREHOUSE IS OFFICIALLY OPEN!



To celebrate this major milestone, we hosted a grand opening event filled with food, drinks, a magician, and a balloon animal artist—making it a fun and festive day for all ages. It was a fantastic way to kick off this exciting new chapter with our team and community. We also had the honor of holding a ribbon cutting ceremony with the North Channel Area Chamber of Commerce, officially welcoming this new facility into the local business community.

This 181,000-square-foot logistics facility expands our operational footprint, supports

sustainable supply chain practices, and most importantly, creates meaningful job opportunities for the local workforce in Houston. We're proud to invest in the local economy by offering roles from warehouse associates and drivers to logistics coordinators and operational leaders.

Strategically located near the Port of Houston, this new warehouse strengthens our ability to provide fast, efficient service to customers across the region, while reinforcing Houston's role as a national hub for transportation, distribution, and supply chain excellence.

Built with innovation and responsibility in mind, the facility includes energy-efficient lighting, waste reduction programs, and six electric heavy-duty truck parking spots—furthering our commitment to eco-friendly logistics and sustainable transportation.

**We're thrilled about what's ahead and honored to be part of a community that continues to grow, innovate, and thrive.**



# SUSTAINABLE PRACTICES FROM WAREHOUSE TO FINAL MILE DELIVERY

The supply chain faces mounting pressure to reduce environmental impact while maintaining efficiency and profitability. From corporate sustainability mandates to consumer demand for eco-friendly shipping options, logistics companies are finding that green practices aren't just good for the planet, they're essential for business success.

Creating a truly sustainable supply chain requires coordinated efforts across every stage of operations. Here's how forward-thinking companies are implementing environmental best practices from warehouse operations through final mile delivery.



## Starting Green: Sustainable Warehouse Operations

To build an eco-friendly supply chain, you have to start at the source: the warehouse. This is where you can directly control energy consumption, waste generation, and resource utilization, setting the environmental standard for everything that follows.

### Energy Efficiency Upgrades

Modern warehouses are embracing LED lighting systems that reduce energy consumption by up to 75% compared to traditional lighting. Motion sensors and smart controls ensure lights operate only when needed.

### Sustainable Materials and Packaging

Warehouse operations generate significant packaging waste, but innovative companies are finding solutions. Reusable containers, biodegradable packing materials, and right-sized packaging systems reduce waste while maintaining product protection. Some facilities have eliminated single-use plastics entirely, opting for recycled cardboard and plant-based alternatives.

## Optimizing the Middle Mile: Sustainable Transportation

Transportation typically accounts for the largest portion of a logistics company's carbon footprint, making it a critical area for environmental improvement.

### Fleet Modernization

While fully electric long-haul trucks are still emerging, these alternatives can reduce emissions by 63% compared to traditional diesel vehicles.

### Route Modernization

Advanced route planning software considers traffic patterns, delivery windows, and vehicle capacity to minimize miles driven and fuel consumed. Some systems integrate real-time data to adjust routes dynamically, reducing both emissions and delivery times. Load consolidation ensures trucks operate at maximum efficiency, reducing the number of partially filled vehicles on the road.

## The Final Mile Challenge: Sustainable Last-Mile Delivery

The final mile of delivery presents unique sustainability challenges, particularly in urban areas where traffic congestion and delivery density create environmental concerns.

### Alternative Delivery Vehicles

Electric delivery vans are becoming increasingly viable for urban routes, with major logistics companies deploying thousands of electric vehicles in metropolitan areas. For shorter distances, cargo bikes and electric scooters offer zero-emission alternatives that can navigate congested city streets more efficiently than traditional trucks.

### Delivery Density Optimization

Smart scheduling systems group deliveries by geographic area and time windows, maximizing the number of packages delivered per route. Some companies are experimenting with alternate-day delivery schedules in residential areas to increase delivery density and reduce overall transportation requirements.

### The Business Case for Sustainable Logistics

While environmental benefits drive many sustainability initiatives, the financial advantages are equally compelling. Energy-efficient warehouses reduce operating costs, optimized routes decrease fuel expenses, and sustainable practices often qualify companies for tax incentives and preferred vendor status with environmentally conscious customers.

Consumer research shows that 80% of customers are willing to pay more for sustainable shipping options, creating revenue opportunities for companies that invest in green logistics practices.

## Leading by Example: Hermann Services' Sustainability Journey

At Hermann Services, sustainability isn't just a buzzword, it's a core operational principle that drives innovation across all aspects of our business. Our comprehensive approach to environmental stewardship demonstrates how logistics companies can successfully

implement green practices while maintaining operational excellence.

Our sustainability initiatives span the entire supply chain, from energy-efficient warehouse operations to optimized transportation routes. We've invested in LED lighting systems across our facilities and adopted route optimization technology that reduces fuel consumption and emissions. These efforts reflect our commitment to being responsible stewards of the environment while delivering exceptional service to our customers.

We recognize that sustainable logistics is an ongoing journey, not a destination. That's why we continuously evaluate new technologies and practices that can further reduce our environmental impact. Our team regularly explores opportunities for fleet modernization, alternative fuel options, and innovative packaging solutions that align with both environmental goals and business objectives.

### Building Tomorrow's Supply Chain Today

Sustainable logistics isn't just about picking a few eco-friendly practices here and there; it's about creating systems where the environmental benefits stack up across all operations. For example, when we make warehouses more efficient and improve transportation, it results in better final-mile delivery. This way, the overall environmental impact drops more than if we just looked at each effort separately.

The companies leading this transformation are discovering that sustainability and profitability aren't competing priorities; they're complementary strategies for building resilient, future-ready supply chains.

As regulatory requirements tighten and customer expectations evolve, the question isn't whether to implement sustainable logistics practices, but how quickly and effectively companies can transform their operations. The supply chains of tomorrow will be defined not just by speed and cost, but by their ability to deliver value while protecting the environment for future generations.



# EMPLOYEE SPOTLIGHTS

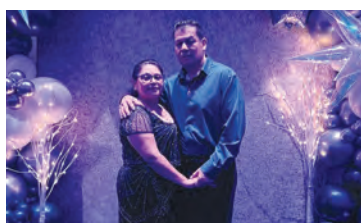
Over the past quarter, we put the spotlight on several of our associates



Cliff Smith

**Cliff Smith has been with Hermann Services for 4 and a half years and serves as a Supervisor for our New Castle, Delaware, warehouse.** In his role, Cliff leads a team of employees, team leads, and managers, bringing both structure and heart to daily operations. "Having such a fantastic team that truly cares about what we do and cares about our customers makes everything run well," Cliff shares. "It's easy to see why Cliff was chosen for the employee spotlight: his dedication to excellence and his unwavering commitment to teamwork," said

Jennifer Berglund, Manager of our Delaware warehouse. "Cliff's positive attitude and willingness to go the extra mile make him a standout member of our team. He's always the first to arrive and the last to leave, ensuring that everything runs smoothly and everyone feels supported." A strong sense of community and camaraderie is one of the highlights of Cliff's experience. "Some of my favorite memories are spending time with the team on one of our many Hermann employee events, from our cookoff challenges to our employee appreciation luncheons."



Miguel Tlatenchi

**Miguel Tlatenchi serves as a Forklift Operator at our Bordentown-Hedding Road warehouse in New Jersey and has been with Hermann Services for one year.** Reflecting on his time with the company, one of his most memorable experiences was our 2024 Summer Cook-Off Series. What Miguel appreciates most about working at Hermann is the strong sense of teamwork and the family values that define our

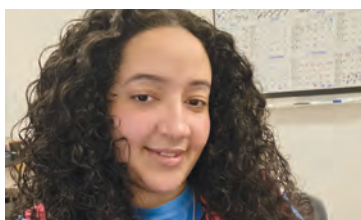
culture. He enjoys the camaraderie and the way everyone comes together to get the job done. "Miguel always comes to work ready, and his work is always accurate," said Warehouse Manager Hector Comulado. "In the short time I've been his manager, I've often seen other employees come up to him to ask him questions about work, which shows me what a great leader he is."



Fabiola Diaz

**Fabiola Diaz joined Hermann Services 3 years ago as a temporary employee before transitioning into a full-time role as a Customer Service Representative.** "I initially started working in the warehouse receiving containers, which involved me completing receiving reports for the office to process, as well as working the window, signing in drivers. Having this knowledge as well as always being willing to help wherever it was needed, I feel, has played a role in having the position that I have now, Customer Service Representative," she said. "I noticed her work

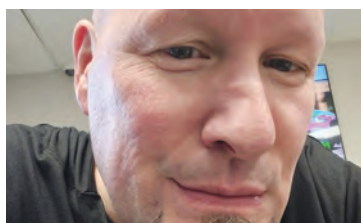
performance. She maintains meticulous records, which is why she is the go-to person to ask questions for other leads in the warehouse," said Hector Comulado, Manager for our Bordentown-Hedding Road, New Jersey, warehouse. "She's very professional and polite, always helping out and training employees." One of Fabiola's proudest accomplishments is her transition from operating a forklift to working directly with customers, and on top of that, she has a great team!



Minerva Jackson

**Minerva Jackson has grown tremendously in her role since joining Hermann Services eight years ago.** As Assistant Manager, she not only oversees the day-to-day processes in shipping, receiving, and inventory management but also ensures a safe and efficient warehouse environment. One of her biggest responsibilities, and joys, is training and guiding staff, helping them succeed just as others did for her when she first joined the company. "Minerva's willingness to learn and adapt has enabled her to excel here,"

said her Manager, Bill Fekete. "What began as a clerical position has evolved into an Assistant Manager role thanks to her motivation and adaptability. She is a pleasure to work with." For Minerva, her favorite part of working at Hermann Services is her team. "They're all hardworking and team-minded," she says. It's that spirit of collaboration and Hermanns' strong family-oriented culture that she believes makes the company truly unique.



Scott Walcovich

**Scott Walcovich is a Senior Customer Service Specialist for our Rising Sun Road and Bordentown-Hedding Road, New Jersey, warehouses, who has been a dedicated part of the team for over three years.** He handles order processing, monthly billing, and is also in direct contact with our customers, but his impact goes far beyond his job title. "Scott is an employee you can count on," said Hector Comulado, Warehouse Manager. Early on, Scott showed his commitment by stepping up to support the launch of our Houston location. "He went to Houston to help

start up and train a new Customer Service Representative. After that, he continued training remotely by Zoom," Hector continued. Outside of work, Scott and his wife keep weekends simple and meaningful with a tradition that's all their own. Every Saturday starts with a grocery shopping date, followed by their favorite takeout, and back-to-back movie marathons. And when it's football season? Sundays are all about the Eagles, complete with spirited cheers and the team's unmistakable rally cry: "E-A-G-L-E-S, Go Eagles!"

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



**Jerry Bruno**

**Jerry Bruno is a Driver Manager who has been keeping our operations running smoothly since 2006.**

Before joining the logistics world, Jerry was baking and delivering fresh goods each morning. "I used to be a baker and delivered what I made," he said. That hands-on experience sparked his interest in trucking, eventually leading him to earn his Class A license and become a driver himself. Over time, his curiosity about the bigger picture, how routes were planned, and how dispatch worked, led him to the office. "I'd watch what the dispatch managers were doing and slowly figured it out." Today, he manages over 20 drivers, coordinating daily routes, ensuring vehicle

maintenance, and promoting safe driving practices. He also steps in as a planner when needed, helping to map out the most efficient routes for the team. Jerry's presence hasn't gone unnoticed by his team. Mike Horvath, General Manager, summed it up best: "Jerry is a vital part of our team, known for his strong work ethic and steadfast dedication. He brings a consistently positive and friendly attitude that makes him approachable and well-liked by his colleagues and drivers. Always willing to put in the extra effort, Jerry is reliable and ensures tasks are completed successfully."



**John Chapman**

**John Chapman brings 22 years of truck driving experience to Hermann Services, plus additional experience as a city bus driver.**

"Before driving trucks, I drove city buses, which helped give me people skills," he explains. "I've done everything you can think of when it comes to driving." As a company driver on a dedicated run, John appreciates the predictability of his routine. "Same routine every day, good and predictable," he says, emphasizing how

consistency allows him to focus on safety and service. This commitment to professionalism hasn't gone unnoticed. Glissette Blount, his Driver Manager, speaks highly of his work ethic: "Mr. Chapman is a very polite, kind, and most importantly, a professional driver. He's always smiling and never complains. He thrives on being on time and does a great job communicating any issues or concerns immediately. He is an outstanding person and a top-notch driver."



**Fernando Banos**

**Fernando Banos' 18-year career at Hermann Services represents a journey of steady dedication and continuous growth, taking him from temporary Forklift Operator to Warehouse Leader through perseverance and mentorship.**

Fernando started as a temporary forklift operator in mid-2006 for the Grainger account, working night shift under Chuck Capra's supervision at our corporate headquarters in South Brunswick, New Jersey. "On April 2, 2007, I was given the opportunity to join the company," he recalls. He remained there for five years, also working with Manager James Capra. "I take pride in

being able to progress step by step and learn from all my managers and all the people who have been close to me," Fernando reflects. His appreciation for mentorship from Chuck Capra, James Capra, John Capra, and Dave Anderson has contributed to his success and 18-year tenure. Dave Anderson, his current Warehouse Manager, speaks highly of Fernando's character: "If anyone asked me about Fernando, I would tell them he is a loyal, dedicated, and conscientious employee and an outright, good person."



**Eugene Greenridge**

**Eugene Greenridge is a Forklift Operator for Hermann Services, and he's been with the company for four years.**

His daily responsibilities center around the critical task of order fulfillment and logistics. "They give me a work order, and I pick the product and load the truck. Or the product is already picked, and I load it," he explains. While the description may sound straightforward, Eugene's approach to these tasks has earned him recognition from colleagues and supervisors alike. When asked about his favorite memories from working at Hermann, Eugene's face lights up as he recalls the company's thoughtful gestures. "When they bring the ice cream truck on

Fridays in the summer. Or the Thanksgiving BBQs. Chuck and his wife are great, I love when they visit," he shares. These moments highlight what Eugene values most about his workplace—the sense of community and family that Hermann cultivates. Cliff emphasizes, "What truly sets Eugene apart is his sunny disposition and infectious positivity. His upbeat attitude lifts the spirits of everyone around him, making the warehouse a brighter place to work each day. Eugene's willingness to pitch in wherever needed and his dedication to doing every job to the best of his ability have made him an invaluable part of the team."

## BRAIN TEASER

**Why was the supply chain analyst always happy?**

Answer: He always had a "fulfilling job."



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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

John Chapman  
Jose Escobedo  
Robert Fauci  
Adolfo Funes  
Tommy Goff  
John Goodlett  
Ishaliya Livingston  
Diana Mendoza  
Roger Perry  
Glen Thompson  
Miguel Tlatenchi  
Trinity Tyson  
LaToya Witcher  
Sherly Corea Zamora

### 2 YEARS

Maria Aquino  
John Bass-Wright  
Eric Blumenthal  
Angel Carrion  
Christopher DeBellis  
Leroy Edmonds  
Addison Maldonado Espinosa

### 2 YEARS

Eduardo Gonzalez  
Lucien Hecker  
Kip Henry  
Raymond Ligons  
Elio Lopez Leal  
Erin Lydon  
Derrick Thompson  
Ana Vidal  
Brian Williamson  
Robert Zenko

### 3 YEARS

Michael Casey  
Hector Comulado  
Jamie Gomez  
Celeste Gomez Recinos  
Franckel Jean-Pierre  
Malcolm Moore  
Michael Parham  
Shakila Subbiah

### 4 YEARS

Craig Ferree  
Jasmine Figueroa  
Juan Gatica  
Brian Kampo  
Kary Lauderdale  
Tessa Test  
Shaun Thomas

### 6 YEARS

Darnell McCall  
Michael McNeary

### 7 YEARS

Joseph Lenox

### 8 YEARS

Dracy Hyman  
Jill Jennings

### 11 YEARS

John Parris

### 13 YEARS

Vincent Tursi

### 15 YEARS

Oscar Luna Hernandez

### 16 YEARS

Robert Espinoza

### 18 YEARS

Fernando Banos

### 20 YEARS

Marc Manganaro

### 22 YEARS

Jeffrey Hermann

### 29 YEARS

Richard Hermann

### 32 YEARS

Christine VanHise

### 37 YEARS

Richard Hayduck