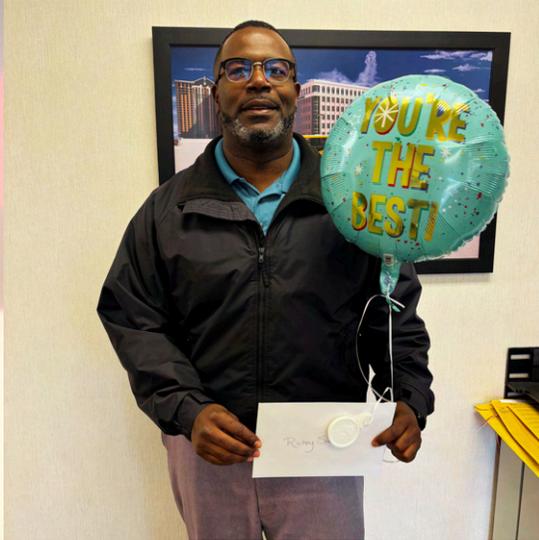


January 2025

MEARS IN MOTION



Rickey S.,
M/C Ops
\$150
Dining
Voucher,
WDW
Swan/Dolphin



Kacey T.,
Call Center/
Dispatch
Stationary
Exercycle



Latasha V.,
Sales
Orlando
Magic
NBA
Ticket
Package



Rueben S.,
M/C Ops
\$200
Visa
Gift Card

Thank you all for another year of fantastic accomplishments. Congratulations to the winners of our 2025 end-of-year Employee Appreciation Grand Prize drawings.

EMPLOYEES OF THE MONTH

JANUARY 2025



JOSE D. M/C OPERATOR

A recipient of numerous 5-Star ratings from guests, Jose sets the standard for upholding our Core Values. He serves as a positive influence on others, has a clean safety record since joining us in 2006, and carries himself with the highest level of professionalism.

JUNE J. CUSTOMER SERVICE AGENT

June eagerly goes above and beyond for our customers, and Lost & Found is her super-power! Since joining Mears in 2006, her attendance remains stellar, she's always thinking of ways to help her colleagues, and she consistently models an enthusiastic attitude.



2024

TOP 15 SAFETY AWARDS

Congratulations to these outstanding Motor Coach Operators who earned the best Safety scores at Mears in 2024:

Andrew R.
Angel L.
Brian D.
Brian M.
David M.
Dennis G.
Diego C. F.
Elvin I.
Francisco O.
Gerardo R.
Hank S.
Hector L.
Jose G.
Thomas K.
Tom M.

SAFETY FIRST!

From our Chief Operating Officer, Rebecca H., “Incredible work, team! Your dedication to safety sets the standard for all of us. Safety isn’t just a Core Value—it’s at the heart of everything we do. You’re leading by example, and we couldn’t be more grateful. Thank you for making safety a key part of every moment.”



Based on Samsara Safe Driving scores, with no chargeable accidents and a minimum of 1,000 hours driving.

NOW OPEN!

Tuesday, January 21
was *Stella Nova Day*
at M/C Operations,
celebrating the opening
of Universal Orlando's
newest resort.

Inspired by the "infinite vastness
of the unknown universe, and the
thrill and wonder of what lies
beyond our world," this property
is located at 4500 Epic Blvd.



Pictured in the
ribbon-cutting
photo is *Erica M.*,
our first driver to
run the route from
Stella Nova to
Citywalk.

Back at base,
festive decorations
adorned our
1724 W. Gore St.
location, with
celebratory
sweet treats for
everyone.



CONGRATULATIONS TO THIS DEDICATED GROUP OF NEWLY-CERTIFIED *MOTOR COACH FIELD TRAINERS* WHO RECENTLY COMPLETED OUR IN-HOUSE TRAIN-THE-TRAINER PROGRAM.

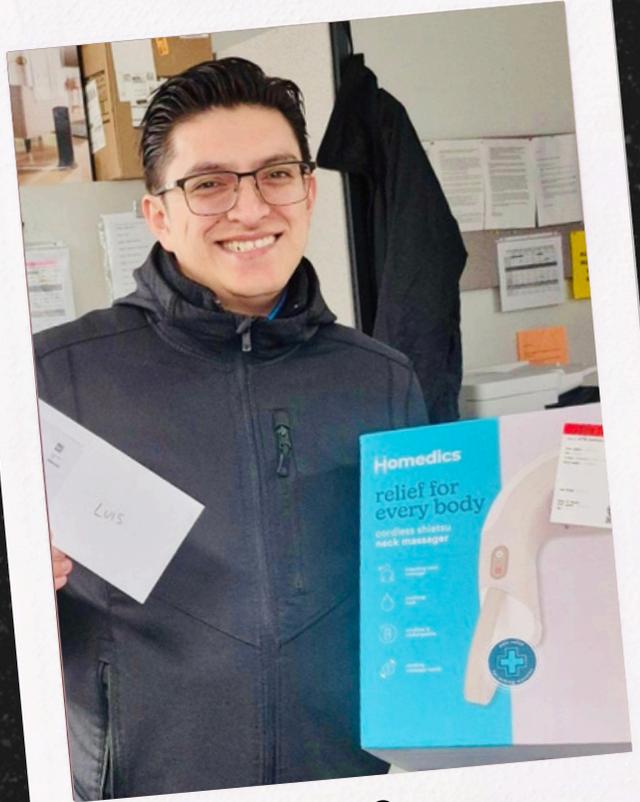
**Dave N.
Eugene S.
Ezekiel S.
Jason M.
JoJo L.
Kay Kay C.**

**Lexi A.
Robert H.
Shelenia N.
Tabatha T.
Trey M.**

AS ROLE MODELS AND PEER COACHES FOR NEW DRIVERS, OUR MOTOR COACH FIELD TRAINERS ARE SELECTED FOR THEIR EXEMPLARY CUSTOMER SERVICE SKILLS, SAFE DRIVING RECORD, ENCOURAGING SPIRIT, INTEGRITY AND ENTHUSIASM ON THE JOB.



**Joseph B.,
M/C Operations
Sharper Image
Powerboost Massager**



**Luis O.,
Mears Connect Airport Ops
Shiatsu Neck Massager**



**Joshua I.,
M/C Maintenance
Homedics Shiatsu
Massage Pillow**

**CONGRATS,
4TH QUARTER
EMPLOYEE
APPRECIATION
PRIZE WINNERS!**



★ ALL ABOARD ★ THE SNOWBALL EXPRESS



DEC. 14

SIGNATURE
FLIGHT



BEST
SHOT

PROGRAM MANAGER AMY T. CAPTURED THESE IMAGES DURING ARRIVALS OF THE GARY SINISE FOUNDATION'S SNOWBALL EXPRESS. THE FOUNDATION HONORS FALLEN U.S. HEROES BY TREATING THEIR SURVIVING FAMILIES TO THE TRIP-OF-A-LIFETIME AT WALT DISNEY WORLD.

SOAR IN '24 DECEMBER AWARDS

**KUDOS TO THESE OUTSTANDING TEAM MEMBERS FOR
THEIR ACCOMPLISHMENTS LAST MONTH!**

EXTRA MILE AWARDS

ELVIS G., MEARS CONNECT

ERIC M., MC OPERATIONS

FRANK B., MEARS CONNECT

FRITZ M., MC MAINTENANCE

JONES J., MC OPERATIONS

TERRENCE M., FIELD OPERATIONS

PILLARS

CHARITA J., FIELD OPERATIONS

ERICKA M., SPECIAL ACCOUNTS

GLENDA T., SPECIAL ACCOUNTS

JORDAN B., SPECIAL ACCOUNTS

JOSE R., FIELD OPERATIONS

SANDRA B., SPECIAL ACCOUNTS

SANDY T., SPECIAL ACCOUNTS

TRUDY M., SPECIAL ACCOUNTS



DECEMBER awards, continued

SAFETY FIRST

**DOUG H., MEARS CONNECT
YARIEL B., MEARS CONNECT**

SUNSHINE

**ANGEL A. L., ACCOUNTING
MARY H., TAXI AIRPORT OPERATIONS
TAKEISHA A., MEARS CONNECT**

BIG BRAIN

RON F., FIELD OPERATIONS

RISING STAR

STAYSHELA C., CALL CENTER



DECEMBER awards, continued

TEAM PLAYERS / BRIDGE BUILDERS

ANDY T., MEARS CONNECT
ANTHONY C. M., MEARS CONNECT
CALEB D., MEARS CONNECT
DAVID S., MC OPERATIONS
DON C., SV OPERATIONS
EDUARDO B., MC OPERATIONS
EXIE S., MC OPERATIONS
JOSE D., MC OPERATIONS
KUEISE L., PREMIUM OPERATIONS
KYLE G., TAXI AIRPORT OPERATIONS
LEVERENZEL B., MC OPERATIONS
LOUIS A., MC OPERATIONS
NELSON M., MC OPERATIONS
OSMAN I., SV OPERATIONS
ROBERT H., MC OPERATIONS
RUEBEN S., MC OPERATIONS
SALIM K., MC OPERATIONS
SAM P., MEARS CONNECT

M1 Call Center Holiday Fun





M4

Accounting

Toy Drive & Window Contest



M8 Community Outreach



L to R:
Steffanie G.,
Lydia C.,
Dan F.,
Janice L.,
Milton D.



Team members from Human Resources and Safety attended the annual Christmas lunch at the Edgewood Children's Ranch. Mears partners with the Roper YMCA each year to bring gifts to the children who live at the Ranch. Edgewood Children's Ranch provides kids and families a safe environment to change their behaviors and the course of their lives. The "cottage life" residential program offers family-style accommodations, emphasizing the development of responsibility, accountability, self-control and faithfulness.

HOLIDAY SPIRIT WEEK

MONDAY DEC 16TH

Christmas Treats

TUESDAY DEC 17TH

Favorite Christmas Socks

WEDNESDAY DEC 18TH

Santa Hat Shenanigans
(Best Santa Hat)

THURSDAY DEC 19TH

Ugly Christmas Sweater

FRIDAY DEC 20TH

Christmas Pot Luck



Bus Ops Holiday Spirit

Simon M. in Scheduling embraced the Christmas spirit, entertaining the Motor Coach Ops team with his festive suit.

EMPLOYEE OF THE MONTH FAQ SHEET

Launched
January 1, 2025

1 Who is eligible for Mears EoM?

To be nominated, employees should:

- Have at least **90 days** employment at Mears
- Be in **good standing** with the company
- Have **zero** documented counseling or disciplinary actions in the past **12 months**
- Have **zero** safety or customer service incidents/complaints in the past **12 months**
- Have **zero** tardies/unexcused absences in the past **6 months**
- Consistently follow company rules, guidelines and protocols in their role

2 What's the nomination process?

Nominations for January of 2025 open on **January 1st**. Each **department manager** will have access to a detailed **online nomination form** that includes questions about the nominated employee's contributions to our collective success.

Major factors include: communication skills, teamwork, ownership, and demonstration of our five Core Values of Respect, Integrity, Safety, Efficiency & Enthusiasm.

Nomination submissions are due from department leaders no later than the **8th** of each month.

3 How are EoM winners chosen?

A maximum of **two** employees will be selected each month: one **driver** and one **non-driver**. The Mears Employee Engagement Team serves as the EoM selection committee, and includes respected leaders throughout the company. This group will meet monthly to review EoM nomination forms and choose up to two winners.

4 What do winners receive?

Each Employee of the Month winner will receive:

- **An exclusive Mears EoM lapel pin**
- **A \$100 gift card**
- **Featured recognition in the Mears in Motion newsletter**

(Other celebrations may vary by department.)

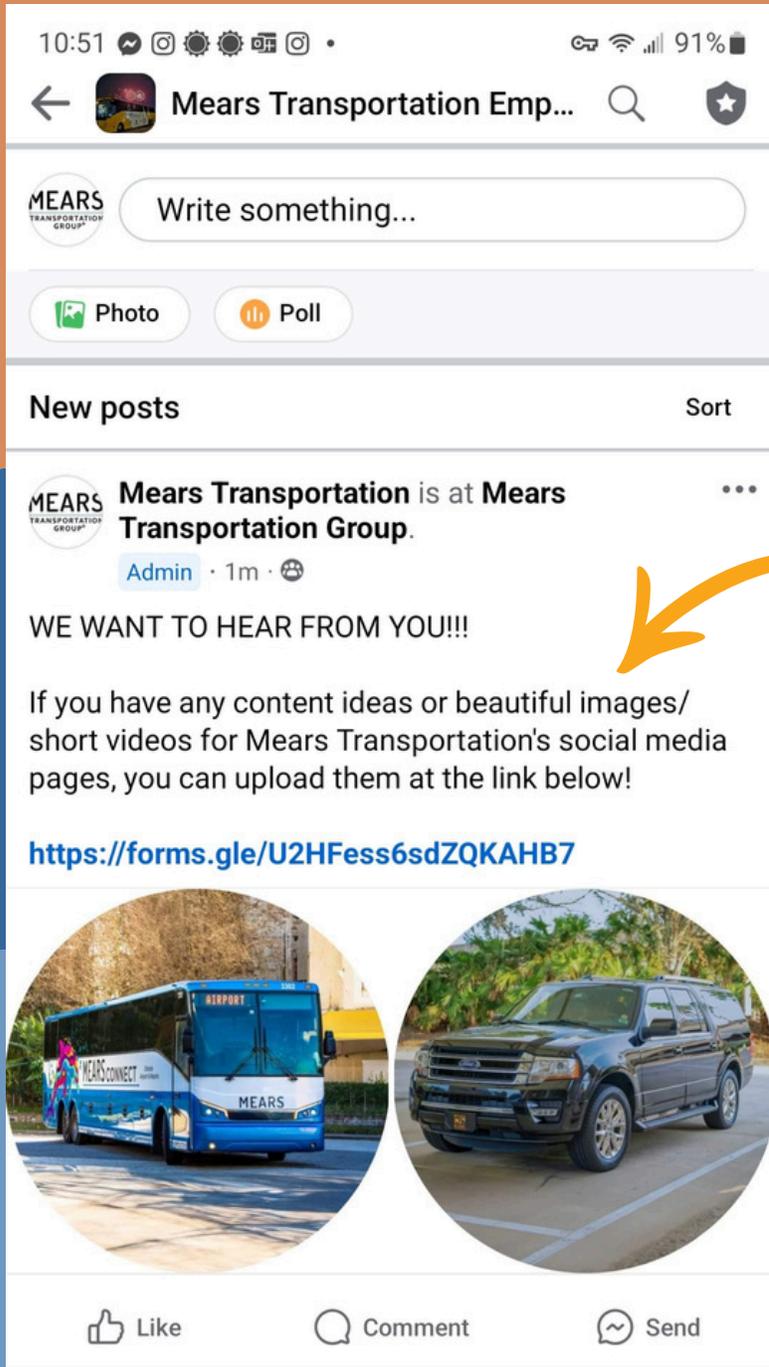
5 Can I nominate myself or a co-worker?

Self-nominations are not possible. However if you would like to suggest a co-worker for consideration, please contact your **department leader** with details about your **fantastic colleague!**

6 How can I learn more?

If you have questions, reach out to your department leader, **or** any of the following: Amy F., Heidi Z., Janis D., Jeff D., Jenny M., Julie J., Keri G., Kim S., Krisztina T., Kueise L., Lydia C., Lynn P., Melissa P., Philip H., Steffanie G.

WE WANT TO HEAR FROM YOU!



Now you have **THREE** ways to submit your ideas for Mears Transportation Group's social media channels:

- Go to the *“Mears Transportation Employees News” Facebook Page* for the link to submit your content
- OR: In your browser, type this address to submit via Google:
<https://forms.gle/oLi1a9dQWE8DQYMr7>
- OR: If you don't have a Facebook or Google account, you can email your photos and short videos to marketing@mears.com

Not all ideas, images or content may be used, but every submission will be considered.

By submitting your content, you release and agree to its unrestricted use by Mears Transportation Group.

Note: Contractual limitations don't allow us to post content featuring our contracted partners' fleets or business, Ex: Universal Orlando, etc.