

Universal Summer Family Event – Celebrating 75 Years!



On Saturday, July 13th, we returned to Bruce's Mill Conservation Area in Stouffville for our annual Summer Family Event. This year, the Events Committee pulled together an afternoon of fun in the sun to celebrate Universal Logistics' 75th anniversary, with over **170** Universal employees and their family members in attendance!

The sun was cranked up on high for our festivities, starting with a delicious lunch from *Fire It Up BBQ Catering* and then delicious Ice Cream Truck treats to cool off. We brought back the Jungle Fun Combo for the kids, and anyone larger than a small child was able to enjoy some bouncing time in the inflatable obstacle course. This year saw the return of the Zorb Ball Race, with no casualties, as **Andrew Doick** was banned from partaking (at least alongside **Michael Glionna**).

Guests also had fun shooting hoops at the Basketball: Hoop Zone and photo shoots at the Magic Mirror photo booth. Unfortunately, we were unable to get the tattoo artist to our event due to an accident on the way over, but attendees weren't short of fun, that's for sure!



After lunch and some fun, the Events Committee handed out the 75th Anniversary Gift Bags containing: The 75th Anniversary Commemorative Half-Zip Pullover; a Dojin Double Decker Bento Box emblazoned with the 75-year logo; a nifty little Universal Logistics flashlight (*to help you find your way and...take the right route*); treats; and an extra something for the extra little ones, extra-large bubble wands and extra-large sidewalk chalk!

The Summer Family Event saw another successful year, and it was another perfect way to celebrate this amazing 75-year milestone for Universal Logistics. Unbeknownst to the rest of us, it was apparently actually (according to Sharon Fong's daughter, Morrigan Tucci) a Potty Party to celebrate one toddler's bathroom milestone.

>> [Click here to see more photos and videos from the event!](#) <<

>> [Click here to see some of the great shots from the photobooth!](#) <<

If you find any photo of yourself that you would like removed, please advise Administration

Summerlicious Ice Cream Daze



Our first Summerlicious Ice Cream day kicked off on June 18th. Head Office saw Mike the Ice Cream Guy return in his truck for a much-needed cold treat. Everyone was able to order their frozen desserts at the window as if we chased the truck down the street ourselves! Nostalgic for those who remember those days, but delightful for everyone alike.



The Toronto Airport office shared some great photos from their *Summerlicious* Ice Cream Day where the team got to pile it on and customize their own frozen feasts.

If the smiles are anything to go by, this initiative continues to be a tasty success!

If you find any photo of yourself that you would like removed, please advise Administration

2024 Spirit Days at Universal

As part of our *2024 Employee Education & Engagement Program*, on July 22nd, the LEAD Team announced our **2024 Spirit Days** schedule.

This year, we are dedicating days to Team-Building events and activities related to enhancing our workplace culture, our business practices and our client service. Our *Spirit Days* will help foster a spirit of continuous improvement, strengthen our company culture, develop better working habits while adding a bit of fun to our workplace.

Please mark your calendars for the upcoming 2024 Spirit Days.

Summer Olympics Day – July

With the Paris Summer Olympics running July 26th to August 11th, employees are encouraged to show your passion for your home country by wearing your country's colours, bring in an item related to your favourite Olympic sport, or decorate your office cubicle with an Olympic theme. Your decorated cubicle can stay for the duration of the Games, so your country has your support until the end of the Games! We will cast votes for the most passionate supporters, with the winners receiving \$25.00 gift cards.

Crazy Hat/Crazy Hair Day – September

On this day employees are encouraged to go wild. Wear a crazy hat or get creative with your hair – tease it, spike it, wear it how you like it!

Here are a few ideas to get you started: Wear a wacky hat, go crazy with the hairspray and gel, accessorize your 'do' with something quirky or unusual. We will cast votes for the wackiest hat and craziest hair, with the winners receiving \$25.00 gift cards.

Halloween Costume and Workstation Contest – October

Dress up in your most creative or spooky costume or decorate your workstation. We will cast votes for the most creative costume and workstation, with winners receiving \$25.00 gift cards.

Hockey Helps the Homeless – October/November

This October/November, Universal will once again support the Hockey Helps the Homeless initiative. As we've done in the past, we will kick off this year's campaign with a Lunch 'N Learn launch event on a date to be announced later.

Ugly Christmas Sweater/Decorate Your Workstation Day – December

Wear your favourite ugly Christmas sweater and decorate your workstation for the holidays. We will cast votes for the ugliest sweater and most festive workstation, with the winners receiving \$25.00 gift cards.

For our **U.S. Offices and Branch Office locations**, when we announce each of our events, we will provide additional instructions regarding your participation, including how you can submit photos to show off your spirit!

Stay tuned! We will be sending email reminders as it gets closer to each of our *Spirit Days*.

SpeakUP



...Listen, Learn, Lead

At Universal, we always encourage our employees to SpeakUP! Here is how we were able to land a Canadian customs brokerage client, thanks to **Alice Yan** of our *Ocean Services* team "speaking up", and the quick work by **Wendy Nigro** of our *Client Relations* team "following up"

On June 11th, Alice submitted a *SpeakUP* report regarding our freight client, *Mobler Online*. Alice advised that *Mobler's* current customs broker, *ALB Inc.* had been sold to *Eurofret Canada*. We had approached *Mobler* in the past in regard to our Canadian customs brokerage service, however, they were reluctant to switch their business due to their long-standing relationship with the people at *ALB*.

On June 12th, with the information provided by Alice, Wendy took the opportunity to contact Steven Ewald of *Mobler* to discuss our Canadian customs brokerage service. Steven said he had committed to using *Eurofret*, given that former *ALB* employees were staying with *Eurofret* and would continue handling his business.

In a subsequent email to Wendy, on June 19th, Steven mentioned that the *ALB* employees were no longer handling their business and there had been some service issues with *Eurofret*, specifically with the classification of goods. These issues led to Wendy having a discussion on database management and how our *Client Tariff Resume* can help avoid these types of product classification issues. *Mobler* then signed the GAA and we officially added another Canadian brokerage client.

This is a great example of what can happen when we *SpeakUP!*

The One Year Anniversary of the P.G. Stair

Collective Contributor: *William Sanchez & Alice Yan*



(Chilly Boardroom; Tuesday, July 16th – 12:30 p.m. to 2:00 p.m.) The P.G. Stair Collective was first formed around early July 2023, and on July 16, 2024, they celebrated their One Year Anniversary at Head Office. On that same day, they also announced that the team is now international, because in attendance were not only the Head Office members, but also the representative of our Cleveland Office Walking Club – **Kathleen Pope**.



William Sanchez (aka Stair Master, aka the Stair Messiah), **Mariana Minero**, and **Alice Yan** hosted this Anniversary event in the new boardroom (aka the cold room, or any variation of this name). After welcoming all members and guests, they shared some feedback from Shift Your Mind, as this initiative happens to match some of their ideas and suggestions regarding improving our mental health. Keith Jarvis from Shift Your Mind advised that ***“the story of your stairclimbing team is a great one and we are hoping to use the growth of the UL stair team as a success story to share with other clients.”***

The highlight of this event was the presentation of the annual awards. The **MVP** of the year goes to **Janice Illkay** who is not only the eldest member in the team but also has the highest attendance record! The award for the youngest member belongs to the soon-to-be-born Baby Oliveira, son of **Keitty Oliveira**, who got his very own *P.G. Stair Collective uniform*.



Additionally, **Michael Glionna** gave a warm speech on behalf of all the guests, expressing his moral support for the team and praising them for their perseverance throughout the year. Hopefully, the *P.G. Stair Collective* and *Cleveland Office Walking Club* will both celebrate more anniversaries and continue to inspire our colleagues to be more mindful of their physical and mental health in the office.

Something's Brewing

Contributor: Alice Yan

Bonjour, Olympics! – Inspiring Facts about the Olympics

1. Interesting Historical Facts About the Olympics

- The first Olympic Games took place in 776BC – the original Olympics began as part of an Ancient Greek festival, which celebrated Zeus, the Greek God of sky and weather. It lasted for up to six months, and included games like wrestling, boxing, long jump, javelin, discus and chariot racing.
- Athletes in the ancient Olympic Games competed in the nude. It started in 720BC after an Olympic athlete, Orsippus of Megara, was competing in the 185m run, when his loincloth slipped off. Sprinting on, Orsippus won the race. His triumphant example stuck. After that, nude athletic competition, often emphasized through the liberal anointment of olive oil, became all the rage in Greece, seen as the ultimate tribute to Zeus.
- The first modern Olympics took place in Athens, Greece, and have since been hosted by 23 countries.
- In the ancient Olympics, winners received an olive wreath. Gold, silver, and bronze medals were only introduced in 1904.



2. Canada and the Olympics

- Team Canada earned its most medals in a year during the 1984 Summer Olympics in Los Angeles, USA with 44 medals (10 gold, 18 silver, 16 bronze). By comparison, Canada only earned one silver medal during the 1960 Summer Olympics in Rome, Italy.
- Canada's best summer Olympic sport is athletics, which includes running, hurdles, long jump, high jump, decathlon and other track-and-field events. On the other hand, Canada's weakest summer Olympic sports are equestrian dressage, equestrian eventing, beach volleyball and rugby. Team Canada has earned one bronze medal in each of those events since 1900.
- During the 2012 Summer Games in London, England, Canadian Ian Millar (Equestrian) set a world record for the highest number of Olympic appearances when he competed for a 10th



3. USA and the Olympics

- The United States is the country that has won the most Olympic medals. In all the years of modern Olympic competition, they have won a total of 2,960 medals, including the most gold, silver, and bronze medals.
- The 1960 Rome Games were the first televised Olympics in the United States. CBS was the first to broadcast the Olympics, bringing the Games into the homes of Americans.
- The only country to host the Summer Olympics four times is the United States.
 - Louis, Missouri (1904)
 - Los Angeles, California (1932 & 1984)
 - Atlanta, Georgia (1996)
 - Los Angeles will host the Summer Games for the third time in 2028



4. 2024 Paris Olympics (July 26 to August 11)

- The Opening Ceremony of the 2024 Olympic Games will be bold, original and unique with several firsts, on July 26, 2024.
 - For the first time in the history of the Olympic Summer Games, the Opening Ceremony will not take place in a stadium.
 - It will be the first time that the Opening Ceremony is set to be held on the river Seine.
 - Free admission for spectators of the Opening Ceremony, from residents all over France to visitors from around the world.
 - The Opening Ceremony for the Olympic Games Paris 2024 will be the largest in Games history.
- The Olympic Rings were mounted on the Eiffel Tower.
- The surfing events at the 2024 Paris Olympics will take place in Tahiti – this will be the farthest Olympic event ever held from the host city.
- Breaking, aka breakdancing, will be an Olympic sport in 2024.



Question: In the long history of Olympic sports, many sports have been quietly eliminated over the years. Which of the following sports was once an Olympic sport but has disappeared?

- A. Tug of War
- B. Cycling BMX
- C. Live Pigeon Shooting
- D. Plunge for Distance
- E. A, C, D
- F. All of the Above

Click on the question above, submit your answer to Sharon, and you're eligible to win!

Submission deadline

Friday, August 2nd (Noon)

Prize

\$25 Tim Hortons, Starbucks or Amazon gift card for the 2 winners

(If more than two contestants have the right answer, we will pick the winning names out of a hat)



Kudos (Noun) – Praise & honour received for an achievement

Kudos Corner is a forum where Universal employees can recognize the efforts of their co-workers. Bring forward candidates for *Kudos Corner* at your next Team Meeting or simply drop your Manager a line whenever you feel someone's efforts should be recognized in *Universal & You*.

For this issue we received the following entries from **Vincent Kwong** of our Ocean Services team:

*"**Alice Yan** of our Ocean Services team at Head Office has been handling shipper controlled routed cargo from our agent Atlas Forwarding in Spain, since September 2023. With decent volume destined to multiple consignees, Alice has successfully identified these consignees as potential business opportunities. A very detailed list was then prepared by Alice and sent to **Mark Glionna** to review. With the list (that included all contacts, volume details, broker info etc.), our Business Development team then reached out to these consignees to uncover business opportunities. Thanks to Alice's efforts, we were able to secure a trial shipment for consignee Noram Glass, and at the same time, a brokerage deal & freight rate presentation were provided to another potential prospect, BMG Glass, with the hope of gaining this business as well. This is a classic example of how important feedback and information from individuals actually involved in a shipment is, and what an impact it can make when shared... Great work Alice!!!!"*

“Multiple Head Office Ocean Services team members were on vacation during various points in May, which can be tough to manage. Thanks to the assistance of **Bowen Zhu of our Ocean Services team at Head Office**, I was able to oversee multiple desks concurrently while staying on top of my own duties. Bowen was able to accomplish this while also having to deal with the volume at his own desk, which is no easy task. Aside from that, he has always been willing to take on new challenges or different lanes of cargo, including recently taking over one of the most complex lanes of cargo, the Italian ocean import consolidation, without much guidance from me, which is quite impressive. It is no doubt that Bowen has been a great addition to the team since he joined, exemplified by his willingness to take on any challenge presented to him.”

Book Buzz

Contributor: *Barbara Mulatinho*

Author Spotlight: Katherine Center

Katherine Center “the reigning queen of comfort reads” is a New York Times bestselling author of eleven novels, including *The Bodyguard*, *Hello Stranger*, and her summer 2024 book, *The Rom-Commers*.

Her books have made countless Best-Of lists—at *Audible*, *BookBub*, and *Book of the Month*, as well as *Goodreads’ Best Books of the Year*, and *Amazon’s* yearly Top 100 books.



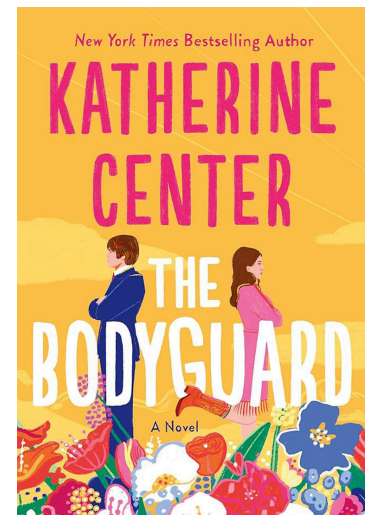
Katherine Center

The Rom-Commers

She’s got his back. He’s got her heart.

Hannah Brooks looks more like a kindergarten teacher than somebody who could kill you with her bare hands. But the truth is, she’s an elite bodyguard and she’s just been hired to protect superstar actor Jack Stapleton from his stalker.

When Jack’s mom gets sick, he comes home to the family’s Texas ranch to help out. Only one catch: He doesn’t want his family to know about his stalker. Or the bodyguard thing. And so, Hannah finds herself pretending to be Jack’s girlfriend as a cover. Protecting Jack should be easy. But protecting her own heart? That’s the hardest thing she’s ever done...



The Bodyguard

Hello Stranger

Love isn't blind, it's just a little blurry.

Sadie Montgomery never saw what was coming... Literally! One minute she's celebrating the biggest achievement of her life, the next, she's lying in a hospital bed diagnosed with a "probably temporary" condition known as face blindness. She can see, but every face she looks at is now a jumbled puzzle of disconnected features. But, as she struggles to cope with her new reality, she falls into not one man, but two very different ones.

The timing couldn't be worse. Perceiving anything clearly right now seems impossible. Even though there are things we can only find when we aren't looking. And there are people who show up when we least expect them. And there are always, always other ways of seeing.



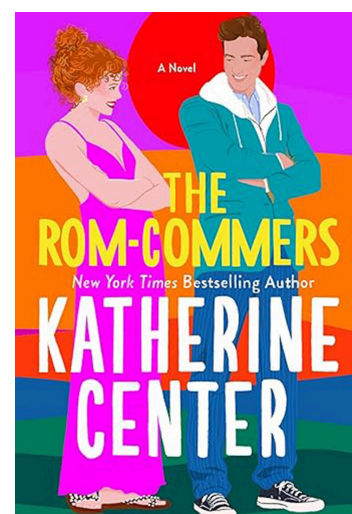
Hello Stranger

The Rom-Commers

She's rewriting his love story. But can she rewrite her own?

Emma Wheeler desperately longs to be a screenwriter. She's spent her life studying and writing romantic comedies, but she's also been the sole caretaker for her kind-hearted dad. Now, when she gets a chance to re-write a script for famous screenwriter Charlie Yates, it's a break too big to pass up. Emma moves to L.A. for six weeks for the writing gig of a lifetime. But what is it they say? Don't meet your heroes?

Charlie Yates doesn't want to write with anyone. Worse, the romantic comedy he's written is so terrible it might actually bring on the apocalypse. Plus! He doesn't even care about the script. Oh, and he thinks love is an emotional Ponzi scheme. But Emma's not going down without a fight. She will stand up for herself, for rom-coms, and for love itself.



The Rom-Commers

Culture and Entertainment

Contributor: Barbara Mulatinho

Comedy Mystery Series

If you think solving crimes is all about grim faces and dark alleys, think again. The funniest detective shows of all time seamlessly blend sleuthing with humor, proving that a little laughter is indeed the best remedy—even when dealing with the murkiest of mysteries. These series have cracked the code on combining wit with whodunits, creating a beloved niche that captivates audiences who love a good puzzle as much as they appreciate a hearty chuckle.

I've listed 2 of my favorite series of this genre below. Enjoy!

Psych stars *James Roday* as Shawn Spencer, a young crime consultant for the Santa Barbara Police Department whose heightened observational skills and impressive eidetic memory allow him to convince people that he solves cases with psychic abilities, and *Dulé Hill* as Shawn’s intelligent best friend and reluctant partner Burton “Gus” Guster.

Psych is great when it leans into comedy and pop-culture homages like the *Clue* episode (*Season 7, Episode 5*), the *Friday the 13th* episode (*Season 3, Episode 15*), and the *Bachelor*-inspired episode (*Season 6, Episode 12*), but it’s incredible when it isn’t afraid to go to the darker places of the detective genre. The more serious episodes such as the Yin/Yang trilogy (*Season 3, Episode 16; Season 4, Episode 16; Season 5, Episode 16*) and Santabarbaratown parts 1 & 2 (*Season 6, Episode 16; Season 7, Episode 1*) pave the way for some really great character development in the aftermath, and proves that the show can take itself seriously when it wants to. We get to see that Shawn and Gus are more than just goofballs that happen to also be good at solving crimes – they’re damn good detectives.



Psych – Available on Netflix

Monk follows Adrian Monk (*Tony Shalhoub*), a private detective with obsessive–compulsive disorder and multiple phobias, and his assistants Sharona and Natalie. Monk works with the San Francisco Police Department in solving unconventional cases while investigating his wife’s unsolved murder. While Monk’s personal challenges and compulsions often cause problems and frustration for both himself and those around him, his observational skills and keen attention to detail enable him to solve cases through unconventional means. His 312 phobias include germs, needles, birds, heights, dentists, milk, death, snakes, lightning, mushrooms, crowds and enclosed spaces.

Monk received critical acclaim and awards throughout its run, including eight *Emmy Awards*, one *Golden Globe Award*, and two *Screen Actors Guild Awards*. The final episode held the record for the most-watched scripted cable television drama from 2009 to 2012 (subsequently broken by *The Walking Dead*) with 9.4 million viewers.



Monk – Available on Netflix

Health and Lifestyle

Contributor: Veena Ramesh

Workout Apps



Getting started on working out can be a daunting task. Nowadays, with the advancement of technology, our options have expanded even more – especially following COVID-19 when working out became an outlet for mental health for many.

The question for many, beginner and pro alike, is whether to invest your time (and sometimes money too) into using a fitness app.

With every option there are advantages and disadvantages, which we will explore.

First and foremost, apps are cost-effective and convenient. They offer a broad variety of workouts and ways to easily map out a fitness plan. While variety is good...it can be challenging and overwhelming to navigate as a beginner who might need something more specific. At the end of the day, apps are also only as effective as the user's motivation.

On the other hand, having an in-person physical trainer provides accountability and an interpersonal relationship that understands your specific targets and abilities. A trainer understands how far you can push your limits and can customize plans to best suit you. However, the biggest disadvantage is that it is costly to hire a personal trainer.

Consider your budget and your level of motivation before making a choice for yourself. Apps are a great place to start though, and here are some to explore – keep in mind that subscription-based apps can come with challenges surrounding confidentiality and user-experience.

- 30 Day Fitness Challenge – designed by a pro fitness coach and synchronized with burned calorie data, but unexpected charges have been found and there is a difficult cancellation process
- BetterMe – customized fitness plans around calisthenics, but known for aggressive marketing tactics and high subscription fee
- Nike Training Club – workouts designed by trainers, known for its clear instructions and variety
- Freeletics – personalized bodyweight workouts that adjust as you progress with guided video workouts
- 7 Minute Workout – High-Intensity Interval Training (HIIT) workouts that only take 7 minutes per session
- FitOn – a variety of workouts led by celebrity trainers, free with the option to upgrade to premium
- Yoga for Beginners – beginner-friendly routines with clear instructions on poses and breathing techniques
- Daily Workouts Fitness Trainer – quick workout routines that target specific areas of the body, suitable for all fitness levels with minimal equipment
- SworKit – customizable workouts that allow you to choose length and intensity based on your preferences
- J&J Official 7 Minute Workout – scientifically backed workouts with video and audio guidance, focusing on quick, effective routines (app developed by Johnson & Johnson)

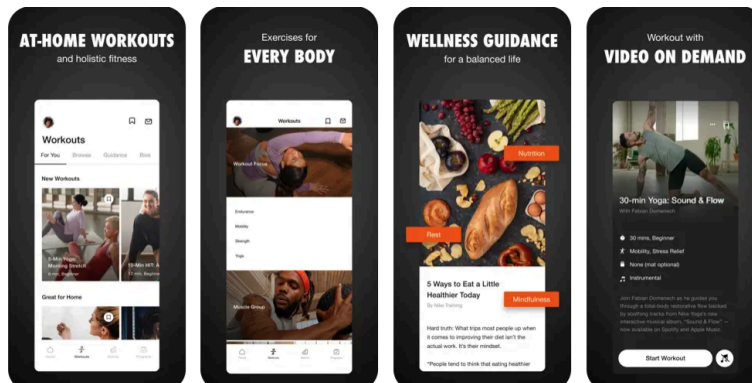
- Fiit – interactive fitness classes with trainers, tracks your progress and adjusts workouts
- Peloton – known primarily for their cycling workouts, they also offer a variety of other choices. With the subscription, you get access to a vast library of options. However, users need to pay close attention to the terms and cancellation policies.
- YouTube – free workout videos with many channels to choose from (Fitness Blender, HAS fit, PopSugar Fitness)

Apps by workout type:

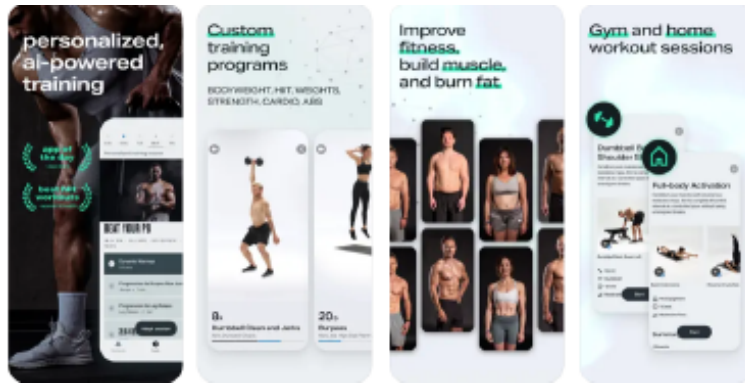
- Bodyweight Exercises – require no equipment and can be done anywhere.
 - Nike Training Club
 - Freeletics
 - BetterMe
 - 30 Day Fitness Challenge
- 7-Minute Workout Apps – quick, effective routines that require minimal time and no equipment
 - 7 Minute Workout
 - J&J Official 7 Minute Workout
- Yoga Apps – not just for flexibility and mobility training, but for relaxation and mindfulness too
 - Yoga for Beginners
 - Daily Yoga
- High-Intensity Interval Training (HIIT) – effective high-intensity workouts to burn a lot of calories in a short period of time
 - Sworkit
 - Fiit
 - 7 Minute Workout
- Running – track your run and get motivation
 - Strava
 - Nike Run Club
- Dance – fun dance-based workouts that are a great cardio option
 - Just Dance Now
 - Zumba Fitness

With so many options now in your purview, here are **my top 5** suggestions to get you started on your well-being journey:

1. Nike Training Club: It is free and offers a wide range of workouts that includes strength training, endurance, yoga and mobility.



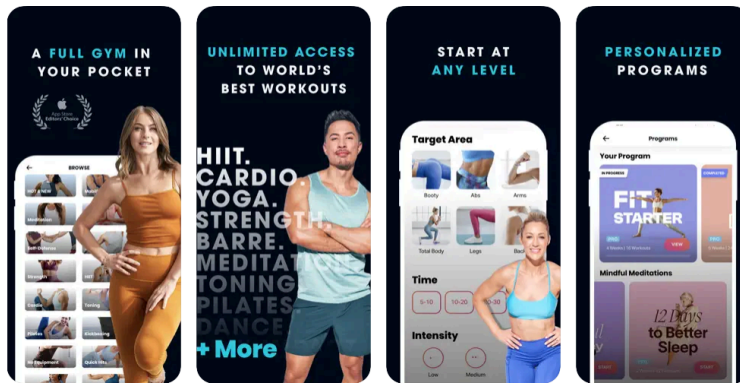
2. **Freeletics:** It is free and provides personalized bodyweight workouts tailored to our fitness level and goals.



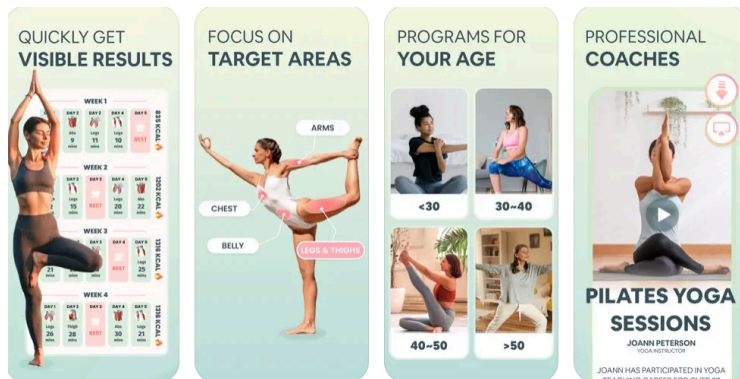
3. **7 Minute Workout:** It is a free app that offers quick, effective workouts that requires less time and no equipment.



4. **FitOn:** It is free and provides a variety of workout classes led by celebrity trainers, including HIIT, yoga, pilates and strength training.



5. **Yoga for Beginners:** It is a free app that includes basic yoga sessions.





IT Corner

Computer, Email & Internet Usage

Universal's PC network is a vital component of the company's success and it is critical that we maintain proper network security. We spend most of our waking hours in front of these PCs/laptops, so it can be tempting to utilize and personalize them like personal devices.

Downloading and installing programs and software is a danger to the network security. There is a myriad of programs available that appear to aid with functionality or productivity, but there are just as many openings for viruses and malware. These risks also come from emails that haven't been filtered to Spam/Junk, and accessing phishing/malicious sites. Examples of this are, but not limited to:

- Internet browser extensions
- Apps
- Instant messaging programs
- Attachments/links from unknown sources
- Unstable websites prone to ads and pop-ups

If you ever have any questions pertaining to programs you come across or general concerns after stumbling upon something questionable on the Internet or in your email, speak with our IT Solutions team or email tickets@universallogistics.ca

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