

Unimark News

3rd Quarter, 2025



From Unimark President, Mike Smith



Hi Team,

As many of you are aware, we're currently navigating some challenging times due to recent production cutbacks from the OEMs. I want to assure you that I'm fully committed to keeping everyone informed and working through this situation together as a team.

While I'd prefer to talk this through with all of you directly, we have upcoming drivers' meetings scheduled after the holiday where I'll provide a full update on the current state of the business. These meetings will give us a chance to discuss where things stand, answer questions, and go over what we can expect moving forward.

We will finalize the dates for the drivers' meetings tomorrow, and once confirmed, your directors will send out all the relevant details so you'll know when and where to attend.

In the meantime, I want to wish each and every one of you a safe and happy 4th of July. Please enjoy the time with your family and friends—you've earned it. And as always, if you need anything or have concerns, don't hesitate to call or text me. I'll get back to you as soon as possible.

Thank you for all that you do.



Gilberto Aragon

Cam Aulds

Emilee Belcher

Kevin Bell

William Best

Joseph Blaisdell

Ronald Bradford

John Broadway, Jr.

Gary Bryant

Trent Busby

Anthony Bynoe

Marquis Chapman

Minter Cogar

Charles Davis

Rogelio Diaz-Guzman

Jeffrey Draper

Anthony Elkey

Wilson Figueroa Santiago , Jr

Todd Giffin

Christopher Green

Darnell Green

Roger Hayden

Diane Headen

Norman Hill

Harry Hoover

Manuel Jorge

Fronza Kirkpatrick

Daniel Krile

Eddy Larochel

Clayton Martin

Jean Marquis

Treig Meisenheimer

Gary Miller

Aaron Nieto

George Oliver

Carlos Ortiz

Yvon Ridore

Roderick Rife

Edward Shouse

Jared Sipes

Dennis Smith

Ryan Spann

Michael Taylor

Robert VanHoosear

David Vasquez

Raymond Wartinger

Ed Waters, Jr.

Dyable White

Nicholas Williams

Adam Work

Shane Yovich

Max Zapczynski

A Few Words from Vice President Stephanie Johnston



As Labor Day weekend approaches, I want to take a moment to recognize and appreciate the hard work and dedication each of you brings to our organization every day.

Labor Day is more than just a long weekend—it's a celebration of the achievements and contributions of workers across the country. It's a time to reflect on the progress made through the efforts of countless individuals who have helped shape our workplaces and communities for the better.

Your commitment, perseverance, and passion are the foundation of our success here at Unimark. Whether you are on the road delivering our customer's products, behind the scenes, or somewhere in between, your efforts matter—and they don't go unnoticed. This weekend is a well-deserved opportunity to rest, spend time with loved ones, and recharge for the road ahead.

As we celebrate this holiday, let's remember the value of balance, the importance of our collective efforts, and the power of unity in the workplace. Remember communication from all of you is how we grow as a team, and improve our processes. Please make sure you take time to write your comments, and suggestions in our anonymous survey. Thank you for everything you do.

Wishing you all a safe, relaxing, and meaningful Labor Day weekend.

THE **SMITH5KEYS**®

KEY 1. AIM HIGH IN STEERING®

KEY 2. GET THE BIG PICTURE®

KEY 3. KEEP YOUR EYES MOVING®

KEY 4. LEAVE YOURSELF AN OUT®

KEY 5. MAKE SURE THEY SEE YOU®

OUR PRIMARY GOALS:

SPACE

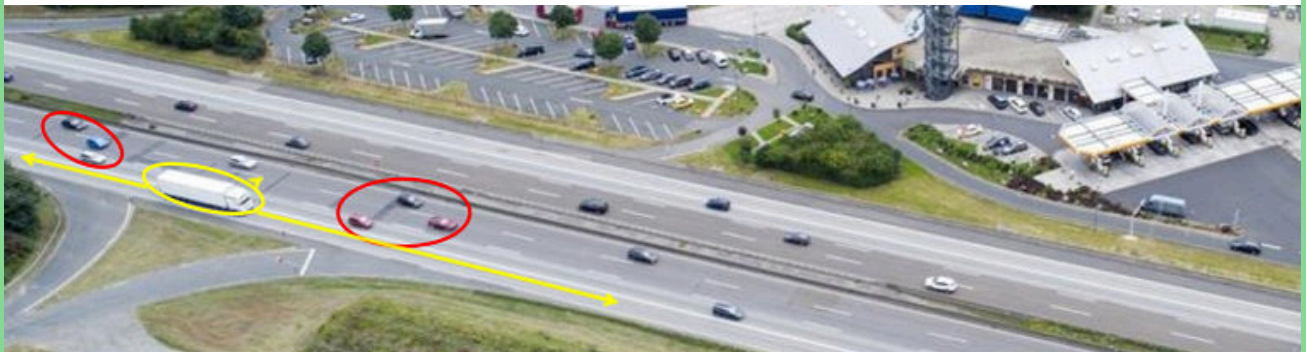
for the vehicle

VISIBILITY

for the driver

TIME

to make decisions



KEY 4. LEAVE YOURSELF AN OUT®

Avoid traveling in traffic clusters.
Surround yourself with space.
Anticipate the actions of others.

A Message from Alex Andrade, Operations Manager

A Heartfelt Thank You to Our Unimark Drivers

At Unimark Truck Transport, our success rides on the wheels of our dedicated drivers. Whether it's rain or shine, traffic jams or long miles away from home, you continue to show up — day in and day out — with professionalism, patience, and pride.

We want to take a moment to express our deepest gratitude to each and every one of you. Your loyalty, hard work, and resilience are the backbone of our company. In an industry that demands long hours, unwavering focus, and steady hands, you continue to deliver — literally and figuratively.

We recognize that the road isn't always easy. Delays, unpredictable schedules, weather challenges, and time away from your loved ones are sacrifices not taken lightly. Your continued patience and commitment to excellence do not go unnoticed. You embody what it means to be dependable, and you make Unimark a name customers trust.

To our seasoned veterans and new team members alike: thank you for being part of the Unimark family. Your dedication keeps us moving forward, mile after mile.

As we look ahead, we remain committed to supporting you, listening to you, and growing with you

Offices closed for holidays

Friday, July 4th

Monday, September 1st



Safety Dept. News and Information

Acknowledgement of Drivers with Clean DOT Inspections

Year-to-date 34 Unimark drivers have received 45 roadside inspections. 17 of these inspections have been clean, received by the 16 drivers listed below:

**BRADFORD, RONALD
BYNOE, ANTHONY
CUNNINGHAM, MARK
DIAZ-GUZMAN, ROGELIO
DIEHL, ERIC
GIFFIN, TODD
GRIFFIN, ZANNIE
KOTOV, ALEXANDER
LUEDY, BRANDEN
MCCALISTER, JACOB
MCDANIEL, ANDREW
NIETO, AARON
PHIFER, LUTHER
STOOKEY, WYATT
VASQUEZ, DAVID
ZBRANEK, MICHAEL**

CDL Medical Certification Update

Beginning June 23, 2025, the FMCSA National Registry will begin transmitting a driver's medical certificate directly to the State Driver Licensing Agencies (SDLAs). What does this mean for you?

Drivers will no longer be required to submit their Medical Certificate to their SDLA. However, during this transition we will still need you to request a copy of your medical certificate from the clinic and send it to the Safety Dept., until further notice. You will also need to schedule your medical exam well before the expiration date, as there could be a 2-4-day delay, due to turnaround time, before the medical certificate will show up on the MVR.

***Driver will certify their driving tier type (Non-Excepted Interstate) when renewing their CDL.**

CSA Points assessed from DOT Roadside Inspections

When are CSA points assessed?

If a violation is listed, then CSA points are assessed to both the driver and the carrier. The officer may also issue a citation to the driver, however, if the word “WARNING” appears in the citation column, this means the situation wasn’t serious enough to warrant a citation or fines, but the CSA points related to the violation still impact both the driver’s and the company’s CSA score.

2025 YTD top 3 Log Violations

Inaccurate Duty Status/Time/Location – 176 violations – This includes fuel and load/delivery violations, combined

Inaccurate Miles Listed – 115 violations

Travel Time Not Logged Properly – 103 violations

2025 FAA and TSA changes for traveling with Lithium-Ion batteries

Lithium-Ion batteries can continue to be transported in carry-on luggage, but not in checked luggage. The major change is FAA/TSA cracking down on the size of the battery, or the batteries Watt-Hour (Wh).

***Watt-Hour (Wh) Limits:**

- o Up to 100 Wh: Allowed in carry-on without airline approval.**
- o 101–160 Wh: Allowed only with airline approval and limited to two spare batteries.**
- o Over 160 Wh: Prohibited in both carry-on and checked baggage unless shipped as cargo under special conditions.**

*** How to calculate your batteries Watt-Hour**

$$\text{Wh} = \text{Ah} * \text{V}$$

o This means: an 18V battery, rated at 5.0Ah has a 90Wh rating

*** Using the Milwaukee M18 as an example, here is how Watt-Hour ratings vary by model:**

- o 3.0 Ah High Output Battery: 72 WH**
- o 2.0 Ah Compact Battery: 36 WH**
- o 4.0 Ah Extended Capacity Battery: 54 WH**
- o Cannot be over 6.0 Ah**

*** The FAA is also suggesting the use of ‘fire bags’ for storage in carry-on bags**

Be Heat Aware

The infographic is a vertical rectangle divided into two main color-coded sections: yellow on the left for Heat Exhaustion and red on the right for Heat Stroke. At the top, the headers 'HEAT EXHAUSTION' and 'HEAT STROKE' are in bold white text, separated by the word 'OR'. In the center is a large silhouette of a human figure, also split vertically. The left half of the figure is yellow and the right half is red. Various icons are placed on the figure: a dizziness icon (stars in a circle) on the head of the yellow side, a lightning bolt on the head of the red side, a sweat drop icon on the chest of the yellow side, a thermometer icon on the chest of the red side, a stomach icon with an exclamation mark in the center, a heart with a pulse line on the lower chest of both sides, and a lightning bolt on the leg of the yellow side and a sad face icon on the leg of the red side. Symptom labels are connected to these icons by lines. At the bottom, treatment instructions are listed in white text on the yellow background and red text on the red background.

HEAT EXHAUSTION	OR	HEAT STROKE
Faint or dizzy		Throbbing headache
Excessive sweating		No sweating
Cool, pale, clammy skin		Body temperature above 103° Red, hot, dry skin
Nausea or vomiting		Nausea or vomiting
Rapid, weak pulse		Rapid, strong pulse
Muscle cramps		May lose consciousness

HEAT EXHAUSTION TREATMENT:

- Get to a cooler, air conditioned place
- Drink water if fully conscious
- Take a cool shower or use cold compresses

HEAT STROKE TREATMENT:

- Take immediate action to cool the person until help arrives




CALL 9-1-1

Operation Safe Driver Week is scheduled for July 13-19, 2025, focusing on reducing unsafe driving behaviors across North America.

Overview of Operation Safe Driver Week

Operation Safe Driver Week is an initiative organized by the Commercial Vehicle Safety Alliance (CVSA) aimed at improving road safety by addressing unsafe driving behaviors among both commercial and passenger vehicle drivers. During this week, law enforcement agencies in Canada, Mexico, and the United States will actively monitor and enforce safe driving practices.

Key Details

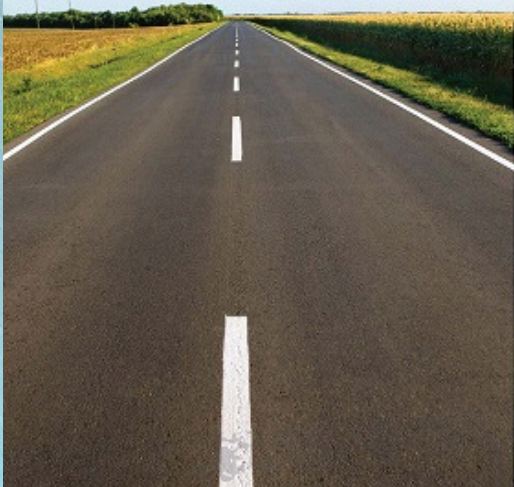
- **Dates:** July 13-19, 2025.  3
- **Focus:** The primary emphasis will be on reckless, careless, or dangerous driving behaviors, including speeding, distracted driving, and driving under the influence of alcohol or drugs.  2
- **Enforcement Actions:** Law enforcement personnel will be on the lookout for unsafe driving behaviors, and drivers caught engaging in such actions may receive warnings or citations.  2

I WILL KEEP MY EYES ON THE ROAD, HANDS ON THE WHEEL, HEAD IN THE GAME.



We all have to share the road. You've heard that one before. The fact of the matter is our roads are only going to get busier.

You spend a good part of your life on the roads. Make sure you're doing so safely. Follow these important safety tips:



- Buckle Up**
Always wear your safety belt. It is your last line of defense. Remember, seat belts save lives.
- Prepare For the Drive**
Adjust mirrors and instrument panel lighting, and program the GPS before you hit the road.
- Drive Safely**
Obey speed limits and traffic signs. Excessive speed reduces your ability to avoid a crash, extends your vehicle's stopping distance and increases the severity of a crash if it occurs. Slow down in bad weather and at construction zones.
- Avoid Distractions**
Avoid distractions such as adjusting the radio, eating, drinking or other activities that remove your attention from the road.
- Be Aware of Other Drivers**
Never forget that far too many of the drivers sharing the road with you might be inattentive or driving distracted.
- Never Text or Email While Driving**
Set your smart phone to the do not disturb setting or put it on silent mode before you start your journey. Texting is the most dangerous distraction, according to a study by the Virginia Tech Transportation Institute. Truck drivers who texted while driving had 23 times the risk of being involved in a crash or a near-crash incident.

In addition, federal regulations prohibit texting and hand-held mobile phone use while operating a commercial motor vehicle in interstate commerce. Drivers caught texting or using hand-held mobile phones are subject to strict fines.
- Avoid Aggressive Driving**
Don't provoke or allow yourself to be provoked. If another driver is acting aggressively, don't take the bait. Simply ignore them.

- Only Make Safe and Necessary Lane Changes**
Pick a lane and stay in it for as long as possible. Lane changes increase risk of a crash. When you do have to change lanes, always signal any lane change or turning movement well ahead of the action.
- Don't Tailgate**
Following too closely reduces visibility of the road ahead and impacts your reaction time.
- Allow Plenty of Time**
Allow plenty of time to reach your destination so you will be less likely to speed.
- Never Drive Under the Influence**
Never drive under the influence of drugs or alcohol and watch out for other motorists whose driving behavior suggests they may be alcohol or drug impaired.
- Get Enough Sleep**
Sleep deprivation and fatigue causes lapses in attention, slowed awareness and impaired judgment.
- Don't Multi-Task Behind the Wheel**
Glancing away from the road for more than one second – for any reason – can be extremely dangerous. At 55 miles per hour, during a three-second glance away from the road, your vehicle will move nearly 250 feet down the road without your attention; that's almost the length of a football field.

Short glances at vehicle instruments, mirrors, installed communication devices, GPS systems or other technology can be done safely, if these scans are limited to less than one second and are related only to the driving task.



FOR MORE INFORMATION ON SAFELY SHARING THE ROADS WITH OTHER VEHICLES, VISIT:
www.OperationSafeDriver.org

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.

Lyles, Melvin 14 Years

Work, Adam 10 Years

Correa, Benigno 10 Years

Diaz-Guzman, Rogelio 10 Years

White, Dyable 7 Years

Bynoe, Anthony 6 Years

Fields, Oliver 6 Years

Berumen, Ismael 4 Years

Aikens, Bennie 3 Years

Higgins, Thomas 2 Years

Vasquez, David (Dave) 2 Years

Smith, Robert Leslie 2 Years

Campo Jr, Marvin 1 Years

Larochel, Eddy 1 Years

Hartman Jr, Robert 1 Years

Aragon, Gilberto 1 Years

Sanchez, Cristian 1 Years

Hoover, Harry 1 Years

Hunter, Kent 1 Years

Gray, Maurice 1 Years

Hatala, Michael 1 Years

Duncan, Shamon 1 Years

Lowboy Driver, Ed Shouse



I came to work here in 1998 when it was Auto Truck Transport. Hauling trucks was new to me but after weeks of training I was able to do it on my own. I had the opportunity to manage the Jacksonville terminal for about two years and that gave me a more well-rounded education on how the company works. I have also helped to train new drivers coming out of the Springfield, Ohio terminal.

I've met so many people over my years of driving and some I have become really good friends with. I've been married for forty-five years, we have two kids and four grand-kids. Life is good!

