

YARDS & MILES NEWSLETTER



Sustainable / Safety Oriented / Customer Intimate

NOVEMBER 2008

Vaughn Sturgeon-President & CEO



Hello & hope all is well.

Have you been following the news lately? We are having

some interesting times don't you think?

The economy across the globe is undergoing some strange and difficult times. People are using words like "recession" or "slow down" they are talking about layoffs and job losses, or how banks and other financial institutions are making things difficult for people and businesses.

One word I have heard a lot lately is "uncertainty". It's a bit of a strange word. Uncertainty is defined as "being

unsettled or being in doubt", or "being dependent on chance". Not a situation most people want to be in.

Sometimes I have asked people to think in new ways and try to come up with new suggestions to do things in new ways (just like I have before in this newsletter). Not many people take me up on that challenge.

It's understandable when you think about it - people don't like uncertainty. People are wary of change at the best of times, (and not many people are calling these days "the best of times").

Knowing all of this, there is some good news. The Warren Group is in a position to weather these times fairly well. In many ways we have

been here and done that. Those of us with enough grey hair will remember 1981-1983, 1991-1992, and even 2001 as difficult times.

The fact that we have been here before can be very positive. The Warren Group will celebrate its 40th anniversary next year and we work in industries (transportation and construction) that are quite used to such cycles.

We look forward to celebrating our 40th anniversary, knowing that we are also well positioned for the next 40 years as well. We hope you can take some security in knowing you work for a business that has been through this before - we have taken tough times on before and we are ready to take them on again.

I'd like to close by saying I hope you and your families take some time to enjoy this fall and the coming holidays.

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Milestones

Wobbo & Camillia celebrated their 40th wedding anniversary on November 16, 2008

Wobbo became a grandfather for the second time to a baby girl Emma Grace Hughes born September 22, 2008 weighing 9lb 2oz

Alban Thibodeau also became a grandfather to a baby boy Alex Caissie weighing 6lb 10oz born October 7, 2008

Sean Wiley and Michelle had baby girl Ashlyn Clare weighing 7lb 10oz born October 14, 2008

Lisa Daigle in Accounts Payable ran a 10k and Kathy Fullerton in Accounts Receivable ran a 5k on October 19, 2008 for the Kent Centre Prevention of Family Violence

Congratulations to all!

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

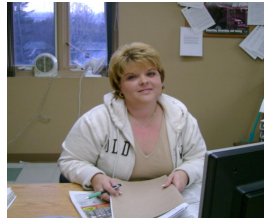
Employee Corner

Stephanie Hebert is a General Freight dispatcher for Warren Transport, also working closely with our Rapid Relay Division.

Stephanie joined The Warren Group approximately ten years ago in a billing & payroll capacity for Warren Transport. After about six years, she advanced to dispatching and also has been working with Rapid Relay ever since.

St. Charles is where Step-

nie resides with her husband of 13 years, Aurele and their two children. Her youngest child is her son Kyle who is



currently 15 years old. You may have seen him around

cutting the lawns for us in Rexton over the summer. Her daughter Kayla is 17, and will be graduating from high school this coming June.

When she is not at work, Stephanie enjoys curling up with a good book, and of course, spending quality time with her loving family. She celebrated her daughter Kayla's birthday on November 2 with family and friends.

C.I.T. Committee

The C.I.T. has been hard at work over the past few months with organizing and carrying out several events. From special days, to firing up the BBQ, the committee has put their all into making each occasion a success. Of course, much of that success is due to the tremendous amount of support that everyone has provided us with.

On August 8, 2008 some friendly competition took place with the BBQ Challenge as CSM participated. This event turned out to be incredibly successful, and a \$100 gift certificate in



Landscaping products was won by Maurice Arseneault, who ended up taking away patio

blocks.

The 4th Annual Drivers' Appreciation Day was held on September 18 and 19. The appetizing BBQ reeled in a great crowd. There were also various prizes drawn for each of Warren's drivers.

“Rain, rain, go away” is what we were thinking on Saturday September 27, 2008. The Family Fun Day, which was supposed to be held on this date, was cancelled due to the weather. Although we were not able to have fun-filled activities for everyone to take part in, we were still able to give out some fantastic prizes.

The following is a list of the winners:

Door Prize: Sheena Sturgeon

Movie Night: David McKay

Eleanor Lennox

Jason R. Whynt

Bernard Chamberlain

Jean-Marc Leblanc

Stuart Coombs

Doreen Deschamps

Eric Pinet

Allan Forbes

Free Movie Rental: Lee Pinette

Desire Thibodeau

Jeff Parkhill

Rachel Robichaud

Elizabeth Warren

Leonard O'Brien

Paul Miller

Pizza Delight Gift Certificate:

Elie Allain

Subway Gift Certificate:

Grant Campbell

Kurt Kleinmann

That time of year is coming again! Sparkling lights, glistening snow, and of course, a glass or two of eggnog! Be sure to get dressed up in your finest and prepare to celebrate because our annual Christmas Party is taking place on

December 6, 2008 at the Lions Hall. Each year, the CIT puts all their effort into making the evening festive, entertaining, and an event that no one should miss!

Thanks again for the support you have given us, and we hope to see you all decked out at the Christmas Party!



Joint Health & Safety Committee News

Our Joint Health & Safety Committees (JHSC) continue to hold regular monthly meetings.

We would like to take this opportunity to congratulate all of the staff in our CSM division. They have reached a milestone by achieving two full years of days worked without a lost time incident. Considering the type of work, and the environments in which they operate, this is indeed a remarkable achievement! Well done to all in-



involved!

With the approach of winter, your JHSC would like to remind everyone to take a little more time, and a little more care, both at work and at home. Winter's wet and icy conditions can be dangerous and everyone needs to take the right precautions. A few important actions can make a big difference to everyone's safety. Snow and ice can contribute to an increased risk of trips and falls, as well as additional challenges while driving. Let's all have a safe winter!

If you have any safety related concerns, you should approach any member of your JHSC.



Get a Grip on Driving Safe This Winter

Don't let old Jack Frost get the best of you this winter! Here are some helpful hints on how to increase your road safety for when the ice and snow arrive this season.

- * Winter tires are a key element to safe driving. They provide better traction for those slippery roads, and remember - all four wheels should be replaced with the same type of tire.
- * Before heading out on the road, clear all of the snow off of your windshield, lights, windows and even the roof. Besides being a

safety hazard, the excess weight increases fuel consumption, and with the price of gas these days, we can all benefit from saving in every little way.

- * We should always hope for the best, but prepare for the worst. Safety kits are very important to have in your vehicle, especially when there is cold weather to drive in.

Some items to include are:

- Jumper cables
- Antifreeze

- Windshield washer
- Salt & sand
- Snow brush & ice scraper
- Flashlight
- Matches & candles
- Flares
- Extra clothing
- Blanket



- Energy bars, or other storable food items
- A car cell phone charger is also an important item to keep in your vehicle to ensure your cell always has battery life.

Workplace Safety

Let's Make a Safer Workplace.

Every year, across the Warren Group, we have a number of personal injuries and even one is too many. Every year, someone that we all work with gets hurt. As a result, someone we all know will earn less money, suffer through an injury and lose quality of life.

In some cases, this person may be unable to return to normal work for months or even years. On top of this, the Company loses money in the form of higher rates paid to Worker's Compensation and

other costs that happen whenever someone gets hurt.

These injuries DO NOT need to happen. We can prevent them.

Workplace safety is all about good habits and bad habits. Good habits are when we pay close attention to what's going on around us and don't take personal risks. Bad habits are when we don't ask ourselves if what we're about to do is a good idea.

More than anything else, the first step to avoiding injuries and near misses is to

simply be aware of the risk. Be aware of ice, mud and water when you walk. Be aware of people and equipment that are in your area. If you do notice something, don't keep it to yourself - tell your immediate supervisor or a member of our Safety Committee.

It's a pretty simple thing to help make the workplace safer - we just need to do it.



Sean Sturgeon - Safety & Compliance



Winter : It'll Be Back Again This Year.

The first Europeans came to North America over 500 years ago and it seems that every year since then, there has been a winter. What's more amazing is that winter not only comes every year, but it usually starts at more or less the same time. Without fail, we and all of our ancestors have woken up on a day in November or December and noticed that winter had shown up again. Surprise!

Despite the centuries of tradition where winter happens at basically the same time, there are always a few of us who let winter sneak up on us. Maybe we forgot about last year when it snowed three thousand times in four months and we all had snow banks the size of school buses at the ends of our driveways.

This year, we should all try and not be surprised when there is winter in the Maritimes.

Almost every year, we have a serious accident on the road because of early winter conditions. This really shouldn't happen.

The time to start changing your habits for winter is right now. Be ready for winter by being ready before winter starts. The nights and the mornings are already getting cold and frost has popped up more than a few times. By the time you read this, it may already have snowed a little.

Slow down now & don't wait for the slick roads and poor visibility. Check your equipment now & don't wait for the first freezing rain.

Winter will be here and you've been warned. Spread it around.

Current lost time achievements

Transport Longhaul	910
Warren Truck Centre	49
Transport Bulk Division	80
Warren Ready Mix	756

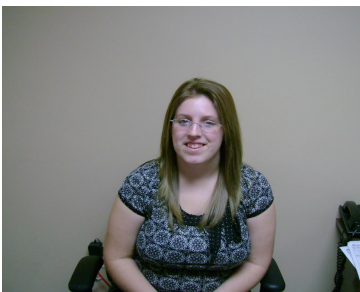
As of October 31, 2008

Faces To Know

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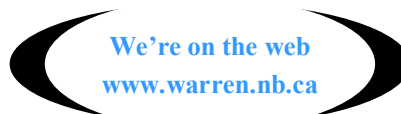
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Andre Hebert has been working for CSM (Gerard Mazerolle Enterprise Div.) since May 5, 2003. He likes to go fishing and hunting in his spare time.



Sophie Cormier began working for Warren Transport January 7, 2008. She does billing for the chip division. On the weekends, she likes to go camping.



Memme Richard has been working for Warren Transport since January 22, 2008. In her spare time, she enjoys doing cross-stitch.