



Stay Active & Healthy

We would like to spotlight MTS professional driver, Kelvin Reyesespinal who works out of the Springfield, IL terminal.

Kevin Burch (Vice President of Governmental Affairs & Sales) pulled up to the terminal and noticed out of the corner of his eye a driver skipping rope. He pulled up to him, introduced himself and found out he skips rope daily and at least 180 skips a day. That is a great way to stay active and healthy on the road. We appreciate him being a professional driver at MTS as well as his passion towards fitness.



INSIDE THIS ISSUE

• Stay Active & Healthy	1
• Investing In The Future Of La Porte & Michigan City	2
• New Smith System Trained PRT Drivers!	3
• Livongo For Diabetes	4
• Welcome To The World Arizbeth Izabell Rojas Zamudio	5
• 2023 Donald J. Finney Memorial Trophy Winner!	5
• Follow Us On Social Media	6
• Bay Logistics Employee Spotlight	7
• Corporate Drivers Of The Month	8-9
• Terminal Drivers Of The Month	10-11
• 2024 Trucking Industry Forecast	12



Investing In The Future Of La Porte & Michigan City

Bay Logistics and Martin Transportation Systems is investing in the Future of La Porte and Michigan City! The La Porte Economic Advancement Partnership (LEAP) and the Economic Development Corporation Michigan City (EDCMC) continue to partner in a joint economic development program of action. Over the past three years, both organizations have been working on economic development initiatives including new business attraction, existing business retention and expansion, and research and marketing. This unique partnership is successfully helping to position both communities as locations of choice for new business investment and existing business growth. Bay Logistics and MTS fully support this ongoing Northern Indiana Renaissance!



Bay Logistics and Martin Transportation Systems (MTS), has expanded operations with the acquisition of a 190,000 square-foot facility on 15 paved acres at 923 West US 20.

The third-generation family-owned transportation, logistics and warehousing provider recently purchased the land and building to provide a central location for both the trucking and warehousing sides of its businesses.



The building has undergone an extensive “make-over,” including a new roof, interior and exterior painting, new HAVC equipment, enhanced fire suppression system, new LED lighting, fence repairs/replacement, truck dock installations and parking lot upgrades.

Michigan City’s location along the I-94 Corridor is a perfect and natural point of expansion for both MTS and Bay Logistics.



RESERVE SPACE TODAY! Contact Kurt at 231-578-7989 or visit our website at www.baylogistics.com.

Building is located at 923 West US 20, Michigan City, IN 46360.

Congratulations To Our New SMITH System Trained PRT Drivers!

Our PRT drivers play a key role in building our Safety Culture here at MTS. Not only in working with our newer drivers, but working with all drivers in the MTS system. Peer to Peer training has proven to be very effective.

The Smith System is a 5 Key Defensive Driving system that was designed to allow **VISIBILITY** for the driver, **SPACE** for the vehicle, and **TIME** to make decisions. It has proven to be the most effective driving system in the world.



Livongo for Diabetes: A Health Benefit at No Cost that Helps Make Living with Diabetes Easier!

Who Can Join:

The program is offered at no cost to members and covered dependents with diabetes and coverage offered through your employer's sponsored Blue Cross Blue Shield of Michigan health plan.

What You Get:

- **Connected Meter:** Automatically uploads your blood glucose readings to your secure online account and provides real-time personalized tips.
- **Support From Coaches When You Need It:** Communicate with a coach anytime about diabetes questions on nutrition or lifestyle changes.
- **Unlimited Strips At No Cost To You:** When you are about to run out, we ship more supplies, right to your door.



Take Charge Of Your Health



Diabetes

Simplify diabetes management with quick checks and unlimited strips.



Diabetes Prevention

Improve your habits to help lower your risk of developing type 2 diabetes.



High Blood Pressure

Track your health trends to work toward reaching your health goals.



Weight Management

Find tools and strategies that will help healthy weight loss stick.

Enroll today: join.livongo.com/BCBSM/register



Welcome To The World Arizbeth Izabell Rojas Zamudio!

Congratulations to Jesse Rojas and Zamantha Zamudio on their new baby girl, Arizbeth Izabell Rojas Zamudio. Arizbeth was born December 30, 2023 and was 6 lbs 13 oz. Jesse Rojas works as a mechanic at our Kansas City, KS terminal.

So many happy and wonder-filled times ahead for you both. Congratulations!



2023 Donald J. Finney Memorial Trophy Winner!

Congratulations to Lauren Gradisher for her selection as the winner of the 2023 Donald J. Finney Memorial Trophy! In addition to a commemorative Bay Logistics embroidered winter jacket, Lauren receives possession of the Trophy with her name plate on it for one year.

Lauren is an Administrative Assistant at the Bay Logistics Coopersville Refrigerated DC who consistently demonstrates the willingness to do whatever it takes to keep our customers happy!

Presenting the Trophy to Lauren in the lobby of the Bay Logistics Coopersville DC are COO Kurt Cuncannan, and VP of Operations Jon Swart.

Don Finney was a ten-year employee of Bay Logistics when he passed away suddenly in January of 2020. Don had spent the first 35 years of his career in Materials Management, first at A&P and then at General Motors Powertrain in Livonia and Romulus, Michigan. Don's colossal work ethic, his vast knowledge of automotive materials and containers, and his captivating personality are badly missed!

The Donald J. Finney Memorial Trophy award was instituted in 2021 to perpetually honor Don, and to annually recognize the Bay Logistics employee who most exemplifies our battle cry "It's Better at Bay!"



FOLLOW US ON SOCIAL MEDIA



www.facebook.com/mtstrans



www.facebook.com/baylogistics



www.instagram.com/driveformts



www.instagram.com/baylogisticsinc



www.twitter.com/DRIVEforMTS



www.twitter.com/logistics_bay



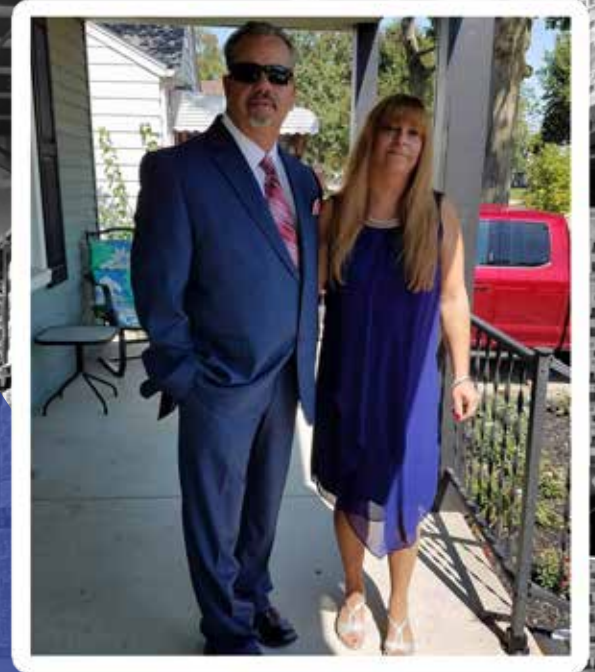
www.linkedin.com/company/martin-transportation



www.linkedin.com/company/bay-mps

BAY *LOGISTICS* *Spotlight*

BAY LOGISTICS WOULD LIKE TO SPOTLIGHT: BOB SHARP



What is your job title & role?

Distribution Center Manager in Ypsilanti. I oversee the day-to-day operation of the facility.

How long have you worked for Bay?

I started with Bay in 2014 as an Afternoon Shift Supervisor, Eberspacher program.

What do you like about your job?

The team that I have assembled here at Ypsilanti along with the challenges of our clients. I have continued to learn new things and it has helped me with developing process and procedures to make us better than any other 3PL company out there.

Where were you born and where do you live?

I was born in Garden City, MI, I now reside with my wife of 34 years in Redford, MI.

Where did you go to college?

I went to Highline Community College in Seattle, WA.

What is your previous work experience?

I worked for 22 years at a Marketing Fulfillment Warehouse in Belleville, MI.

What do you do for fun?

I enjoy bowling, playing pool and spending time with our grandchildren.

Where do you see yourself in 5 years?

Still continuing my role with Bay Logistics. Taking on the challenges and the opportunities that come with being in the role as the Manager at the Ypsilanti facility.

September Corporate Driver Of The Month (**Tammy Allen**)



Martin Transportation Systems wishes to congratulate Tammy Allen from our Bertrand, MO terminal for becoming Corporate Driver of the Month for September 2023.

Fleet Manager Will Karadchy said Tammy is a dedicated employee and loves working for MTS.

"Tammy helps whenever a driver falls off a load. Tammy makes everybody's job a lot easier at MTS and is always willing to go above and beyond," Will said.

"Thank you for your dedication and you are a joy to work with Tammy."

Thank you Tammy for your hard work and dedication!

October Corporate Driver Of The Month (**Holly Rose**)



Martin Transportation Systems wishes to congratulate Holly Rose from our Toledo, OH terminal for becoming Corporate Driver of the Month for October 2023.

Toledo Terminal Manager Jolene Kerlin said Holly is a top-notch driver and she has been with the company for over 10 years.

"Holly takes care of any load we put on her as well as the equipment and she picks up and delivers on time. She has great communication and doesn't have any delays or issues. Holly receiving driver of the month is well deserved. Congratulations Holly," Jolene said.

Thank you Holly for your hard work and dedication!

November Corporate Driver Of The Month (**Emery Wells**)



Martin Transportation Systems wishes to congratulate Emery Wells Sr. from our Detroit, MI terminal for becoming Corporate Driver of the Month for November 2023.

Terminal Manager Sarah Carney said Emery on multiple occasions has taken time to train and assist new additions to the driver team here in Detroit and is always willing to mentor and support our new hires while they get acclimated to the routes and MTS.

“Emery shows up daily with a smile and eagerness to getting moving, he keeps a positive attitude, outlook, and generally rolls with the punches in ease,” said Sarah. “I can attest to his willingness to work hard, follow direction and help anyone he comes across. While working with Emery, he has displayed a solid work ethic, he is always willing to perform any task that was assigned to him each day, from moving trailers to covering last-minute pick-ups or deliveries.”

Thank you Emery for your hard work and dedication!

December Corporate Driver Of The Month (**Spencer Castle**)



Martin Transportation Systems wishes to congratulate Spencer Castle from our Flint, MI terminal for becoming Corporate Driver of the Month for December 2023.

Terminal Manager Mike Eddy said Spencer Castle started with MTS in 2020 and has been a true asset to our company.

“He is on time or early everywhere he goes, and is safety conscious every step of the way,” said Mike. “When Spencer is on a load we know we have nothing to worry about. He also does a great job taking care of his truck and making sure that our load is not broke down along the way. He is a great driver.”

Thank you Spencer for your hard work and dedication!

September Terminal Drivers Of The Month!

Help us congratulate the finalists who are named Terminal Drivers of the Month for September 2023.

CONGRATULATIONS!

- Tammy Allen - Bertrand, MO
- Rollie Shoptaw - Bowling Green, KY
- Michael Fleming - Windsor, ON
- Tony Willyard - Cleveland, OH
- Bryan Johnson - Dayton, OH
- Donald Echols - Detroit, MI
- Wayne Berry - Flint, MI
- Antonio Swiney - Grand Prairie, TX
- Lazaro Rodriguez - Grand Rapids, MI
- David Blevins - Indianapolis, IN
- Elmer Smith - Kansas City, KS
- James Ritter - Lansing, MI
- Mark Emery - Louisville, KY
- Greg Shafer - Marion, IN
- Michael Crouch - Marshall, MI
- Alejandro Ramirez - Phoenix, AZ
- Matthew Gauthier - Port Huron, MI
- Kelvin Reyes-Espinal - Riverton, IL
- Paul Valenzuela - Spring Hill, TN
- Field Walters - St. Louis, MO
- Gerald Matuszynski - Toledo, OH
- Roger Drinnon - White Pine, TN

These drivers will receive a Driver of the Month certificate. They will still be eligible in the coming months to win Corporate Driver of the Month, as long as they continue to meet the criteria.

October Terminal Drivers Of The Month!

Help us congratulate the finalists who are named Terminal Drivers of the Month for October 2023.

CONGRATULATIONS!

- John Costello - Bertrand, MO
- Robert Pomeroy - Bowling Green, KY
- Nicole Jeanveau - Windsor, ON
- Malissa Stutler - Cleveland, OH
- Daniel Knoepfle - Dayton, OH
- Dandre Williams - Detroit, MI
- Michael Ketelhut - Flint, MI
- John Gates - Grand Prairie, TX
- Eugene Richter - Grand Rapids, MI
- David Blevins - Indianapolis, IN
- Debra Bishop - Kansas City, KS
- James Ritter - Lansing, MI
- Jeffrey Guillory - Louisville, KY
- Greg Shafer - Marion, IN
- Michael Crouch - Marshall, MI
- Bernard Burkley - Michigan City, IN
- Gary Mullins - Phoenix, AZ
- Matthew Gauthier - Port Huron, MI
- Gary Pollack - Riverton, IL
- Mark Anthony - Spring Hill, TN
- Darryl Hayes - St. Louis, MO
- Anthony McMahan - White Pine, TN

These drivers will receive a Driver of the Month certificate. They will still be eligible in the coming months to win Corporate Driver of the Month, as long as they continue to meet the criteria.

November Terminal Drivers Of The Month!

Help us congratulate the finalists who are named Terminal Drivers of the Month for November 2023.

CONGRATULATIONS!

- ▶ Thomas Turk - Dayton, OH
- ▶ Emery Wells Sr. - Detroit, MI
- ▶ Patricia Parrish - Flint, MI
- ▶ Eric Plummer - Grand Prairie, TX
- ▶ Kurt Wagner - Grand Rapids, MI
- ▶ Karen Hassos - Indianapolis, IN
- ▶ Debra Bishop - Kansas City, KS
- ▶ Bradley Feazel - Lansing, MI
- ▶ Jeffrey Guillory - Louisville, KY
- ▶ Jeffery McClain - Marion, IN
- ▶ Matthew Dawes - Marshall, MI
- ▶ Christina Bellis - Michigan City, IN
- ▶ Bryon Hemming - Phoenix, AZ
- ▶ Frank Fischer - Port Huron, MI
- ▶ Jason Rhodes - Riverton, IL
- ▶ Paul Valenzuela - Spring Hill, TN
- ▶ Darryl Hayes - St. Louis, MO
- ▶ Jackie Cromwell - Toledo, OH
- ▶ Anthony McMahan - White Pine, TN

These drivers will receive a Driver of the Month certificate. They will still be eligible in the coming months to win Corporate Driver of the Month, as long as they continue to meet the criteria.

December Terminal Drivers Of The Month!

Help us congratulate the finalists who are named Terminal Drivers of the Month for December 2023.

CONGRATULATIONS!

- ▶ Jimmy Godsey - Bertrand, MO
- ▶ Robert Pomeroy - Bowling Green, KY
- ▶ Dane Murray - Windsor, ON
- ▶ Kenneth Shrum - Cleveland, OH
- ▶ Thomas Phillips - Dayton, OH
- ▶ Gregory Holden - Detroit, MI
- ▶ Spencer Castle - Flint, MI
- ▶ Donald Brown - Grand Prairie, TX
- ▶ Lazaro Rodriguez - Grand Rapids, MI
- ▶ Marty Cosby - Indianapolis, IN
- ▶ Debra Bishop - Kansas City, KS
- ▶ Doug Berry - Lansing, MI
- ▶ Charles Jeffries - Louisville, KY
- ▶ Richard Thomas - Marion, IN
- ▶ Dennis Newsome - Marshall, MI
- ▶ Drake Staggers - Michigan City, IN
- ▶ Alejandro Ramirez - Phoenix, AZ
- ▶ Duane Wahl - Port Huron, MI
- ▶ Gary Pollack - Riverton, IL
- ▶ Timothy Haley - Spring Hill, TN
- ▶ Dennis McCarty - St. Louis, MO
- ▶ Gerald Matuszynski - Toledo, OH
- ▶ William Phillips - White Pine, TN

These drivers will receive a Driver of the Month certificate. They will still be eligible in the coming months to win Corporate Driver of the Month, as long as they continue to meet the criteria.

2024 Trucking Industry Forecast

fleetio.com



What will happen in the trucking industry in 2024?

It's been an interesting 2023 for the trucking logistics industry, between rising and dropping fuel prices, economic volatility, freight recessions, driver shortages, inflation battles and so much more. So what's coming around the bend as we move into 2024?

1. Continued economic concerns

2023 saw the trucking industry in a freight recession, with more trucks and drivers than there was demand for fleet. The issue was most noticeable in situations like trucking mainstay Yellow Corporation filing for Chapter 11 bankruptcy, a clear signal of the volatility of the transportation market.

Going into 2024, many experts are still raising alarms at low freight volumes, so fleet managers should be prepared to explore rightsizing as the market continues to stabilize post-pandemic. Some hope though – toward the end of the year, there seemed to be some reversal in the downturn as demand increased slightly, which could mean some positive growth for the year ahead.

2. Supply chain disruptions (and resilience)

The last few years have continued to highlight the vulnerabilities in supply chains, but it has slowly begun to unclog over the past year as the market for used vehicles and parts has begun to correct. Fast adaptation will continue to be key for fleets as we move into 2024, and fleet managers should consider widening their pool of suppliers and setting solid contingency plans for delivery failures and unavailability, as well as utilizing technology and predictive analytics where they can to foresee and forestall any issues that may arise from disruptions.

3. Driver recruitment challenges

A continuing trend from years past, finding new drivers from the upcoming generation of the workforce still presents a problem. The American Trucking Associations (ATA) projected an over-60,000 driver shortage for 2023, and that number will increase to 82,000 in 2024.

While the specificity of those numbers have been up for some serious discussion, many fleet managers are still feeling the crunch as fleet demand continues to increase and driver numbers have not climbed with it. Be prepared for hiring and training to be top conversations in 2024.

4. Persistence of e-commerce

While consumer spending slowed over the course of 2023, the continued surge of e-commerce should prompt fleets to continue to push for high optimization in 2024. Americans have begun to rely on the efficiency of e-commerce delivery, and for last-mile delivery services, any break in that process can mean disaster.

5. Electrification and sustainability goal setting

Fleets are facing more and more regulatory requirements each year, including the EPA's new final standards intended to cut methane emissions in the trucking industry. As all signs point us toward the goal of a zero-emissions future, 2024 is a good time for fleet managers to take a look at their sustainability plans.

6. Tech stack expansion and cybersecurity

To maximize efficiency in the coming year, fleet managers should continue to refine their approach to fleet technology. The trucking industry has continued to embrace and integrate advanced technologies such as telematics, Internet of Things (IoT), and Artificial Intelligence (AI) to enhance efficiency, safety, and fleet management.

7. Geopolitical impact

2023 saw the continuation of conflict between Russia and Ukraine as well as a new conflict in the Middle East between Israel and Palestine, which is bound to continue to create shockwaves in the geopolitical landscape. There is a high chance of impact on oil pricing as well as global trade routes similar to what we saw in 2022 and 2023, so fleet managers will need to stay abreast of issues as they develop.

