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HAPPY HOLIDAYS!

To the Caravan Team...

With less than two weeks left in 2016, many of us are gearing up for the holidays.

Before we all go our separate ways, I wanted to reflect on the year we've had. It was one filled with numerous challenges and new opportunities.

Most importantly we worked hard to diversify and focus our business, allowing us to attain many of our goals and priorities while positioning ourselves for a strong 2017.

I am proud of what we have been able to achieve this year and in the past, and I hope you are as well.

My deepest thanks and appreciation to all of you for your hard work, commitment and dedication this year. You've all made a difference!

I hope you are able to take some well-deserved time over the holidays to relax.

I wish you and your families very Merry Christmas and a happy, healthy and prosperous New Year!!!

Best Regards,

John Iwaniura, President & CEO
Caravan Group of Companies

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Secret Santa & Calgary Santa



Anna Sokolowski, 10 year milestone



Keith Mitchie, 10 year milestone

Oleg Rudnyev, 11 year milestone



Have you WON Driver of the Month?

DRIVER OF THE MONTH **JANUARY**



Bob Zhou

- Successful at his new run
- Easy to work with
- Dependable driver



DRIVER OF THE MONTH **FEBRUARY**



Jozef Peszel

- Professional driver
- Times runs consistently
- He is on time 100%, every time



DRIVER OF THE MONTH **MARCH**



Michael Wang

- Clean safety record
- Submits logs on time
- Reliable, on time, runs where we need him to



DRIVER OF THE MONTH **APRIL**



Mukhtiar Dhadda

- 11,000+ miles
- Hard worker
- Commandable safety on the road



DRIVER OF THE MONTH **MAY**



Alex Gershenovich

- 9000+ miles (city)
- Always on time
- Great attitude



DRIVER OF THE MONTH **JUNE**



Denzil Chamberland

- Low operating idle times
- Willingness to work
- Easy going



DRIVER OF THE MONTH **JUNE**



Gerald Cooper

- Low operating idle times
- Willingness to work
- Easy-going



DRIVER OF THE MONTH **JULY**



Ernie Horvath

- 11,000+ miles
- Fuel economy over 50 points
- Great attitude



DRIVER OF THE MONTH **AUGUST**



Lawrence Fort

- Reliable
- Trusted driver trainer
- Helps with whatever he can



DRIVER OF THE MONTH **SEPTEMBER**



Devan Horvath

- Professional conduct
- Does longer day trips as needed
- Fosters good relationships with local shippers and receivers



DRIVER OF THE MONTH **OCTOBER**



Grant Taylor

- Eager to work & understanding
- Hard runner (11000+ miles)
- Willing to help
- Fast Learner
- Always looking to improve



DRIVER OF THE MONTH **NOVEMBER**



Imad E. H. Moustafa

- 13500+ miles in the month
- Great attitude
- Went above & beyond to satisfy customer requests



Driver of the Month is a title that is attainable by all but conquered by few.

It requires patience, dedication, and a willingness to better oneself to really stand out from the crowd.

As drivers may or may not have noticed, each year, the prizes get better, the stakes get higher.

2017's Drivers of the Month are eligible to win tickets to sports events, Visa gift cards, duffel bags filled with goodies like sweaters, golf shirts, hats, pens.

Winners are assigned based on their fuel bonus, and mileage bonus results, in addition to positive feedback about them provided by clients, shippers, dispatch and safety.

Never mind the bragging rights, the prizes alone just sweetened the deal.

Great drivers speak volumes!

DRIVER OF THE MONTH **DECEMBER**



Driver's Name

- Performance
- Highlights
- Feedback from clients & peers





Electronic Logging Devices (ELD) or E-Logs Will be **Mandatory** in the US by **December 2017**



As you may already be aware, as of **December 18, 2017** all commercial motor vehicles operating in the US must be equipped with electronic logging devices or ELDs.

The new rule will require Canadian and Mexican domiciled carriers and drivers to use electronic logging devices when operating on US roadways.

The FMCSA states that the electronic logging device (ELD) rule is intended to help create a safer working environment for drivers and making it easier, faster to accurately track, manage and share records of duty status data.

In short, any driver operating in the US must and will be converted to E-Logs prior to the mandated deadline. Transport Canada announced on August 3, 2016 that it would be proposing to amend the Hours of Service Regulations to mandate the use of ELDs by federally-regulated motor carriers and commercial drivers as well.

It is believed that this Canadian mandate could be published as soon as the spring of 2017.

By Jeff Boyle,
Safety & Compliance Manager

January
2017

 **Manulife**

**RRSP Program
Announcement**

Caravan Group of Companies is rolling out an **RRSP Program available to its staff and company drivers**. More details about the program to come. Staff will be briefed and drivers will have access to online webinars they can watch at their leisure, explaining the program in full.



www.caravavangroup.com

CARAVAN
PRESS



The Problem

The ongoing conflict in eastern Ukraine has killed more than 9,700 people, and wounded 23,000 more. What's more, the fighting has disrupted the supply chain for critical medical supplies, equipment for hospitals and protective equipment for emergency responders.

This jeopardizes the capacity of local firefighters across eastern Ukraine at a time that they're needed most, and leaves vulnerable civilians without critical medical care.



How We Helped

For the past 18 months, Caravan Group of Companies provided warehouse space to store the essential equipment, and provided the logistical resources to prepare and move the container for shipment to Ukraine.

Thanks to our support, more than 400 emergency responders will receive critical protective equipment to protect themselves, and in turn, the lives of thousands across eastern Ukraine.

More than \$200,000 worth of medical supplies will be delivered to hospitals and clinics in need.



The Response

To address the humanitarian crisis in Ukraine, GlobalFire and the Ukrainian Canadian Congress (UCC) are sending medical consumables, personal protective supplies, medical equipment, and firefighting gear including air cylinders, firefighting suits, hoses, and other essential items to help Ukrainian emergency responders protect civilians living in conflict zones.

Previous Support in Ukraine

GlobalFire has supported families affected by the ongoing conflict in Eastern Ukraine since fighting began in 2014:

- Distributed enough firefighting equipment to support more than 800 firefighters
- Distributed medical supplies to under-equipped hospitals serving civilians in conflict affected areas
- Delivered first aid kits, food, hygiene items, household water purification units, protective winter clothing
- Donated a field hospital to treat vulnerable Ukrainians at the front lines of the conflict
- Installed blast film on the windows of schools, daycares, and hospitals to protect those inside from deadly shattered glass as a result of concussive blasts



RED COUCH TOUR
TOURNEE DU SOFA ROUGE

Canada 150

To celebrate Canada's 150th Anniversary, Red Couch Tour / Tournée du Sofa Rouge will travel from coast to coast to coast, inviting Canadians in communities across the country to share what Canada means to them.

Caravan Group was proud to move the Red Couch from Winnipeg to its official unveiling event at the Canadian Museum of History in Gatineau on December 15th, 2016. Member of Parliament for Pontiac, William Amos gave a quick introduction to what the project would encompass.

The Red Couch Tour begins in March 2017, travelling through the great the Canadian North, and continue into June and July with an eight-week national tour from Newfoundland to British Columbia in an RV. The general public will be able to track its progress live online.

"The Tour is a cross-country road show that in 2017 will invite Canadians, wherever they live, to sit down on our red couch and, with cameras rolling, and say what Canada means to them. Guests will include the famous and not-so-famous, and will number in the hundreds."





spot- lighting LEASE TO OWN OPPORTUNITIES

Drivers who wish to buy a truck can do so now at a special low cost.

Caravan Group is offering 2013 Volvo trucks at 25% below market price, available with 2 or 3 year financing.

CARAVAN

GROUP OF COMPANIES



LEASE TO OWN

- ✓ 2013 VOLVO TRUCKS
- ✓ 25% BELOW MARKET PRICE
- ✓ LOW MILEAGE UNITS
- ✓ BE YOUR OWN BOSS
- ✓ 2 & 3 YEAR FINANCING
- ✓ AGGRESSIVE INTEREST RATE

For more information, call us Toll Free: 1-855-937-2854 or email drivers@caravangroup.com



www.caravangroup.com



Are Company Drivers eligible for this program?

Yes. Any Company Driver who is interested in purchasing a unit can become an Owner-Operator through this program.

Who do I speak to find out more about the Lease to Own program?

Try any of our recruiters: Alain Bertrand, Mike Zelek, or Brian Murphy or email drivers@caravangroup.com for more details.