

DECEMBER 2023

# XPRESSIONS

## NEWSLETTER



### IN THIS ISSUE

- 2 Xtra Mile Award Winners**  
Vaudreuil Terminal Champions!  
Trucking HR Canada Awards Gala
- 3 Home Depot's 1<sup>st</sup> External Vendor Rockstar Awards**  
Henkel's Canadian Carrier of the Quarter  
AMTA Professional Truck Driving Championship
- 4 The Art of Safety**
- 6 Meet CBT Inc.**
- 10 HB's 5<sup>th</sup> Anniversary**
- 11 Airdrie's 15<sup>th</sup> Anniversary**
- 12 Jean-Guy's Retirement**
- 13 Halloween Fun**
- 14 Moisson Sud Ouest**  
After the Bell Food Sort
- 15 HB Bowling Night & Fundraiser**  
Canada Day FUNdraiser
- 16 5k for Cancer**
- 17 XTL in the News**



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# AWARDS

## XTRA MILE AWARD WINNERS

We recently gave our Xtra Mile Award to Malkit Singh in Quebec who helped recover a load involved in an accident last winter. It was a long cold day with a lot of manual labour and Malkit stuck with Jason Fisher the whole time. We are proud to have him as a part of our team.



## VAUDREUIL TERMINAL CHAMPIONS!

Congratulations to our latest Vaudreuil Terminal Champion, Ashish Arora for going above & beyond each and every shift! Ashish has a knack for problem-solving and has helped improve operational efficiencies. Thank you for being a team member that others can count on. Great job!



## TRUCKING HR CANADA'S 2023 AWARD GALA

We are honored to receive the award for Top Medium Fleet alongside Top Fleet Employer of Distinction for the second year in a row at Trucking HR Canada's Award Gala this October. This accolade is awarded to the top fleet in each size category for their overall best practices in human resource, including but not limited to engagement, retention, training & skills development, culture, diversity, equity, total rewards compensation and wellness. This award is a reflection of XTL's commitment to provide a safe and rewarding workplace and operating environment for all our valued employees.

# AWARDS



## HOME DEPOT'S 1<sup>ST</sup> EXTERNAL VENDOR ROCKSTAR AWARDS

Congratulations to our Calgary warehouse and operations teams for their rewarded dedication to Home Depot! Each of you provide a phenomenal level of customer service over to this reputable business.



Your can-do attitudes and willingness to go above and beyond have helped to forge an outstanding partnership that is acknowledged and appreciated by the entire Home Depot Supply Chain Team.



## HENKEL'S CANADIAN CARRIER OF THE QUARTER

Congratulations to everyone whose contributions helped earn our title as Henkel's Canadian Carrier of the Quarter in Q2. This award is based on overall service and communication on all Henkel loads for Q2. XTL met or exceeded nearly all of the measurement metrics for the quarter. This is due to everyone's efforts with a particular shout out to Team Red, Backhaul Planning and our drivers! Additionally, this award comes after being named Henkel's NCAA Champion of Q1 and together earned XTL the title for top carrier in North America so far this year.



## AMTA PROFESSIONAL TRUCK DRIVING CHAMPIONSHIP

We were thrilled to have AjayPal Dillon, Amritpal Singh and BJ Zoobkoff representing XTL at the Alberta Motor Transport Association Professional Truck Driving Championships in June. Thank you for all your hard work and dedication.

# AWARDS

## THE ART OF SAFETY

Please join us as we recognize the undeniable talent and skill that our drivers exhibit each and every day with our 2<sup>nd</sup> annual Accident-Free Safe Driving Awards! Thank you to all our drivers for their dedication and professionalism both on the road and on-site at our customers' facilities.

### 2023 SAFE DRIVING AWARD RECIPIENTS:

#### PLATINUM AWARD



**SUBAMANY SANTHAMOORTHY**  
ONTARIO



**EARL VALLIER**  
ONTARIO



**TOMASZ SARNACKI**  
ONTARIO



**MARIO DUSSAULT**  
QUEBEC



**MAXIME LABELLE**  
QUEBEC

#### GOLD AWARD



**CLAYTON BROWN**  
BRITISH COLUMBIA



**VALERI VITKO**  
BRITISH COLUMBIA



**MEIGA (TK) ABUBAKARI**  
ONTARIO



**JEFFERSON VILLAFUERTE**  
QUEBEC



**MARC DESROSIERS**  
QUEBEC



**BENJAMIN MENSAH**  
ONTARIO



**VELINKO HELATA**  
ONTARIO



**HENRY MOLINA**  
ALBERTA

# AWARDS

## SILVER AWARD



**AJAY PAL DHILLON**  
ALBERTA



**ALTON WILLIAMS**  
ALBERTA



**BARON RICHARD SMITH**  
ALBERTA



**GURBIR SINGH**  
ALBERTA



**IQBAL GILL**  
ALBERTA



**JIM WILSON**  
ALBERTA



**VIJAY BHELLA**  
ALBERTA



**JAGWINDER AULJH**  
BRITISH COLUMBIA



**DANIEL AREVALO**  
BRITISH COLUMBIA



**AMARJIT SINGH KAINTH**  
BRITISH COLUMBIA



**GURINDER DHALI WAL**  
BRITISH COLUMBIA



**MOHAMMAD AZIM BAYANI**  
BRITISH COLUMBIA



**HELEN DUPOUIS**  
QUEBEC



**JEAN-PIERRE MARIN**  
QUEBEC



**MARIO GAGNON**  
QUEBEC

## BRONZE AWARD



**AMRIPTAL SINGH**  
ALBERTA



**GURBHAJAN RANGRU**  
ALBERTA



**JAGJIT BLASSI**  
ALBERTA



**JHON TRIVINO**  
ALBERTA



**KAMALJEET SINGH**  
ALBERTA



**MEJOR SINGH SEKHON**  
ALBERTA



**PARAMVIR SINGH DADWAL**  
ALBERTA



**PRABHJOT SINGH**  
ALBERTA



**SUKHPREET SINGH PANESAR**  
ALBERTA



**GURJANT HANSRA**  
ALBERTA



**MAREK STEC**  
ONTARIO



**VARINDER SINGH GREWAL**  
ONTARIO

# MEET CBT INC.

In honour of our second anniversary with CBT Inc., we'd like to introduce to you the team down in Oakwood, GA. Operating since 1989, CBT proudly offers first-class logistics services with a high regard to fair and ethical business practices and a commitment to their partners.

As refrigerated specialists in the poultry capital of the world, they know a thing or two about moving freight in the Food & Beverage world.

Like XTL, CBT is committed to setting the standard in our industry and continuously looks for ways to improve. It's our shared values that brought us together, and we're happy to have CBT as part of the XTL family.

## NOW, LET'S GET ACQUAINTED!



**Name:** ASHLEY WILSON

**Position:** Accounting Representative - Carrier Compliance

**Length of employment:** 1 year

**What do you like about working at CBT?** CBT cares about their employees and strives to create a family-oriented work environment!



**Name:** BLAIR HUTSON

**Position:** General Manager

**Length of employment:** 20 years

**Bio:** My mother Connie Banks started CBT when I was 11 years old from the basement of our house. I love sports, I'm a purple belt in Jiu Jitsu and a 2<sup>nd</sup> degree black belt in Tae Kwon Doe. And of course, I'm a huge UGA fan.

**What do you like about working at CBT?** The team and culture in our office is the best! In an industry that is very stressful, our team works very hard to balance out the stress with a great place to work and just rally around everyone here. We have good laughs everyday and keep everything positive. I believe our culture is a big contributor to the success we have had.

**What do you like about the industry?** The logistics industry is constantly evolving and is a critical piece for the stability of the world. Many people outside the industry just don't understand it's importance and I love being a small part of this really important industry.



**Name:** CHELSEA PRINCE

**Position:** Accounting Representative - Carrier Compliance

**Length of employment:** 2.5 years

**Bio:** I'm a wife and mother of 2 kiddos! I have a almost 7 year old son and 4 year old daughter. I've been married to my soulmate Kevin for almost 9 years and together for 14. We enjoy riding dirt bikes and 4wheelers, spending time with family and friends, and having bonfires and cookouts. We're all about making memories with our family and friends!

**What do you like about working at CBT?** Everyone is a team at CBT, which makes it feel like one big family. When one celebrates a success, we ALL celebrate the success! I've never worked with such a great group of people!

**What do you like about the industry?** I love that in this industry, you will never know all there is to know, and that there is always opportunity to keep learning new stuff. This industry is always changing and growing. Never a dull moment or boring job!



**Name:** DEBBIE LYNN HEMMINGS

**Position:** Agent of CBT Inc.

**Length of employment:** 30 years minus a few years  
I took off to have 3 of my 5 children.

**Bio:** I have lived all of my life in Gainesville GA. No one ever thought I would ever leave including me. I met my Soulmate and moved to East TN. Best decision I ever made. I left behind 4 children and 4 grandchildren, but they are only a 3 hour drive away. And I have 2 daughters and a granddaughter here in TN.

**What do you like about working at CBT?** CBT is like a big family. Love all of my Coworkers and I can't say enough about Connie Banks and the way she ran her business. It is A+

**What do you like about working in the industry?** I love this industry. I can't imagine doing anything else. The people I get to work with, negotiating rates, it's a challenge and I love a good challenge. Making my customers happy!

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**Name:** DEBORAH McCOY

**Position:** Carrier Sales

**Length of employment:** 8 years

**Bio:** I have been married to Mike McCoy for 39 years. We are blessed with 2 grandsons that are my pride & joy.

**What do you like about working at CBT?** CBT is a family oriented place to work. We all work as a TEAM. This keeps us motivated to excel in what we do and do it well.

**What do you like about the industry?** My 33 years in this industry has taught me to be patient, to negotiate and to be persistent. This is a challenging industry. It is hard-driven and competitive. You push yourself to do more, to make more and expect more. Therefore you take pride in your accomplishments. This gives me satisfaction in being good at what I do in this industry.

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**Name:** EMILY HILL

**Position:** Customer Support

**Length of employment:** 2 years

**Bio:** My (now) husband and I hiked the Appalachian Trail in 2015 where he proposed at the very end on top of Mt. Katahdin, married in 2016, lived 6 months in a van to travel across the country in 2018, and now enjoying life with our two beautiful daughters. June is 4 years old and Penny is 6 months old.

**What do you like about working at CBT?** The people! I am lucky to be working with my friends.

**What do you like about the industry?** I enjoy the problem solving and the fast paced work.

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**Name:** GIDGET DAVIS

**Position:** Controller

**Length of employment:** 25 years

**Bio:** I would love to travel and see places I've only seen through others' eyes. My dream is to visit Paris, France, Florence, Italy and Santorini, Greece one day. Life is short...seize the day!!

**What do you like about working at CBT?** I love the people I work with. I love the flexibility we have with each other. Everyone is always willing to pitch in to help to get the job done.

**What do you like about the industry?** I've been in the industry for over 30 years now and there's always something new to learn. It is never a monotonous job. The people always make it interesting.

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**Name:** JOCELYN MORALES

**Position:** Dispatcher

**Length of employment:** 1 year and 4 months



**Name:** JUDY SIMMONS

**Position:** Truck Broker

**Length of employment:** 2 months

**What do you like about working at CBT?** MY COWORKERS!! and the learning of this industry.

**What do you like about the industry?** It's been a learning experience. Not sure yet.

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**Name:** NATASHA PRIVETT

**Position:** Schedule Appointments

**Length of employment:** 8 months

**What do you like about working at CBT?** Everyone is nice and treats you like family.

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**Name:** PAUL FOLGER

**Position:** Customer Service Rep

**Length of employment:** 4 years

**Bio:** Love golfing and being at home with my family!

**What do you like about working at CBT?** The people and the atmosphere.

**What do you like about the industry?** Job security

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**Name:** PAULA BERRY

**Position:** Customer Service Rep-Dispatch

**Length of employment:** 2 years

**Bio:** I'm a mom of 3 and a nana of 6...we enjoy hanging with the family in our off time.

**What do you like about working at CBT?** I think my favorite thing about this office is the people. We have a lot of fun while working.

**What do you like about the industry?** I love talking to different people every day.

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**Name:** ROBBY BANKS

**Position:** Customer Service Rep

**Length of employment:** 1 year and 3 months

**Bio:** I love to watch my kids play sports. My son plays baseball at a very high level and also plays basketball. My daughter plays softball. I love watching football and baseball.

**What do you like about working at CBT?** We are all a big family.

**What do you like about the industry?** I get to communicate with all different types of people. It also helps me learn other languages (which I am awful at).



**Name:** SAMANTHA HEMMINGS

**Position:** Sales & Logistics Coordinator

**Length of employment:** 2 Years

**Bio:** I am 29 years old. I'm married to the love of my life Michael. We have been married for 4 years, but we have been together for 8 years. We have a 7-year-old daughter named Paisley. (Fun Fact about Paisley is she was 5 when I first started in this industry, she has watched and listened to me so much over the last two years that she is somewhat learning how to do this business. She wants to help me, but you know there is only so much that she can help me do, so I usually just let her fill out my cards for me when I'm on call.) I grew up around the trucking side of the business my whole life. My Dad and my uncle are both truck drivers, and my Papaw drove for his whole life. So, I knew most of the trucking side of this business. Now I'm learning the dispatcher side of the business. My goal is to learn each and every side of this business there is to learn.

**What do you like about working at CBT?** What I love about working with CBT is everyone I have worked with here has been very friendly, always so helpful, and we are all like family. It is very hard to find that in any business anymore.

**What do you like about the industry?** What I love about this industry is there is always something new to learn and there is never a dull moment. It can be very stressful, but it can also be very rewarding.

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**Name:** TERESA PAGE

**Position:** Logistics Coordinator

**Length of employment:** 20 years

**What do you like about working at CBT?** We are like family. Everyone here gets along very well together and we take care of each other.

**What do you like about the industry?** Well I have been in the industry over 41 years. It is like once you get into it you are hooked.

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**Name:** TIFFANY HARPER

**Position:** Operations Manager

**Length of employment:** 4 1/2 years

**Bio:** If we are not at the ballfields with my Daughter and Son we are out riding four wheelers or hunting :) I love the outdoors!

**What do you like about working at CBT?** We all lookout for each other, we all succeed together! We are just a big family!

**What do you like about the industry?** Never a dull moment! Fast paced, always changing, the industry itself is full of energy!

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**Name:** TIM MITCHELL

**Position:** Lead Carrier Sales

**Length of employment:** 3 years

**Bio:** I enjoy spending time with my family. I enjoy watching sports/movies and being active in my church.

**What do you like about working at CBT?** Our CBT Family Culture

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**Not pictured:** VICKIE JACKSON

# HB's 5<sup>th</sup> Anniversary

We celebrated the 5<sup>th</sup> anniversary of our Montreal warehouse with some fun. Where does the time go!?



Thanks to our amazing team for everything they do to keep this place running smooth!



# RINGING IN 15 YEARS OF SERVICE IN AIRDRIE

This Fall, we celebrated 15 successful years in Alberta. When we first started in 2008 it was a very small operation with 1 customer, 32 drivers and 4 office staff – not to mention one of the worst winters we'd ever experienced. Today the operation has grown into our largest trucking operation.

Currently, our Airdrie branch has 175 drivers and 25 office staff. We've grown from 34 trucks to 123 trucks and from 90 trailers to 325 trailers with multiple customers as well as a cross-border operation. We are so proud of all the hard work and dedication of the entire Alberta team and are excited for what the future holds.



# JEAN-GUY'S RETIREMENT



We would like to extend a great thanks and congratulations to Jean-Guy who was with us for over 24 years on his retirement. His experience and impeccable safety record alongside a winning attitude and willingness to work in all divisions brought great value and reliability to the whole team.

We are honoured to have had Jean-Guy as part of the XTL family and we wish him all the best on this next chapter. Enjoy your retirement Jean-Guy; well deserved!

# Halloween Fun!

This year's pumpkin carving contests were devilishly fun! Which is your favorite?



SUBMIT YOUR PHOTOS TO [XPRESSIONS@XTL.COM](mailto:XPRESSIONS@XTL.COM) TO BE FEATURED IN UPCOMING ISSUES!

# XTLIENS IN THE COMMUNITY

## Moisson Sud Ouest

A few members of our team went to **Moisson Sud Ouest**, a local food bank, for a busy morning of volunteering. Our team helped sort the food while learning about how the organization works. With food insecurity on the rise, we believe it is important to help where we can. Thank you to our valued volunteers for their contributions to their communities.



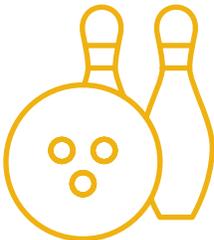
## After the Bell Food Sort

We had a great time sorting snack packs with **Trucks For Change** network at Food Banks Canada's **After the Bell** packing event. Families are using food banks more than ever before in our nation's history, and this program helps to provide healthy snack options to children over the summer months who would normally rely on school lunch programs. This year, 185,000 food packs were distributed across the country. Shout out to all the volunteers and organizers who make this program happen.

# XTLIENS IN THE COMMUNITY

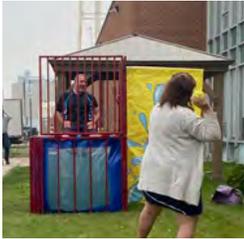
## HB Bowling Night & Fundraiser

Our Montreal East team met for a Bowling Night. Many surprised us with their hidden talent and their many consecutive strikes! It was a beautiful evening filled with laughter and we are proud to announce that we raised \$175 during a half-and-half that was donated to the **StimuleArts Foundation**. This is an organization that offers day activities to Laval adults 17 years of age and older living with a moderate to severe intellectual disability, with or without severe behavioural disorder (CGD), autism spectrum disorder or physical disabilities.



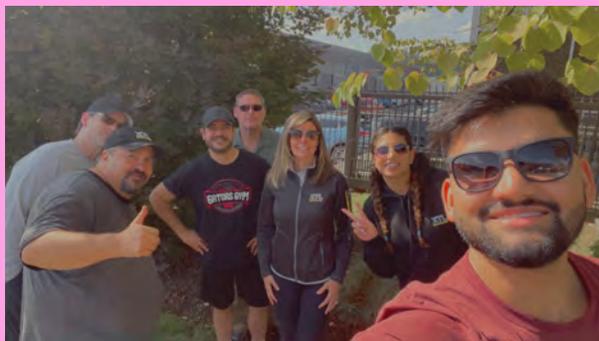
## Canada Day FUNdraiser

Toronto's annual Canada Day celebration caused a real SPLASH this year when the event became a FUNdraiser. In addition to the usual hockey competition and ice cream truck, the teams took turns **dunking their boss in a dunk tank** and testing their luck with a 50/50 draw to raise funds for a local community initiative. The event generated a total of \$590 for the **Youth Without Shelter's Stay in School Program** in Rexdale.



# 5K FOR CANCER

October is Breast Cancer Awareness month, and we'd like to take a moment to recognize the strength and bravery of everyone who has been impacted by this disease. This year, we participated in CIBC's Run for the Cure event on October 1<sup>st</sup>. Thank you to everyone who donated for your support. We were able to surpass our 5K For Cancer fundraising goal of 5km and \$5000 with \$8496 raised! This has set the bar for an even greater impact next year. We look forward to making more progress toward a future free of cancer!



# Stay Up to Date With XTL!

## XTL NEWS

Check out our latest blogs  
and news features!

[Food Chain Digest Names 2023](#)

[Top Food Chain Providers](#)



[How to Choose a Great  
Transportation Company](#)



# XPRESSIONS

## NEWSLETTER



“ People with great passion can make the impossible happen. ”

- anonymous

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