

BIG BLUE NEWS

LEADERSHIP

A MESSAGE FROM LEADERSHIP

As 2024 comes to a close, we want to reflect on the milestones we've achieved, the challenges we've overcome, and the opportunities ahead for Magnum. Looking forward, we have finalized our 2025 budget and are committed to achieving our goals. As we anticipate another year of milestones, challenges, and opportunities, our focus remains on making informed decisions, staying adaptable, and positioning ourselves to thrive as the economy stabilizes. We are confident in Magnum's ability to navigate these times successfully.

Despite hurdles in 2024, we achieved substantial growth. We expanded our LTL footprint deeper into Wisconsin, adding terminals in Oshkosh and Milwaukee. Our new warehouses in Fargo and Lakeville are finalized and continuing to fill and exceed storage needs for customers. This opportunity to grow was made possible by our diverse service offerings and the expertise, dedication and hard work of our incredible team. Magnum is fortunate to have employees who consistently go above and beyond to serve our valued customers.

We remain on track to meet our five-year strategic goals and are excited about the opportunities to come in 2025. By continuing to work together, embrace innovation, and deliver exceptional value to our customers, the future looks bright for all of us. As we close out 2024, we want to express our deepest gratitude to our employees, customers, and vendors. Thank you for your contributions and dedication every single day. We encourage you to take time this holiday season to relax, celebrate, and enjoy special, meaningful moments with your loved ones. Here's to a successful and rewarding year ahead!

MERRY CHRISTMAS, HAPPY HOLIDAYS AND HAVE A HAPPY, PROSPEROUS NEW YEAR!

From, Wayne Gadberry, Matt Gadberry, David Gadberry, and James Johannesson

HSA CHANGES

HealthEquity

If you have a Health Savings Account (HSA), changes are on the way! Your HSA funds will transition from Further to HealthEquity. Please note a blackout period from 12/23/24 to 1/1/25, during which your HSA account will be unavailable. Be watching your mail for a new HealthEquity Visa debit card.

UPDATE PERSONAL INFORMATION

As we approach the new year, please take a moment to update your personal contact information, including phone numbers, home address, and email address. Accurate information is essential for receiving important notices, tax documents, and emergency communications. To update your details, call HR at 701-561-7044.

G.O.A.L. LEADERSHIP TRAIT

GRATITUDE

Gratitude is a powerful leadership trait that fosters trust, strengthens relationships, and inspires loyalty among team members.

A grateful leader sets the tone for a supportive and engaged workplace, driving both personal and career success. By acknowledging contributions and celebrating achievements, leaders build a culture of positivity and collaboration. Gratitude also demonstrates emotional intelligence, as it reflects a leader's ability to recognize the value of others and show empathy.



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