

YARDS & MILES NEWSLETTER



Sustainable / Safety Oriented / Customer Intimate

March 2008

Vaughn Sturgeon - President & CEO



Well ó that one is finally over.

I know we have talked about it several times, but wow ó what a year. Historic highs in the Canadian dollar made for historic lows in business from many of our customers as they adjusted to the high dollar. Match that with record

fuel prices and you have a year that is best seen from the rear view mirror.

We look forward to 2008 with a sense of ócautious optimismö. Cautious because we still have some serious rough patches to get through as a group, but optimistic that perhaps some of the worst has come (or another way is that maybe we hit bottom and now weöll get a bounce!).

One thing our group will do more of this year is plan. Not just the senior managers, but the supervisors and all em-

ployees as well. In fact, don't be surprised if someone (maybe me) asks you what you think the rest of this year might bring in your area. Please give it some thought.

We will be asking many people to help with this plan. As a growing company, we have taken many chances over the years, and that is a good thing. We have learned though - that good planning helps make you successful as you try new things.

So we are going to try and do quite a bit of planning across

all levels. Look for some signs of that planning over the next few months. Hopefully we can all be more successful and avoid some of the worst that our industries throw at us.

Talk soon.

Celebrating Milestones

- Carole Leger had a baby boy, Yanick
- Rheal Guimond was married in October
- Paul Miller and Sylvie tied the knot
- Terry Squires turns **40** this month
- Reg Richard became a pépère

*If anyone is celebrating a milestone please let us know and we will include it in our next newsletter

Employee Corner

Every year, the Atlantic Provinces Trucking Association picks one driver from the entire region to be named Driver of the Year. This year, that driver was Warren Transport's own Irenée Maillet.

Irenée has been with Warren Transport for fifteen years. In that time he has shown the best of what a driver can be. Irenée has had no preventable accidents, has had a long record of consistent performance and always shows a professional work ethic in every part of his job. His easy going style makes working with him a pleasure, and he truly is a great example of the professional truck driver.

In October of 2007, Irenée was asked to attend the APTA

annual conference in St. John's, Newfoundland to receive his award and be recognized by the leaders of the transport industry in Atlantic Canada.

Irenée took all the celebrations in stride and accepted all of the attention with his trademark quiet good humor.

Warren Transport would like to ask all of our Warren Group family to join us in congratulating Irenée for his outstanding work. Warren Transport is proud to have Irenée, and a good group of other excellent drivers working with us. Irenée Maillet and those like him represent the best

of what a safe and professional driver can be, and what that attitude brings to our business. We are all better off having such an example working with us.

Congratulations again to Irenée Maillet, the APTA Driver of the Year!



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Director Of Finance & Administration

Terry Squires



It was a busy year in 2007 for the finance, administration and safety departments.

New server, new software, new programs and new people. A big thank you goes out to everyone for a job well done.

In 2008 I ask everyone, to look at all the processes you encounter in the run of a day. No matter what we do, there is a process involved. Drivers have a process

for their pre-trip checks on a truck and trailer, mechanics have a process for removing a transmission, and office staff have processes for invoicing, payroll, receivables and the list goes on.

Is there one thing that you may suggest that would better improve these processes? Is there a better way to receive inventory? Is there a better way to fill out and submit daily driver sheets? Is there a better way to store and maintain tools? Is there a better way to print invoices?

Think about it! Talk about it! Let someone know!

The newsletter has come a long way from its start in 2002. Please take time to checkout the "Employee Corner" and the "Faces to Know" sections. This is a great way not only to get to know the Warren Group, but also the people doing the work.

Let us all look forward to 2008 and make it a better and safer year.

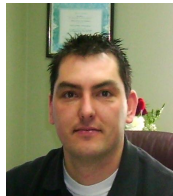
Director Of Construction Services & Materials

Paul Miller

Hello again. As we prepare to plan for 2008 it doesn't take long to realize that already two months have gone and what a two months it has been. We are busy repairing & rebuilding equipment. Our snow team has been out night and day as it has snowed every second day since winter began.

Great job guys!

Some of you may be hearing a new term around the concrete and excavating operations. We have chosen to group the operations that deal with Construction Services and Materials under one umbrella and call it CSM. It will be comprised of Warren Ready Mix,



Gerard Mazerolle Excavating, Snow Removal, Concrete Solutions and Sand & Gravel Operations.

2008 is shaping up to be a busy year. We have customers calling already looking for project pricing for GME and Warren Ready Mix. The provincial government has announced an aggressive road maintenance budget which should result in the sand and gravel operations being busy as usual. There are several projects to be announced in the Moncton area which could result in some work for Concrete Solutions. So we are looking to the rest of the year being very busy.

I would like to encourage everyone to read your newsletter, pass it on, make suggestions for the next one as well as help the C.I.T. or Safety committee by making suggestions or taking part.

I want to congratulate everyone in the CSM operations for surpassing the previous lost time record. We have now passed 500 days. Excellent work!



C.I.T. Committee

People often forget that the special events that we all enjoy with this company are the product of the C.I.T. Last year, the C.I.T. again worked very hard to bring us the Family Fun Day, the Driver Appreciation Days and, of course, the annual Christmas Party.

Last year, the team was headed up by Eleanor Lennox and the committee was made up of Elizabeth, Carole, Kathy and Janice. Each of these people made in-

valuable contributions and our thanks should go out to all of them.

After two years, Eleanor has stepped down and the team is now in the capable hands of Elizabeth, Kathy and Janice. They are doing the hard work of planning all of these events and bringing this newsletter to all of our employees.

Looking forward to 2008, the team is already planning the Family Fun Day as well as the Christmas Party. The news-

letter has been greatly improved in 2007 and 2008 thanks to the work of this team who volunteer their time to do all of these extra things for the rest of us.

If you see them, feel free to thank them; they've earned it. Here's looking forward to another great year of C.I.T. activities!

Director Of Operations Bulk Division

William (Bill) Grace



First let me thank all of you that worked for me in the past year. While 2007 is in the past, it was a huge disappointment in the Chip division. The state of the softwood lumber industry forced many of our customers to slow or stop production. This coupled with skyrocketing fuel prices made for a very tough year.

While 2008 is still plagued by those same

concerns, we are seeing some stronger operating conditions from our customers. The pulp and paper mills that continue to operate seem to have a strong plan to move forward and are expecting the same high quality of service they received from us in the past. One of our challenges for 2008 will be to deliver that level of service at a time when costs are high, this will require an all out effort from all our employees, and together we can make that difference.

On the Western front we have started an operation in Alberta where we supply trucks and drivers for an existing bulk haulage company. This partnership has great potential for growth and we look forward to being a part of that.

We at Warren Transport Ltd. need all our employees to help us improve our level of service to our customers, by working safely and efficiently to keep our costs low and productivity high.

Director Of Operations Longhaul Division

Ruth Wood



Now that 2007 is behind us, we should take a moment to congratulate all of the drivers who did such a great job for us throughout the year. In addition to having a productive year under some tough conditions, we haven't had any major incidents this winter. We all know that this has been a very bad year for weather, so great job and keep up the good work.

As many of you probably know there have been some changes in the office. This can be difficult, and we all want to thank everyone for their cooperation and patience during these changes. There is no doubt that as we move forward, our operations will become even more efficient and we all expect 2008 to be a great year.

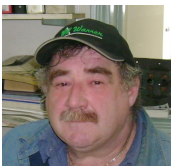
With this in mind, please join me in welcoming the people in these new positions.

Rachel has joined the dispatch team and her contribution has already been a very positive one. Also, Memmé is a new face in the office, taking over the billing responsibilities.

We're all looking forward to 2008, knowing that if we work together, we'll have a great year.

Director Of Operations

Chris Collins



Warren Truck Centre has had another busy year in 2007. I'd like to thank all of the mechanics and staff of the Truck Centre for doing such a great job.

The team in the truck centre continues to work very hard, repairing not only our own vehicles, but a large number of outside customers as well. We con-

tinue to look forward to the challenge of servicing our own trucks while contributing to the business of the entire Warren Group. As a business unit and as a group, I'm sure that we can meet this challenge and have a great year in 2008.

This year, we have employees from Warren Truck Centre working in some new places. Eugene continues to oversee a great deal of the maintenance in our Bathurst location and this is going well. We also

now have two mechanics working with our business partners in Alberta. Andre Roelofs and Sandy Robichaud will now be adding their skills to the operation we already have with TBM. This is an exciting new opportunity for Warren Truck Centre and the Warren Group and we all hope to see it move forward.

The Warren Truck Centre team looks forward to working with everyone in 2008 to have a safe and productive year.

Sean Sturgeon - Safety & Compliance



In the Safety and Compliance corner of the business, 2007 was a pretty good year. While our number of large accidents and incidents was down, our total number of accidents and incidents was up. What this means is that more people were having more small accidents. Invariably, almost all of these were preventable.

If there's going to be a single word to represent where we want to be in 2008 it's this: Awareness.

Everyone in the Warren Group, from the operators to the office staff needs to have a constant

awareness of the risks around them. Being aware of what's going on around you is the first (and best) step to stopping a problem before it starts.

Almost anytime a person has an accident they always wish that they could take back that last slice of time before the bad thing happened. Well, you can, and safety awareness is the key.

If you know what your environment is like, and react in a safe way, your chances of an accident go way down. Whether it's an accident on the highway to a slip-and-fall in the driveway, most incidents can be stopped before they start if you take a moment to look around and decide to slow down, or walk around that patch of ice or do whatever you need to lower your risk.

There is nothing more important than the health and safety of our people. Be aware and be safe. Let's have a great 2008!

Current lost time achievements

Transport Longhaul í í í í ..í .642

Warren Truck Centreí í í í í251

Transport Bulk Divisioní í í í í .90

Warren Ready Mixí í í í í í í .498

As of February 8, 2008

Faces To Know

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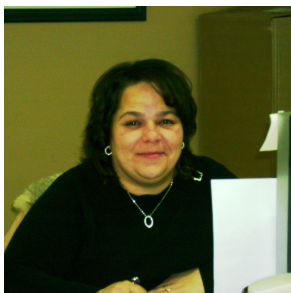
Alban Thibodeau has been working for Warren Ready Mix Ltd. for the past 27 years. During his time off, he likes to spend time with his family.

Warren Group of Companies

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Rexton, NB

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Rachel Robichaud has been working for Warren Transport Ltd. since June 2006. In her spare time, she enjoys scrapbooking.



Nazaire Stewart has been working for Warren Truck Centre (Rexton Shop) since October 2006. In his spare time, he likes to go four wheeling.

