

Unimark News

2ND QUARTER, 2025

Spring 2025

"In the spring, I
have counted 136
different kinds of
weather inside 24
hours."

Mark Twain



Subject: Quarterly Update and Strategic Plans for 2025

It's hard to believe the first quarter of 2025 is already behind us. As we all know, this year will present several challenges. While we've experienced positive momentum since the end of the COVID-19 pandemic, the introduction of tariffs and the stay on the 2027 emission changes have impacted our original projections. As a result, the anticipated surge at the end of this quarter will not occur as expected. So, what's the way forward?



UTT Strategy:

For UTT, we will be holding off on new hires, but I want to reassure you that there are no plans for layoffs. You may notice a shift in work, including a mix of deck and singles, but Hino has a solid forecast for the remainder of the year.

Canada Strategy:

In Canada, we don't foresee significant changes on the drive-away side, but we will be adding lowboys to support both Hino and Nova Bus. Additionally, we will collaborate with Hino to begin decking, which will help us increase overall volume with them

ULB Strategy:

Given the diversity of our customer base, ULB should remain steady in terms of work. While the assignments may not always align with your preferences, there will be plenty of work to keep you engaged. We will continue hiring until all new trailers are on the road and operational.

Unimark Strategy:

As a company, we are pursuing additional work, though we are facing heavy competition, particularly from companies that seem to offer services at lower rates. Internally, we have been focusing on cross-training and management development to better support each of you. Moving into April, we will hold terminal manager meetings in Springfield to focus on team building, communication, and planning for the future. I will follow up with UTT after these meetings to share the next steps.

I want to extend my gratitude to all of you for your dedication and hard work. UTT, great job on your logging efforts and maintaining a strong CSA score. For ULB, exceptional work on the maintenance score—keep up the fantastic effort.

At this point, there are no major updates, but if anything changes, I will promptly send out an update to keep everyone informed.

Please stay safe, and as always, feel free to reach out to me with any questions or concerns.

Thank you,
Mike Smith

A few words from VP, Stephanie Johnston

Summer is approaching

As summer approaches, so does traffic on the roadways. Schools will be letting out for summer break during May and June. College kids will be travelling home to stay with their parents and school kids will be outside playing. Remember to be mindful when going through smaller towns, reduce your speed in residential areas that children can be playing in. Summer is also a very popular travel season for families leading to heavier and sometimes congested travel. Construction ramps up during the summer months and lanes will be reduced. Please plan ahead and watch for signs for upcoming lane restrictions.

Those of you who have families, I hope you get to spend some time this summer taking a vacation, or a few days to enjoy the outdoors during the warm summer months.

Load boards

We have recently started testing out three load boards to help with backhauls. These boards are accessed by multiple carriers and the traffic has to be bid on. Below are the three we are currently using:

RPM-provides us a list a few times a week based off of areas that we request. If you know you are going to be delivering to an area that you will have to deadhead out of, send an email to cbissinger@unimarktransport.com and lowboy dispatch to see if there is anything on the board that will work for you.



Mercedes Benz-this is a board of their special moves. These are in batches and we have to bid on all of them. They might have 16 units from point A to point B. We have to bid on all 16, to pick up and deliver within a certain time frame to be awarded the bid.

ATS-You can use this link to search for units that are near where you are delivering. <https://www.atsinc.com/services/freight-brokerage/available-loads>

Double click on anything you might be intersted in and give them a call to find out all details. If it will work for you, email cbissinger@unimarktransport.com to go and bid on it for you.

We will continue our efforts to help lessen your deadhead. If you know you will be headed to an isolated area, it is a good idea to start looking at traffic on these boards when you dispatch, so the timing will line up when you deliver if awarded the bid. Also, if you know of any other boards we can get access to, please email Chanin and let her know.

Stay safe out there,
Stephanie

Cardinal Rules

1. **Safety is our highest priority. If it is not safe, do not do it. Stop, and call for help.**

2. Every time you exit a truck, take the keys with you, and chock the tires.

3. If a manual hoist is difficult to operate, STOP, and call your manager.

4. Never undeck a truck using a forklift(s).

5. Never walk/work under a freelysuspended truck.

6. Only remove/move saddles by mechanical means (forklift, hoist, or wrecker).

·If wrecker is used, do not pay the bill until saddles are removed and stowed.

7. Never lift, drag, flip, or carry a saddle.

8. When parking overnight: always pull the ignition fuse of the lead truck and take all keys to all units with you.

9. Cell phone use is prohibited while driving, decking, or undecking.

10. Compliance with DOT Hours-of-Service is mandatory.

11. U-turns are prohibited. Find a legal alternate way to turn around.

12. Unauthorized passengers and personal use of our customer's trucks is prohibited.

13. Love our customer, they are why we are here.

- Treat them with respect; never be discourteous

- Meet your ETA

- Call 24 hours prior to delivery

- Never smoke, eat, sleep, or drink in their trucks

- Leave undecking facility clean and organized



Emmanuel Antoine
Jeanette Apsey
Fidencio Banos
Miranda
Brandon Brison
Leon Bryan
Ryan Bryson
Jesus Canaba
Dennis Conklin
Benigno Correa
Miguel Cotto
Raymond
Crittenden
Travis Dick
Eric Diehl
James Dryer
Kelvin Dunston
John Elford
Michael English
Oliver Fields
Jonathan Fleming
Shane Hall
William Harman
Jeffrey Hill
William Horton
Tyler Hunt

Frederick Hutson
Richard Jackson
Sung-Min Joh
Curtis Jones
Robert Jones
Alexander Kotov
Manuel Leonor Lora
Everard Linton
Melvin Lyles
Zachary McGlothlen
John Myers
Zachary O'Brien
Carlos Oriach
Winston Payne
Gregary Peters
Branden Putnam
Rob Scislowicz
Robert L Smith
Robert L Smith (lowboy)
Christopher Takacs
David Wendel
Arthur Wilbur
Kenneth Wioskowski
Steven Wolschleger
Jan Michael Zbranek

A big thank you to our drivers who earned clean roadside inspections in Q1. We are thrilled to recognize our drivers who show consistent attention to safety and details which makes a real difference every day. Keep up the great work!

Lowboy

Eric Diehl
Todd Giffin
Branden Luedy
Jacob McCalister
Aaron Nieto
Jan Zbranek

Driveaway

Ronald Bradford
Rogelio Diaz-Guzman
Andrew McDaniel
Luther Phifer
Stanley Stookey



**GREAT
JOB!**

Permit Book Updates Coming Soon

New insurance cards will be issued on April 1st, which means your permit books will be updated accordingly. Please be on the lookout for these documents and ensure you review them carefully. Additionally, be prepared for a permit book audit at your terminal sometime during April. Thank you for your cooperation in keeping our operations up to date and compliant.



Unimark Canada driver -Ron Lockhart



Ron Lockhart is more than just a driver at Unimark—he's a valued member of our family. Since joining us in September 2013, Ron has been a reliable and integral part of our team, serving both as a local driver delivering Daimler units and as a long-haul driver for McNeilus cement mixers and refuse trucks. With over 12 years of exceptional service, Ron has accumulated an impressive 950,000 miles—all accident-free—a testament to his dedication, skill, and commitment to safety. His professional attitude, punctuality, and friendly demeanor reflect the values we hold at Unimark.

Ron has been our "ace up our sleeve" since day one, and he continues to embody the company's vision of not just delivering units on time but doing so with a positive attitude. We are thrilled to have him as part of the team and look forward to many more miles together. No matter how long or far the journey, we know Ron will always go the extra mile.

We're proud to have you on the Unimark team, Ron! Here's to many more years of success and safety.

Stay Safe in the Heat: Recognizing and Preventing Heat Exhaustion

As temperatures rise, it's crucial to stay vigilant about the risks of heat exhaustion. Prolonged exposure to high heat and insufficient hydration can quickly lead to this condition, which impacts your ability to work safely. Let's go over the signs, preventative measures, and what to do if you're experiencing heat exhaustion.

Signs of Heat Exhaustion

Be alert to the following symptoms:

- Heavy sweating
- Weakness or fatigue
- Dizziness or lightheadedness
- Nausea or vomiting
- Headache
- Rapid pulse
- Cool, moist skin

Recognizing these early signs is the first step in protecting yourself.

Preventative Measures

1. Hydrate Regularly: Drink water consistently throughout the day—don't wait until you're thirsty.
2. Take Breaks: Find shade or air-conditioned spaces during rest periods.
3. Wear Appropriate Clothing: Light-colored, loose-fitting clothes help your body cool off.
4. Use Sunscreen: Protect your skin to avoid additional heat stress from sunburn.
5. Fuel Your Body: Eat light meals that won't overwork your system in the heat.

What to Do if You Experience Heat Exhaustion

1. Move to a cooler location immediately.
2. Rest and remove excess clothing.
3. Rehydrate with water or electrolyte drinks.
4. Use cool compresses or damp towels to lower your body temperature. If symptoms persist or worsen, seek medical attention immediately.

Urine Color Hydration Level

Monitoring your hydration is simple but essential. Use the color of your urine as a guide:

Pale Yellow (Straw) Fully hydrated and healthy—keep up the good work!

Light Yellow Slight dehydration—drink more water to stay on track.

Bright Yellow Moderate dehydration—start hydrating immediately.

Dark Yellow/Amber Severe dehydration—hydrate aggressively and seek shade.

By staying aware of these guidelines and taking proactive measures, we can ensure a safe and productive season ahead. Heat exhaustion is preventable, and your safety is our top priority.

Stay cool, hydrated, and healthy this summer!

Unimark Safety Department



Log Violations

As we continue to hit the roads safely, it's important that we also keep our logs in check. Recently, we've seen a few recurring issues that can put us at risk of non-compliance and, worse, jeopardize our safe operations. Let's take a closer look at the most common log violations and how you can avoid them:

UTT Log Challenges: Mileage & Fueling Inaccuracies

Mileage Incorrect:

What It Means: This error happens when the mileage recorded doesn't match up with your trip miles. It could be from misreading the odometer or recording numbers inaccurately.

How to Improve:

Double-check the odometer reading at the start and end of every trip.

Fueling Incorrect:

What It Means: Inaccurate fueling logs come from logged ON DUTY time for fueling and fuel purchase times not matching up.

How to Improve:

Verify fuel receipts against your log entries promptly.

"Log it as you do it" throughout the day so there are less chances for error.

ULT Log Focus: Pre/Post Trip Inspections

Failing to Log Pre Trip or Post Trip Inspections:

What It Means: Our log reviews show that many drivers are missing inspections when it comes to pre and post-trip inspection records.

How to Improve:

Pre-Trip: Before you hit the road, take a few extra minutes to check your truck. This includes tires, lights, brakes, and securing your load. Document everything or it didn't happen.

Post-Trip: Once you're done, run a quick inspection and note any issues you observed during your journey. Log this time as ON DUTY. Document everything or it didn't happen.

Why It Matters

Accurate logs aren't just about meeting regulations—they're essential for your safety and that of everyone on the road. Precise records help us:

- **Mitigate Risk:** Identify and address issues before they escalate.
- **Strengthen Our Defense:** Provide solid evidence in case of incidents.
- **Prove Due Diligence:** Demonstrate our commitment to safe and compliant operations, helping us avoid unnecessary fines or other compliance challenges.

Keep your logs thorough and accurate—each entry plays a key role in protecting you and the team.

Quick Tips to Stay on Track

Use Checklists: Make a checklist to ensure nothing is missed.

Double-Check Your Work: Take an extra minute to review your entries at the end of each day.

Ask for Help: If you're ever unsure about how to log something correctly, reach out. We're all in this together.

By paying close attention to these details and adopting a few small habits, you can help keep our team safe and our operations smooth. Every log you complete accurately contributes to our success on the road.

Safe travels and thank you for your dedication.

Unimark Safety Department

Unimark Lowboy Driver-George DeBoard

I got married in 1980, and over the years, I've been blessed with a wonderful family. I have two children, four grandchildren, and one great-grandson, all of whom bring so much joy to my life. My career in trucking began in 1981, and looking back, I can see that it's probably one of the reasons I've been happily married for so long—being on the road so much I'm rarely home.

For the first decade of my career, I drove a flatbed, from 1981 to 1991, which taught me a lot about the challenges and rewards of the road.

After that, I switched gears and spent the next 12 years hauling tankers, from 1991 to 2003. In 2003, I had the opportunity to work for Klingshirn Sons Trucking, and that's when I leased my truck with Unimark Lowboy.

In 2012, I made one of the best decisions of my life—I bought my own truck and became an owner-operator with Unimark Lowboy. That decision has been incredibly fulfilling, and I'm proud to say that I'm still part of the Unimark team today. It's been quite a journey, but I wouldn't change a thing. Every step along the way has shaped who I am today, and I look forward to many more years on the road.



A few words from Alex Andrade-Director of Operations

As we look ahead to the upcoming quarter, I want to take a moment to thank each of you for your patience and flexibility in adapting to our creative planning approach. Your willingness to embrace new assignments is truly appreciated, as our primary goal is to keep everything moving smoothly and efficiently. We're working hard toward normalizing our operations, with the aim of providing you with pre-planning information sooner and with more clarity than we've been able to in the past few months.

Patience is a crucial trait in our industry, where numerous factors can sometimes disrupt even the best-laid plans. However, your continued patience, especially on the operations side, plays a vital role in ensuring that everything runs as smoothly as possible.

We're grateful for everything you do, and for doing it safely. Thank you for your dedication, and let's keep up the great work together!

Work Anniversaries

Please join us in congratulating our drivers on their impressive anniversaries this past quarter. We look forward to many more years of working together and celebrating your continued success on the road.

Phifer, Luther 10 years of service

Green, Christopher 7 years of service

Conklin, Dennis 6 years of service

Dryer, James 6 years of service

McDaniel, Andrew 5 years of service

Stookey, Stanley 4 years of service

Wood, Homer 3 years of service

O'Brien, Zach 3 years of service

Calleri, David 2 years of service

Headen, Diane 2 years of service

Hill, Jeffery 2 years of service

Williams, Nicholas 2 years of service

Jennings, La Sharon 2 years of service

Stroud, Aaron 2 years of service

Villegas III, Raul 2 years of service

Martin, Clayton 1 year of service

Belcher, Emilee 1 year of service

Chapman, Marquis 1 year of service