

December 2025



SCAN ME

# MEARS IN MOTION



## Team Mears,

As we approach the close of another **remarkable year** and celebrate this holiday season, we want to take a moment to express our **heartfelt gratitude** to each of you. Your dedication, professionalism, and commitment to delivering hospitality-driven service have been the **cornerstone** of our **success**.

Every year, we reflect on what we've accomplished together, and this year stands out as truly **exceptional**. We didn't just meet expectations; we **exceeded** them. From the opening of Epic to the addition of new lines of business and extended taxi and luxury service contracts, we've continued to **grow, evolve** and **innovate**.

We opened a **new bus depot** to support our expanding operations, embraced **new engine technologies**, and welcomed hundreds of **new drivers** to help operate the bus fleet. These milestones are a testament to your **hard work** and **adaptability**.

Beyond the numbers and achievements, what truly sets us apart is the spirit of **teamwork** and **resilience** that defines Mears. Together, we've navigated challenges, seized opportunities, and built a foundation for even greater **success in the year ahead**.

As we look forward to 2026, let's carry this **momentum** with us. The future holds **exciting possibilities**, and I am confident that with this **incredible team**, we will continue to lead, innovate, and deliver **exceptional service**.

Thank you for everything you do, every day, for every guest, and for each other. Wishing you and your loved ones a **joyful** holiday season and a **prosperous** New Year!

**Rebecca K. H.**  
President

# Employees of the Month: *Excellence at Work*

## **Marvin V.** *Motor Coach Operator & Field Trainer*

Marvin's co-workers can recall numerous examples of his exceptional willingness to support Mears motor coach operations. He regularly helps avoid service delays by proactively listening to the radio so he can assist. Recently a Universal vehicle needed to be brought back to the shop, and Marvin immediately volunteered to cover the route until the vehicle returned. As a field trainer, Marvin also helps new drivers learn our routes, expectations and procedures in the field. Managers describe him as "setting the example of what a good Mears driver should be." Positive, reliable and conscientious, Marvin exemplifies our core values of Enthusiasm, Efficiency and Safety.



## **Tod H.**



## *Senior I/T Programmer/Analyst*

Tod has contributed to hundreds of projects during his 24 years with Mears. A few of his most recent accomplishments in the past month include automating the emailing of our airport starter logs, creating a month-end snapshot of Epic inventory, and generating a Samsara data transfer. His work extends beyond programming to also assisting with hardware and software upgrades on the AS/400. Diligent and thorough, Tod is enthusiastic about creating systems that have a powerful impact on our business. He handles multiple support calls daily, consistently treating colleagues with courtesy and respect. A true self-starter, Tod is quick to help whenever there's a need, and he takes pride in a job well done. 2

# HOLIDAY HAPPENINGS



Merry Christmas from M4

# M4 Holiday Sweater Contest

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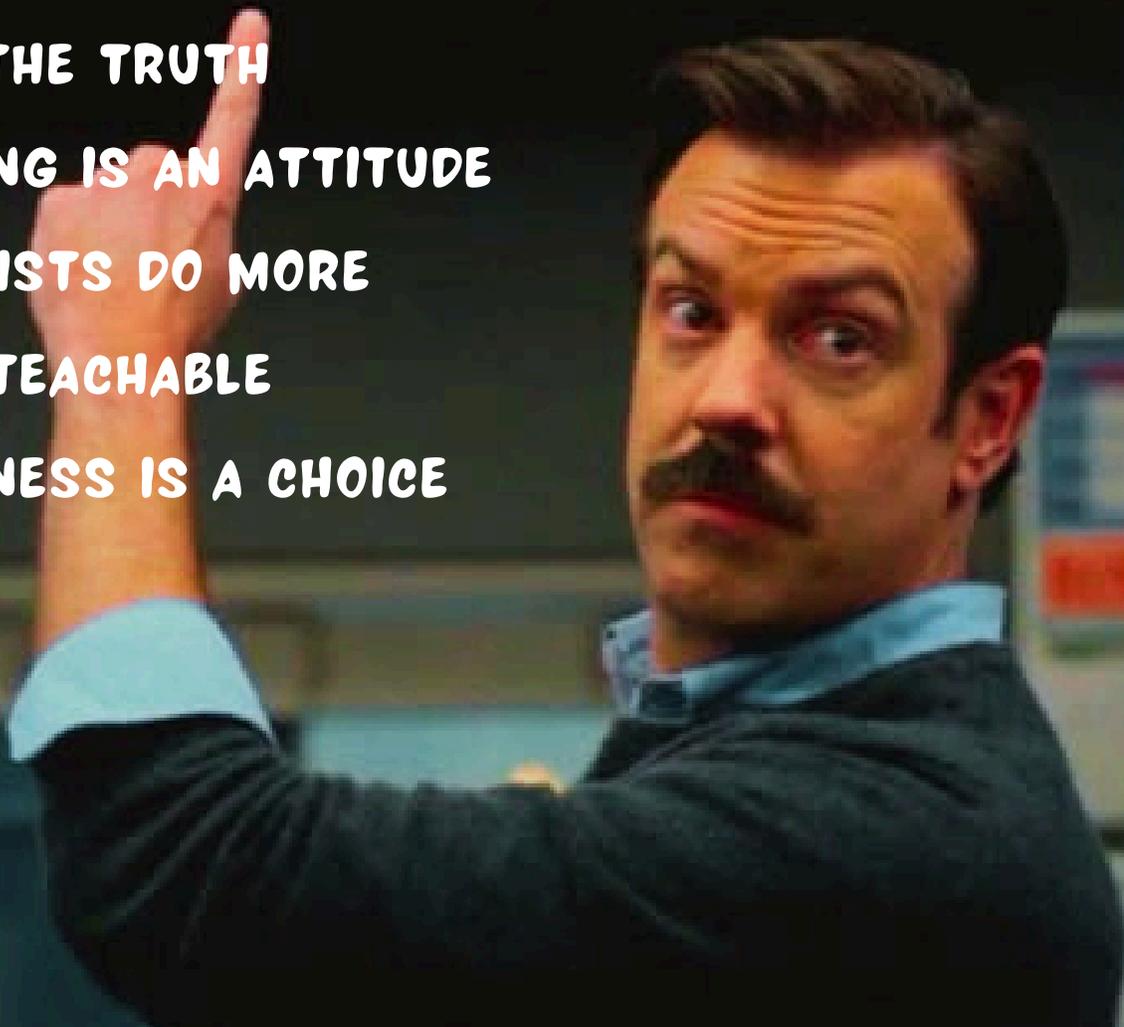
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# IT Development Holiday Decor

# BELIEVE

## 10 TED LASSO LESSONS

1. BELIEVE IN YOURSELF
2. DOING THE RIGHT THING IS NEVER THE WRONG THING
3. ALL PEOPLE ARE DIFFERENT PEOPLE
4. SEE GOOD IN OTHERS
5. COURAGE IS ABOUT BEING WILLING TO TRY
6. TELL THE TRUTH
7. WINNING IS AN ATTITUDE
8. OPTIMISTS DO MORE
9. STAY TEACHABLE
10. HAPPINESS IS A CHOICE



# **THRIVE IN '25**

## **MONTHLY AWARDS**

**KUDOS TO THESE OUTSTANDING TEAM MEMBERS FOR  
THEIR RECENT ACCOMPLISHMENTS!**

### **BIG HEART AWARD**

**DAVID R., M/C OPERATIONS**

### **EXTRA MILE AWARDS**

**ALLISA W., S/V OPERATIONS**

**CHARLIE M., M/C MAINTENANCE**

**CRYSTAL J., ACCOUNTING**

**DELAIN O., MEARS CONNECT**

**DONALD M., M/C OPERATIONS**

**LEVERENZEL B., M/C OPERATIONS**

**LIZ F., MEARS CONNECT**

**MICHAEL P., CALL CENTER/DISPATCH**

**MILTON F., MEARS CONNECT**

**SALIM K., M/C OPERATIONS**

**SYED J., M/C OPERATIONS**

### **NEXT-GEN MENTORS**

**GREGG M., MEARS SELECT**

**MILTON F., MEARS CONNECT**

# **THRIVE IN '25 MONTHLY AWARDS**

## **HAPPY CUSTOMER AWARDS**

**ASHLEIGH A., CALL CENTER  
COBY R., CALL CENTER  
EARLE F., CALL CENTER / DISPATCH  
EDUARDO B., CALL CENTER / DISPATCH  
ERIN L., SALES  
GREG S., MEARS SELECT  
GREGORY R., MEARS SELECT  
HUGH I., MEARS SELECT  
REBEKAH R., CALL CENTER  
VIDHYARTHI D., MEARS SELECT**

## **PILLARS**

**FRANK B., MEARS CONNECT  
LUCY G., MEARS CONNECT  
PHILIP H., MEARS GLOBAL  
RACHEL B., SALES  
TERI D., MEARS SELECT**

## **RISING STARS**

**EDUARDO B., CALL CENTER / DISPATCH  
HUNT L., MEARS CONNECT**

## **PENNYWISE AWARD**

**BEATRIZ M., ACCOUNTING**

# THRIVE IN '25

## MONTHLY AWARDS

### TEAM PLAYERS / BRIDGE BUILDERS

AHMAD I., M/C OPERATIONS

ALBERTO T., M/C OPERATIONS

DAVID D., TAXI OPERATIONS

DEBBIE V., ACCOUNTING

DOUG H., MEARS CONNECT

FRANK B., MEARS CONNECT

GREGORY M., M/C OPERATIONS

JOSE D., M/C OPERATIONS

LOUISMISE P., MEARS CONNECT

MARINA F., MEARS CONNECT

MARVIN V., M/C OPERATIONS

MAX R., M/C OPERATIONS

MICHAEL P., CALL CENTER/DISPATCH

NELSON M., M/C OPERATIONS

RANDY P., M/C OPERATIONS

VIRGINIA V., M/C OPERATIONS

YARIEL B., MEARS CONNECT

YEROMI P., M/C OPERATIONS

# **THRIVE IN '25 MONTHLY AWARDS**

## **SAFETY FIRST AWARDS**

**DAVID R., ACCOUNTING**

**DOUG H., MEARS CONNECT**

**GANSHAM P., MEARS CONNECT**

**MARINA F., MEARS CONNECT**

**MELISSA P., MEARS CONNECT**

**MILTON F., MEARS CONNECT**

**YARIEL B., MEARS CONNECT**

## **SERVICE HEROES**

**KIMBERLEE W., MEARS CONNECT**

**TAKEISHA A., MEARS CONNECT**

## **SUNSHINE AWARDS**

**CRISMARIE P., MEARS CONNECT**

**REBEKAH R., CALL CENTER**

**SAM P., MEARS CONNECT**



**FOURTH  
QUARTER  
LOYALTY CLUB**

**Congratulations to these members of our  
Loyalty Club, celebrating employment  
anniversaries in the Fourth Quarter of 2025.**

**26+ Years**

JANICE L., 37 years  
TONYA D., 37 years  
SANDY T., 35 years  
LYDIA C., 29 years  
RUBEN G., 27 years  
TIM H., 27 years

**21 - 24 Years**

CHRISTOPHER L.  
DENNIS G.  
GERRING H.

**20 Years**

KIMBERLY S.  
MIGUEL C.  
PEGGY N.

**19 - 16 Years**

ANDREW M.  
BEATRIZ M.  
CECIL W.  
HEIDI Z.  
JOSE D.  
JOSE G.  
KENNETH M.  
LARRY V.  
MICHELLE C.  
PATRICK S.  
RICHARD L.  
SOCRATES C.  
WARREN S.

**15 Years**

PHILIP H.  
SIMONE B.

**14 - 11 Years**

ALEXIS R.  
DAVID M.  
ERIK H.  
GASTON G.  
HENRY J. A.  
JAIME B. P.  
JESSE H.  
JOHN O.  
JUNIOR R.  
LUIS M.  
MARK L.  
NATASHA S.  
PEDRO G.  
TANAYSHA T.  
WILFRED T.  
ZETHRO S.

# FOURTH QUARTER LOYALTY CLUB

## 10 Years

DAVID M.  
JEAN M.  
IRAN R.  
JAMES L.

## 9 - 6 Years

ALEJANDRO C.  
ALVIN A.  
ALVIN M. III  
DANIEL J.  
DAVID G.  
FRANCIS J.  
HUGH I.  
JACQUELINE W.-M.  
JENNY M.  
MARINA F.  
PAUL C.  
WILLIAM F.

## 5 Years

JOSHUA I.

## 4 - 2 Years

ANDREW G.  
ANTONIO F.  
CATHLEYA V.  
CENALIO B.  
CHASITY G.  
CORY D.  
DANIEL E.  
DANITA C.  
DELAIN O.  
EARLE F.  
EDDIE B.  
ELIES T.  
ETHAN N.  
FRANCISCO O.  
GARY P.  
GERARDO R.  
GUSTAVO G.  
JAVIER R.  
JENNIFER S.  
JEREMIAH W.  
JEREMY S.

## 4 - 2 Years

Continued...

JOSEPH T.  
JUSTIN L.  
KACEY T.  
KIARA L.  
LOUIS A.  
MELISSA P.  
PAM I.  
PRESTON C.  
RAFAEL S.  
RAMASHEWAR R.  
RENEE M.  
RICARDO P.  
ROBERT H.  
SAMUEL P.  
STEVEN K.  
TYANNA M.  
VALERIE J.  
WILLIAM B.

# **FOURTH QUARTER LOYALTY CLUB**

## **1 Year**

<b>ALEXIS H.</b>	<b>MADISON M.</b>
<b>ALFREDO N.</b>	<b>MAKINDLIE B.</b>
<b>AUSTIN F.</b>	<b>MATTHEW G.</b>
<b>BRENTON S.</b>	<b>MILENA C. P.</b>
<b>CASSANDRA S.</b>	<b>NATHANIEL H.</b>
<b>DATSHIRA V.</b>	<b>NATHANIEL S.</b>
<b>DENISE R.</b>	<b>NEIL C.</b>
<b>DYLAN J.</b>	<b>RONY J.</b>
<b>EMILY L.</b>	<b>ROODLY M.</b>
<b>ERIC Z.</b>	<b>SHAKARI F.</b>
<b>FRANKLIN R.</b>	<b>SHEA B.</b>
<b>IOVANY R.</b>	<b>SHESHETA F.</b>
<b>JOSEPH D.</b>	<b>SIMONE V.</b>
<b>JOSUE R.</b>	<b>TAQUESTA N.</b>
<b>KERRY P.</b>	<b>TAYLER C.</b>
<b>KIARA R.</b>	<b>TRAVIS B.</b>
<b>LAURA H.</b>	<b>TODDRICK F.</b>
<b>LUZ M.</b>	<b>YOLANDA J.</b>

