

BIG BLUE *news*

MAGNUM COMPANIES QUARTERLY NEWSLETTER | Q1 2021

Magnum hopes this edition of Big Blue News finds you safe and in good health. As we are beginning to see positive signs that the pandemic is getting under control, we are hoping for an enjoyable summer with our friends and families while still remaining vigilant and following all health guidelines.

As the spring is a season for hope and new changes, Magnum recently took a leap and purchased the assets of BC Freightways, based in Kearney, Nebraska. Founded in 1925, BC Freightways has 263 employees joining our family, as well as 8 new terminals. We are thrilled to welcome these new employees of Magnum LTL Southwest Region.

What a great fit! Magnum LTL and BC Freightways align well geographically and culturally. Over the past few weeks, various members of our team have had the pleasure of visiting most of the new terminals and employees. While we were unable to visit the new Scottsbluff and North Platte terminals, we look forward to those visits soon.

As the ink is drying on the acquisition papers, we are diligently working on checking projects off our lists and continuing with a smooth transition. We are so grateful for James Ross and Trevor Aden's leadership as they continue to lead the Southwest region for Magnum. These gentlemen are industry veterans and bring a wealth of knowledge to our growing company.

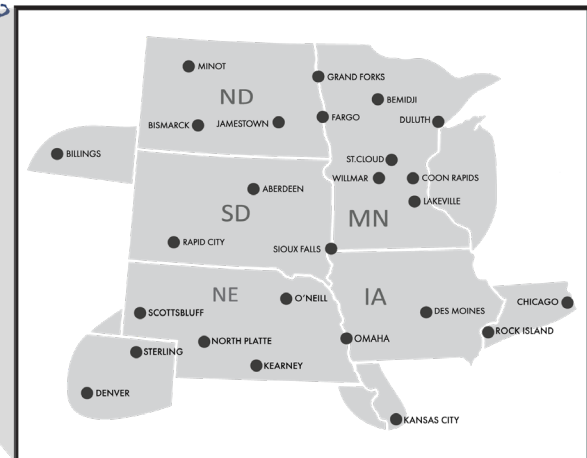
The acquisition will not only add to Magnum LTL, but it also aligns well with all five entities under Magnum Holdings. Our expanded offerings and services areas will benefit customers and employees in every area of the company.

As a Management Team, we are excited for this new step. We are confident that the addition of BC Freightways to the Magnum family will add even more value and opportunity to all Magnum Employees and our customers. We are eager to see what we will accomplish in the coming months — **all working together!**

Magnum Executive Team

LTL Service Map

- Terminal Location
- Direct Service
- Inbound/Outbound Partner Service
- Partner Service - Call for Service





Busy Season in LTL

I think we are all looking forward to getting to our busy season so we don't have to worry about occupying our free time. I say this, of course, with a high level of sarcasm. The LTL freight volume levels are unprecedented in our network, but this increase is not isolated to Magnum. Any carriers that we talk to are feeling the same capacity pressures that we are experiencing. During this time, we value the long hours, days and weekends that our staff are putting in to keep our network fluent and continue servicing our customers. We are well aware that these freight volumes have caused some service-related issues for our customers, but please trust that our teams are working diligently to provide the best service possible during these times.

This is also forcing Magnum to take a hard look at business segments that may be negatively impacting our operation or ability to perform while still valuing our long-term legacy customers. As long as this busy season extends, Magnum will do everything we can to meet the demands of our customers and grow to be the transportation solution of choice. The staff members previously mentioned are not limited to Drivers and Dock, who are obviously vital to the operation, but also include all levels of staff which makes this machine run. This includes Customer Service, Billing Department, Office staff, Pricing, Yield, Quality, Supervisors, Local and Regional Managers, Sales, Accounting, Recruiting, Marketing, HR, Safety, Maintenance, and everyone in between. To this team, I say **Thank You!** I would also like to extend a welcome to the new team members in our SW Region of Magnum LTL. I am excited for the opportunities and look forward to meeting and building relationship with everyone.

Scott O'Keefe, VP – Operations & Yield

Meet the new faces of LTL Sales



I've been with the company for a little less than two years, and it has been exciting to watch the company grow. Last year was very different for all of us due to Covid-19. Even under the circumstances, we were able to open **three new facilities** and add on to another one as we continue to expand our direct service area to better service our customers. We welcomed **two new Account Executives** to the sales team in 2020 for a total of eight Account Executives, one National Account Manager and Stan Wiens, who has been kind enough to stick

around and help us out after he decided to retire. Well, the field has changed! With the new acquisition of BC Freightways (now Magnum Southwest), **we nearly doubled our team!**

We are all very excited about the addition of the new territory and new team members. We had a very good service product and footprint going into the acquisition, but this makes it great one. We can't wait for the integration to be finalized so we can get moving on the opportunities and bring on some new business.

Here are the new additions to sales from the SW Region! Welcome to Magnum everyone,

Roger McGillis, VP of Sales and Customer Service



Dave Abell – Elk Grove Village



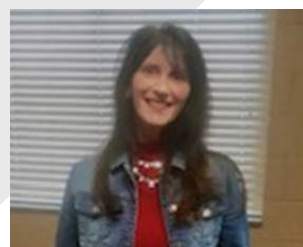
Scott Criswell – Denver



Kiley Gosda – Kearney



Stacy Bienhoff – Omaha



Sydney Roberts – Kansas City



Mike Neill – Denver



Kim Hamm - Phoenix



Kevin Schultz – Kansas City

A Partner's Perspective

Interviewee: Craig Darden, Ventura Foods. Carrier Capacity & Development Manager

Please share some information about Ventura, what the company produces, annual revenue, etc.

Ventura Foods is a privately held company that reports around \$4 Billion in annual revenue. We mainly produce margarine, dressings, sauces and cooking oils.

How long have you been with Ventura?

18 years

How long have you been working with Magnum, and where do you rank us as quality among your carriers?

About 5 years. Magnum is one of the elite in terms of service, communication and dependability. Great personal relationship.

What additional services or network opportunities would you like to see Magnum to offer as a carrier?

Let's have a discussion regarding your origin locations, so we expand the opportunities within the Ventura network. There are more places where Magnum can pick up and we would like to see the company offer more options.

What changes do you think are ahead of us?

The driver shortage is only going to be magnified in coming years. No one seems to have a silver bullet to fix the issue. Shippers and receivers need to come to the realization that you can't hold a guy for four or five hours for loading or unloading. Drivers need to be unloaded within an hour, or at most, two hours. There are so many factors out there that affect whether Magnum and Ventura can be successful on a given load. As an example, some loaders at a facility can be out that day. Then, the driver has to wait to get loaded and runs out of hours and can't make delivery. Everyone needs to work together and do their job to make each load work. Each facility needs to be on par and can't be constantly running behind as it affects the entire cycle. It's like the Wizard of Oz, there are many things going on behind the curtain that affect the task at hand.

How do you see the rest of the year playing out from the food shipping side?

After some discussions internally, supposedly the light at end of tunnel is coming with COVID. At some point, everyone is going to be free to return to restaurants—no more 25 or 50% capacity. There is going to be a major surge in the food industry for restaurants, movie theaters and so on. There may even be a manufacturing shortage because the demand cannot keep up. It's going to be like a dam is going to break with people being so eager to get out.

Are there any other important issues are right now that the industry needs to address?

I still think the industry as a whole needs to show more respect for the driver. It's come a long way, but I still hear stories about how some drivers are treated. We need to pay more attention to this.

Can you tell us a little about yourself?

Right now, I'm in the middle of preparing my fruit trees for the season getting the garden ready. It is about a 100 x 100 foot garden.

Any favorites you grow or more of a mix of things?

My favorite is silver queen corn. It's the Cadillac of sweet corn.



Andrew Kaleida, VP of Strategy & Profitability

New Changes and New Faces



**GREAT PLAINS
FOOD BANK**



Let's feature two new Magnum Warehousing customers: NuTek Food Science and Great Plains Food Bank! Our partnership with NuTek Food Science started in 2020 to serve as a holding center for products that are in a stage of processing that is not complete for distribution but will be returned to the factory to complete and package for consumption. Nutek has been a good partner with Magnum, providing transportation to and from the NuTek factory with very short turnaround. We appreciate having NuTek on board.

The Great Plains Food Bank has also joined the Magnum family in both the warehouse and the transportation side later in 2020. We provide them with food-grade storage and help them move product into the warehouse from the Twin Cities for storage and distribution here in the valley. We help them with local transportation both on-site as well as moves within the city. Mark has been great to work with over at Great Plains, and I hope we can continue this partnership far into the future.



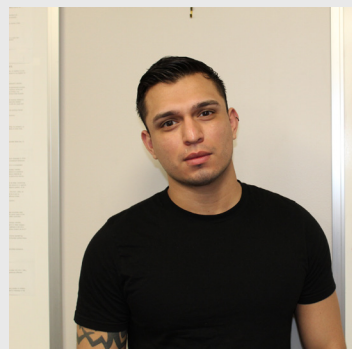
I would like to recognize some new faces around Magnum. Guadalupe Gonzalez joined our kitting team at Magcorp on March 22nd, and Karen Pearson is the most recent addition to our Magcorp warehouse team and is working with kitting operations. Please say hello to these folks if you see them around!

I would like to thank all the Magnum employees for allowing us to be successful providing our customers with the services they need and have come to enjoy.

Joe Lusty, *Warehouse Manager*



Karen Pearson



Guadalupe Gonzalez



The Safety Side of Truckload

Over the last few years, we have worked on a number of different projects to help recognize drivers for their accomplishments. It is very easy to overlook all the positive things that happen day-to-day with our professional drivers. While we always carry a strong focus on Safety, we looked to add some recognition for exceptional drivers in 2020 — recognizing an OTR Safety Driver of the Quarter and safety into the Driver of the Year Program. Included in our measurements for Driver of the Quarter are CSA points, accidents/incidents, HOS violations, monthly safety training completion, miles driven and some overall safety analytics.

The Safety driver of Quarter 1 - Sean Randall

The Safety driver of Quarter 2 - Jarred Lee-Bland

The Safety driver of Quarter 3 - Glen Wooten

The Safety driver of Quarter 4 - Chris Larsen

The 2020 Driver of the Year was Steve Secker, whose name was consistently in the running for one of the Quarterly awards. Since he started driving with Magnum in June of 2016, Steve has driven over 500,000 miles with us. While he may not be a man of many words, he lets his actions do the talking. *We truly appreciate all his hard work!*

I am very happy to say that all but one of the above winners is still with Magnum today! One of these drivers even accepted a position within our Safety Department working with new drivers on training programs to help prepare them for the road ahead!

Additionally in 2020, we had a driver nominated and recognized as a TCA Highway Angel. Chad Stoinski received this recognition in May of 2020 for his efforts in helping free a man from a burning vehicle. This was no small task for Chad, and his selfless efforts may have very well saved a life that day!

Chad Nielson, *Director of Operations*



Ryan Shaw, Director of Business Development

Ryan has been promoted to Director of Business Development. His primary role will be supporting our truckload divisions, with a particular focus on Magnum Logistics and Magnum Dedicated. Ryan's duties revolve around pricing, analytics, strategy and account management. His several years of truckload experience combined with a strong grasp of numbers and data via his CPA background add significant depth to the team.

Thanks to our great business partners, and best-in-class driver base, 2021 is shaping up to be another strong year for Magnum. Our department is tasked with both growth and improvement of the business in order to better support the needs of our customers and our drivers. With all the new changes coming about, we will be doing our part to help both our customers and fellow employees thrive in the years ahead.

Andrew Kaleida

Vice President, Strategy & Profitability

LOGISTICS *news*

New Faces on the Logistics Team

Brad Devig started in March for Magnum Logistics. He is currently working in the Track and Trace department which keeps our customers informed and our operations running smoothly. We are excited to see all the progress he has made in such a short time. As we move into a new software, Brad will be working to develop our system of tracking through ELD's. This project will improve the visibility and tracking of freight for our customers.

Brad is married and has twin daughters who just turned 12 and are in 6th grade. His family likes to spend time together walking their dog, going on bike rides, binging Netflix and hanging in the backyard. Both girls play soccer and most of his free time is spent driving to practice, coaching or cheering from the sidelines. Brads enjoy hunting, fishing, playing golf and spending time with extended family at family gatherings and at the lake. We are excited to have Brad join the Magnum Family!



Rebekah Walvatne started in March for Magnum Logistics. She is currently working as a Customer Service Specialist, which involves scheduling/managing freight volumes and working hand-in-hand with our customers to ensure we are meeting the customers' needs. Rebekah has adapted quickly to the role, embracing accuracy and timeliness.

Rebekah and her family moved to Fargo from Virginia Beach in 2016. She has two girls who are 11 and nine. They enjoy spending time outside when it's warm and watching movies when it's cold. Her family shares their home with a few pets they love including a cat, a rabbit, four snakes, three leopard geckos and three tree frogs. When Rebekah has time, she enjoys doing puzzles, taking road trips, thrift shopping, and watching Harry Potter movies. We are very happy that she has chosen Magnum to call her work home.



MARKETING *News*

As with all other departments and divisions at Magnum, the marketing team has been hard at work ensuring a smooth merger with the assets of BC Freightways. The acquisition coincided nicely with a planned branding refresh, and we have kept busy designing new business cards, email signatures, logos, and everything in between!

If you have an incredibly sharp eye, you may have noticed that the Magnum logo looks a bit different. As part of the branding refresh, we adjusted the seven lines in the logo down to five to represent the five divisions that make up our Magnum family.



In other exciting news, our second annual photoshoot featuring the brand new 2022 trucks is scheduled for the middle of May. If you are interested in participating, please reach out to marketing@magnumlog.com. We would love to feature your smiling faces!

MAGNUM CLOTHING STORE

Be sure to check out some exciting new items on the Magnum Store — including coolers, blankets, and various clothing items!



Additionally, Rambow introduced a “ship to you” option where you can have items shipped directly to your door. To create a store account, visit store.rambow.com/magnum/ and select “Create an Account” in the top right corner. The store can also be accessed on the website under Employee Portal > Company Store.

AS A REMINDER:

We are no longer doing anniversary jackets. Instead, employees will receive tiered store credit for every milestone anniversary (1, 5, 10, 15, 20, 25, 30, 35+ years) to purchase anything they want from the Rambow store.



We recently became members of the Women in Trucking Association – an organization dedicated to addressing obstacles that may prevent women from entering or succeeding in the trucking industry!

If you are interested in learning more about this organization or becoming involved as an associate member, contact us at marketing@magnumlog.com.

Some benefits of Women in Trucking membership include:

- Membership lapel pin
- Access to Women in Trucking's weekly e-newsletter
- A copy of Redefining the Road magazine
- Networking events
- Mentoring opportunities
- Access to webinars
- 'Member Only' benefits & discounts
- Professional Development Certification free course

FOLLOW ALONG ON SOCIAL MEDIA!



Magnum Transportation



Magnum Transportation



@Magnum_Trucking

We post giveaways, company updates, celebrations, open positions, and more!

We love seeing pictures of your trucks & hearing about your travels!

Here are a few recent photos submitted by employees!

Send your photos to marketing@magnumlog.com



TRACTOR SHOP

news

Is there anyone out there that has some spare time? If so, let me know! This has been the busiest and most exciting time in my career with Magnum.

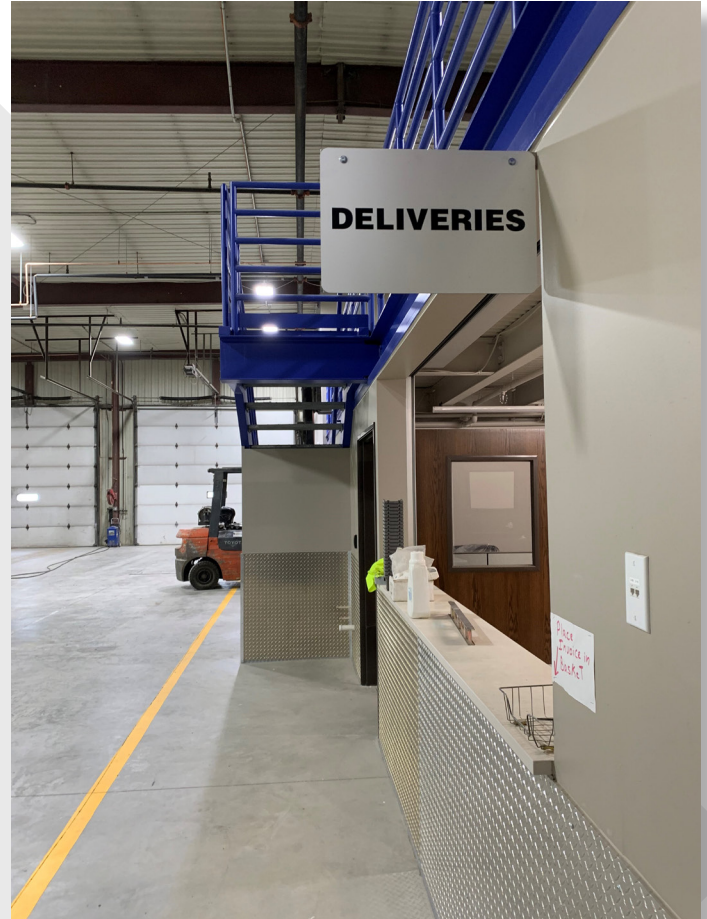
March is the time of the year we review all of our great employees. It is a time for open and honest dialogue with our most important asset—our employees—and to recognize the hard work they do for Magnum. These meetings can take some time to prepare, but I always leave a review with a better appreciation of our staff.

The Fargo tractor shop is getting very close to being ready for us to move into the remodeled portion of the building. We are planning on moving office staff and vendor repairs into the office area by the middle of April. The driver portion of the remodeled building is functional and currently being used, but this side should be fully complete by the middle of April.

In our Coon Rapids shop, Colin Hulinsky started full time in March when he finished his education at Alexandria Technical and Community College. Colin worked part time for the last 2 years while going to college, and we are excited to welcome him full time as this young man has a bright future with Magnum. Jonathan Gallarzo is another new hire who will start on April 12th and work the second shift at the Coon Rapids Shop. We welcome Jonathan to our team and look forward to working with him.

We are also excited to welcome BC Freightways as they join with Magnum to solidify an LTL footprint in the upper Midwest that is second-to-none. However, this does come with a lot of challenges as we get the new equipment into our system so we can keep track of them and their expenses. Working through this process will require some patience, but the BC staff has been exceptional to work with, and their union with Magnum, creates a solid company on the grow.

Randy Gilbertson, *Director of Equipment & Maintenance*





New Faces in the Safety Department

With the continued growth at Magnum and the acquisition of BC Freightways, we have a few new faces in the Safety Department I would like to introduce.

Continued Growth

As new drivers come into the trucking industry with little-to-no experience, we want to be able to provide these new drivers with best-in-class training and teach them how to perform the Magnum way. To do this, we have hired Sean Randall as a Safety and Driver Trainer. His focus is improving and expanding our current Trainer/Trainee program.

Before moving into the Safety Department, Sean worked as a Magnum LTD driver and trainer since 2018. With over 25 years of driving/training experience, Sean won the safe driver award last year. He has completed the Minnesota Highway Safety Driver Program for commercial vehicles.

Outside of work, Sean is a volunteer instructor with the Coast Guard Auxiliary. They support the operation of the Coast Guard by promoting, improving, and teaching boater safety. Sean and his wife Becky have a daughter (Kayla), son (Joey), and a grandson (Thomas) along with two very spoiled dogs.



New Faces

With the addition of BC Freightways, the Safety Department is welcoming two new employees. Butch Davis and Cali Rohrbouck were a part of the BC Freightways Safety Department and are now Magnum Safety Department employees.



Butch Davis – Field Safety Specialist

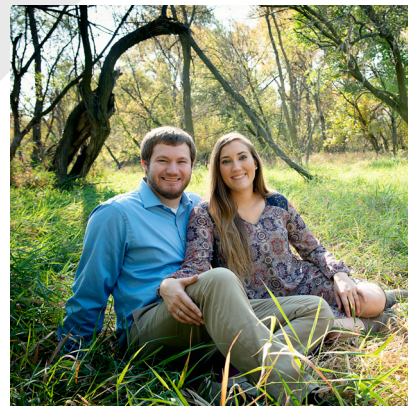
Butch has been in the trucking industry for over 25 years and has held positions within operations, sales, and safety. Before joining BC Freightways, he worked at Dayton Lines for 8 years and put in 18 years at Watkins Motor Lines before that. Butch is working at the newly-acquired Kansas City terminal where he will focus on improving safety and providing training within our South and Southwest regions.

Outside of work, Butch enjoys spending time with his family, following Kansas City sports and the University of Missouri football team. Butch is a graduate of the University of Missouri. Butch and his wife Judy have a daughter, Michelle (husband Chuck) and a grandson, Tanner, who will attend Northwest Missouri State University later this year.

Cali Rohrbouck – Safety and Compliance Coordinator

Cali has spent the last two years working in the Safety Department at BC Freightways. She has a degree in Business Administration with an emphasis in Supply Chain Management from the University of Nebraska, Kearney. Cali will be working out of our Omaha terminal where she will focus on the compliance side of safety. Cali and her fiancé, Barry, will be tying the knot this October. Outside of work, she enjoys kayaking, gardening, camping, movies, and walking their dogs.

These new additions to the Magnum Safety Department come with a lot of experience and will be valuable resources as we continue to grow and work on ways to continually improve safety here at Magnum. I would like to welcome Sean, Butch, Cali and the rest of the BC Freightways employees to the Magnum Team. We are excited to have you on board!



Bryce Allickson, *Director of Safety & Compliance*

LTL NORTH REGION

news



I am pleased to announce that we have changed things up a bit in our operations team at the Fargo terminal. Mark Keller has recently accepted the position of Director - Cargo Claims. Josh Fluto will be transitioning into the Terminal Manager position, Caleb Lehse will be moving into our Terminal Coordinator role and Jon Byklum will be our new Am Planner. I am looking forward to these exciting times as we continue to grow as a company. It is great to see the opportunities for these team members to advance their careers at Magnum. I look forward to all the new challenges that lie ahead as we continue to grow. I have asked Mark, Josh, Caleb, and Jon to write a few words on what their new positions means to them and what they are most excited for in their new roles with Magnum.

Craig Mahan, *North Regional Manager*



Mark Keller (27 years)

"With Magnum LTL expansion, I will be moving into the roll of Director - Cargo Claims, I will be managing the claims process for Magnum LTL, working with our team of claims managers, claims analysts, and OSD personnel. I have been with Magnum for 27 years and am looking forward to this opportunity for growth."

Josh Fluto (14 years)

"I have been with Magnum LTL-Fargo for 14 years, and I am very honored to accept the Fargo LTL Terminal Manager position. I have seen a lot of growth and change since I was first hired on at Magnum. I would not be where I am today without the training and knowledge from the Magnum LTL employees (Thank You!). I look forward to working with all of our Fargo LTL Employees in my new role as Magnum LTL continues to expand and grow."



Caleb Lehse (14 years)

"I am very honored to be offered the Terminal Coordinator position. I am looking forward to learning more about the company and the trucking industry."

Jon Byklum (5 years)

"I am excited by this new opportunity that I have accepted because of my knowledge and experience of the dock and how the routes work. I am also excited about getting to work with the drivers more and coming up with ways of trying to make everyone's job a little easier."



LTL WEST REGION *news*

Magnum is continuing to grow and adding new partners to our family. As we welcome our new members aboard and meet exciting new changes, it is important for us to remember our roots. The trucking industry is forever evolving, and our dedicated staff is a key factor in our ability to keep up and remain successful. I want to take this time to feature one of those staff members, Robert Glatt, who is celebrating his 25-year anniversary with Magnum in April. It is not every day you get to recognize and acknowledge having a driver aboard for 25 years, so please help me in congratulating and celebrating with him!

Bob has run every route in the West Region at one time or another. Before we had a Minot terminal, he would run LTL to Minot, make deliveries, and grab pickups on his way back with doubles. Bob has always been willing to help wherever there is need, running linehauls on weekends and taking on extra routes after tough weather.

Pictured below is one of the early tractors, a 1992 white day cab that ran our Bismarck to Minot linehaul. Bob's truck was a 1988 white Pete, much like the one pictured. Back then, the LTL equipment was handed down from our Truckload division or was purchased used. The next picture is of the proud Bismarck crew in front of their first brand-new truck that was specifically made for LTL. It was a 1999 Peterbilt. Bob is 4th from the left on the back row. He ran one of those units (T9902). As you can tell, times have changed, and so have our equipment and buildings. However, good people are our foundation, and Bob is living proof of that!

Bob grew up on a family farm in Steele, ND. Farming is a big part of Bob's roots, and it is in his blood. He ran his own cattle for several years while working at Magnum. To this day, he continues to help on a farm whenever the opportunity arises. Magnum is both thankful and grateful that he made trucking his career! On the rare chance that you cannot find Bob in a Magnum truck or on a farm, you might spot him on a pontoon, in a hot tub or just hanging out and enjoying the company of those around him.

It has been a great pleasure having Bob as a friend, coworker and team player throughout the growth and changes over the years. We all look forward to many more. Thank you, Bobby!

Eric Grove, **West Regional Manager**

Congratulations Bob



LTL EAST REGION *news*



Wow, what an exciting year so far! Here is a brief update on the LTL East Region:

Lakeville MN (LVN)

Our warehouse space in this redistribution facility is dedicated primarily to distribution of our largest partner, R+L Carriers. YTD shipments handled for 2021 through 3/27 is 24,557. This facility allows Magnum to load multiple direct loads each evening to the ND, SD, Willmar and Duluth markets. Allowing those shipments to avoid having to go through Coon Rapids allows earlier cut times and improved efficiencies for all involved. Many thanks go out to Ryan Botten, Alec Hanson and our team at the newer LVN redistribution site which only began operations in April of 2020.

St Cloud MN (STC)

St. Cloud is our newest stand terminal facility in the East Region, only established last March. For the same time period (YTD 3/27/2021), STC has handled 10,540 shipments. Previously, these shipments were picked and delivered between Coon Rapids and Willmar operations. That's 8,500 shipments removed from PD at STP and WIL YTD alone! We are still facing some growth issues as we have filled the terminal to near capacity. We appreciate the ongoing efforts of Manager Ken Petersen and the ever-growing team at STC.



Willmar MN (WIL)

YTD Willmar is 3,300 bills above where they were at the same time period last year. Even with a shift of PD areas to STC, the region continues to see outstanding growth. Ken Petersen also oversees the Willmar operation alongside a veteran team of Dustin Parker, Dan Kummrow, Stan Plett and Kody Koepp. We are blessed with an experienced group of core drivers who continue to do what it takes to service their huge marketplace. We thank all employees — new and old — for working together to get the job done day-in and day-out.

Coon Rapid (STP)

Last, but certainly not least, our Coon Rapids Distribution Center is our largest single LTL terminal with 82 doors. Manager Kelly Mastin, Assistant Manager Alec Hanson, Night Operations Manager Jessica Kirchner and a host of other dedicated employees have handled over 83,000 PD type shipments YTD, not to mention the through-freight that passes across the STP dock each and every day. Again, we need to thank the leadership team who obviously are instrumental in foresight, planning and providing capital to establish the equipment and new facilities like LVN and STC and to build out and grow facilities like Willmar to keep our distribution center fluid and able to handle such volumes for our customers.



Thanks to the veteran sales team at Magnum who have provided multiple new and ongoing growth opportunities during a pandemic. Well done, gang! Thanks to everyone in operations and customer service for being able to answer the growth challenge and keep us moving forward with our growth initiatives. Thanks to all our drivers for staying safe day-in and day-out. You are the face of our company with our customers. We are proud of how you represent us to the front line consumer of our services, be it other terminals or outside customers. You are the best!

Lastly, we wish a hearty welcome to the new folks from BC Freightways! We look forward to meeting and working with you all and the opportunities the new additional service will provide us all.

Mark Heining, **East Regional Manager**

LTL SOUTH REGION *news*



Rock Island Terminal

In this issue of the Big Blue News, I would like to highlight our Rock Island, IL terminal. We currently have 15 team members with plans to hire additional members in the coming months. Ryan Goethals is the terminal manager, and he has been with the company since May of 2020. The terminal is located at 320 31st Ave in Rock Island, IL. This is a key location to several of our top accounts. With business in high gear and runs pushing capacity, our Rock Island Team has done a great job keeping organized and running smoothly for this 30 door terminal. Great Job!

Justin Leiseth, *South Region Manager*



Recruiting Through COVID 19

In early 2020, we could not have predicted what our country and our industry would go through. At the start of the pandemic, we faced an economy that hit the pause button. The closures of so many businesses made it hard to move freight through the United States. Yet, we were an essential industry and we had to find a way to move on and persevere. We instituted COVID protocols and adjusted our orientation numbers to keep the wheels turning and continue bringing in new employees into the Magnum family. We faced COVID with the mindset that this is the new normal. As Magnum recruiters, we did our best to keep new hires coming in and to replenish and grow our company while going to battle with a worldwide pandemic.

The pandemic put stresses on our new hires to leave their homes and come to an orientation with people from all over the United States. Recognizing this, we set forth limits to how many people could attend and adjusted to a COVID-safe meeting protocol. We did our best to protect our existing employees as well as our new hires.

Recruiting also changed in this time. Suddenly, there were no more job fairs to pursue. Additionally, driver pay began climbing to grab any available drivers in a starved market for qualified drivers. Most driving schools had suspended classes for months, so very few new CDL graduates were entering the workforce. Because other carriers need drivers just as much as we do, hiring bonuses at Magnum are growing into ranges not imagined before, with bonuses ranging from \$1,000-\$10,000.

Overall, our recruiting efforts have had to go digital with ads on Facebook, Craigslist and Indeed. We also hit the phone lines and ran radio ads to bring in new applications. The stresses of the ever-growing freight numbers put even more pressure on the recruiting team's shoulders to bring in new drivers. Thankfully, we at Magnum have a hard-working team of recruiters committed to working through some of the hardest times in our country's history to keep moving the necessary supplies our customers need!

Tony Doll - OTR Recruiter

Joseph Lewerenz - Driver Recruiter

Luke Litterio - Driver Recruiter



New Faces in Human Resources

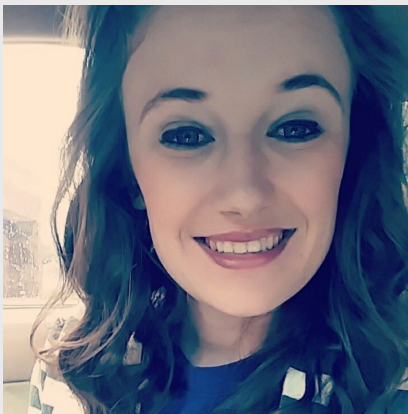


Tara Veit, Regional, HR Manager

I was born and raised in the Kearney, Nebraska area (I'm a small town girl through and through!) and attended college at the University of Nebraska, Kearney. I was a non-traditional student, and after taking some time off, I finished my B.S. in Business Administration in July of 2012 at the age of 32! After a bit of fate, I found that I was eligible to sit for the PHR (Professional Human Resource) exam before I landed my first HR job (long story, but I passed!). I began my career as a recruiter for Baldwin Filters (Parker Hannifin), and I have been the HR Manager for BC Freightways for the last six years before getting to join the Magnum family! Last summer, I decided that I was just crazy enough to sit for the SPHR (Sr. Professional Human Resources), and I am proud to say that I passed that one as well (I think I'm done with tests!!) In my spare time, my husband and I enjoy gardening, spoiling our nieces and nephews, working on our house. I've even survived a couple half marathons!

Stephanie Medina, SR, HR Coordinator

My name is Stephanie Medina, and I'm originally from the small town of Lexington, NE. In the spring of 2019, I graduated from the University of Nebraska at Kearney with a BS in Business Administration with a double emphasis in Management and Supply Chain Management. I moved to Denver, CO after graduation and have really enjoyed my time out here. I started with BC Freightways as an intern in the Fall of 2018, then I left to finish school. However, I rejoined BC again in August of 2019. My family is the most important thing in my life. They are also my biggest motivation and support system. Some of my hobbies include traveling, reading, going on long hikes, shopping, and being around my loved ones. I am very excited to be part of Magnum's growth and am eager to meet more of the Magnum team!!
P.S. I am a new pup mom to a Goldendoodle, Auro!



Emily Gallington, HR Assistant

Hello, my name is Emily Gallington. I have been In HR with BC Freightways/Brown Transfer as a Human Resources Assistant for about 1 ½ years. I previously worked in a nursing home as a Human Resources Assistant for about 2 ½ years. I have recently started going to college to obtain a degree in Business Administration, and I am also looking into Supply Chain Management to further my career. I have one amazing little boy named Drew. In my free time, depending on the weather, I watch football. I am a die-hard Kansas City Chiefs fan. I also enjoy camping, hanging out with my close-knit group of friends, and simply having fun with my obnoxious 4 soon-to-be 5 year old. I am beyond excited to be able to join the team here at Magnum and cannot wait to see what the future brings!