



MEARS IN MOTION

Entering a New Chapter, Creating New Opportunities

As you know, we've completed a strategic transition of City Cab Company (Taxi) to new ownership that will focus on growing the taxi business and continue to provide service to Mears as a valued long-term partner.

This allows Mears to sharpen our focus on Bus and Luxury, while continuing to invest in fleet upgrades, technology enhancements, and future partner growth initiatives already underway.

Our day-to-day operations and commitment to our people and guests remain unchanged. Thank you for your continued dedication as we move forward together. We look forward to continuing to share exciting news as it comes to fruition.

Cheers to 2026!

ALGO Transportation Group is a family-owned and operated company with a long and familiar relationship to Mears. The Minardi family has provided taxi services in Tampa for more than 75 years, and both organizations have worked together through major industry shifts, sharing experience and insight.

JANUARY 2026

Employees of the Month: *Excellence at Work*

Dominick Z. Motor Coach Operator and Field Trainer



As a Field Trainer, Dominick sets a stellar example for new drivers joining Mears. He is consistently punctual, ready to work in proper attire, and lives out our core value of **Enthusiasm** every day. He always wears a smile and is willing to jump in and help whenever needed. Colleagues compliment Dominick's attitude and performance, and he often shows flexibility and teamwork by volunteering to take extra shifts. Recently, he worked multiple 6-day work weeks, one of the many reasons our scheduling team relies on him as a "go-to" resource. A quick-thinker who is approachable and proactive, co-workers describe him as having a knack for working with people. Additionally, Dominick maintains an excellent **Safety** record and has an outstanding Samsara score of 99.



Melissa P.



Mears Connect Senior Ops Mgr

Melissa regularly shows her willingness to do whatever it takes for our airport operation to run smoothly, including sacrificing her own days off and working countless night shifts. This selfless leadership is one of numerous reasons why she has gained the respect of her team, and why our airport team is motivated to excel. Recently, guests observed Melissa handle two separate difficult situations calmly and with the highest professionalism; her superpowers include her ability to anticipate and communicate clearly.

Melissa's commitment to our core values of **Respect** and **Safety** are evident daily. She represents Mears at GOAA meetings, helps ensure that we get the most productivity from our fleet, resolves issues efficiently, and even finds time to organize activities to boost team morale.



FEBRUARY 2026

Employees of the Month: *Excellence at Work*

Donna T. Mears Connect CSA



Donna is known for her respectful demeanor and her sincere willingness to help her team. Recently she went the extra mile by coming in to cover extra shifts on her days off, with a cheerful attitude and positive energy. Her dedication contributes directly to better service for our customers, because they experience quicker response times when contacting our call center. She strongly embodies our core values of **Respect** and **Integrity**, and her actions play a key role in keeping our customer service department running smoothly during challenging moments. Dependable, committed and team-oriented, Donna consistently exceeds expectations.



Pedro G. Motor Coach Operator

Our airport ops team recently commented: "Pedro is very flexible and has done extra runs for us to help lower guest wait times. He is friendly with all guests and staff, and is a pleasant asset to the Connect team." Known for his positive attitude and friendly smile, Pedro exemplifies our core value of **Enthusiasm**. By maintaining a high **Safety** score, he also ensures comfortable, safe travel for our guests. Always punctual and in proper uniform, Pedro is a shining example of dedication and reliability on the job.

IMPACT PLAYER:

ALFREDO E., MOTOR COACH OPERATOR



On November 10, 2025, **Alfredo E. saved a life.** While Alfredo was operating one of our Universal Buses from Epic Universe to Hard Rock, **a guest had a heart attack onboard.** Rather than stopping the vehicle and losing precious minutes waiting for help on the shoulder of Kirkman Rd., Alfredo instead drove straight to CityWalk. **His quick-thinking cut the medical response time in half.**

He then followed Mears safety protocols and even provided the bus's AED to the onsite medical services team without being prompted to do so. **Alfredo's swift and calm response to the medical crisis contributed to the guest's survival.** Recently, Universal Orlando executives gathered at the Epic Depot to present him with the **Universal Health Services Impact Award.**

QUARTERLY EMPLOYEE APPRECIATION RAFFLE PRIZE WINNERS

CONGRATULATIONS!

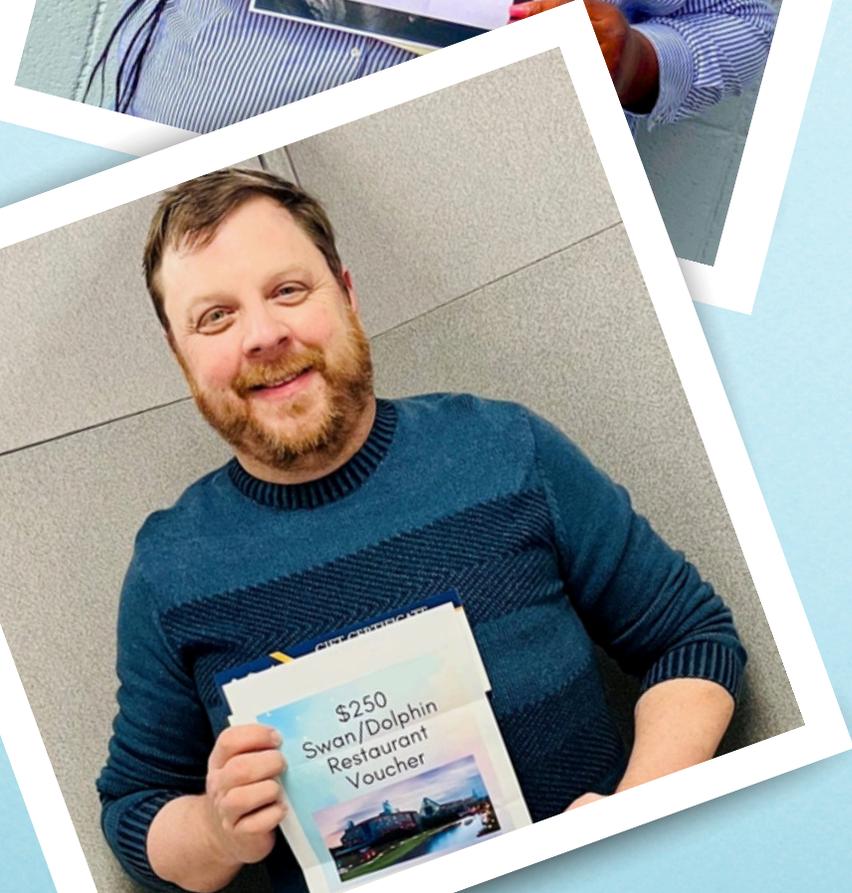
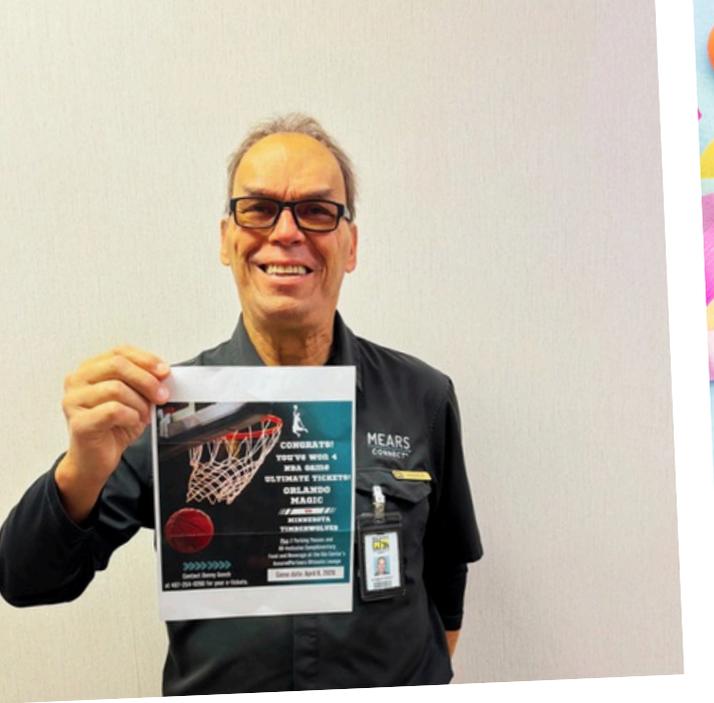


**Vivian C.,
M/C Dispatcher**
*Cooler Bag
and Tumbler*



**Don C.,
S/V Driver**
Cuisinart Juicer





Charles R.
Shuttle Van Driver
*NBA/Orlando Magic
Premium Ticket Package*

Teri D.
Mears Select Dispatcher
\$150 AMEX Gift Card

Justin L.
Sr. Programmer / Analyst
*\$250 Swan/Dolphin
Restaurant Gift Certificate*

**Congrats To Our
Employee Appreciation
Annual Grand Prize
Raffle Winners!**

SERVICE SPOTLIGHT



Our third shift technicians work diligently through the night to make sure our vehicles are ready for service.

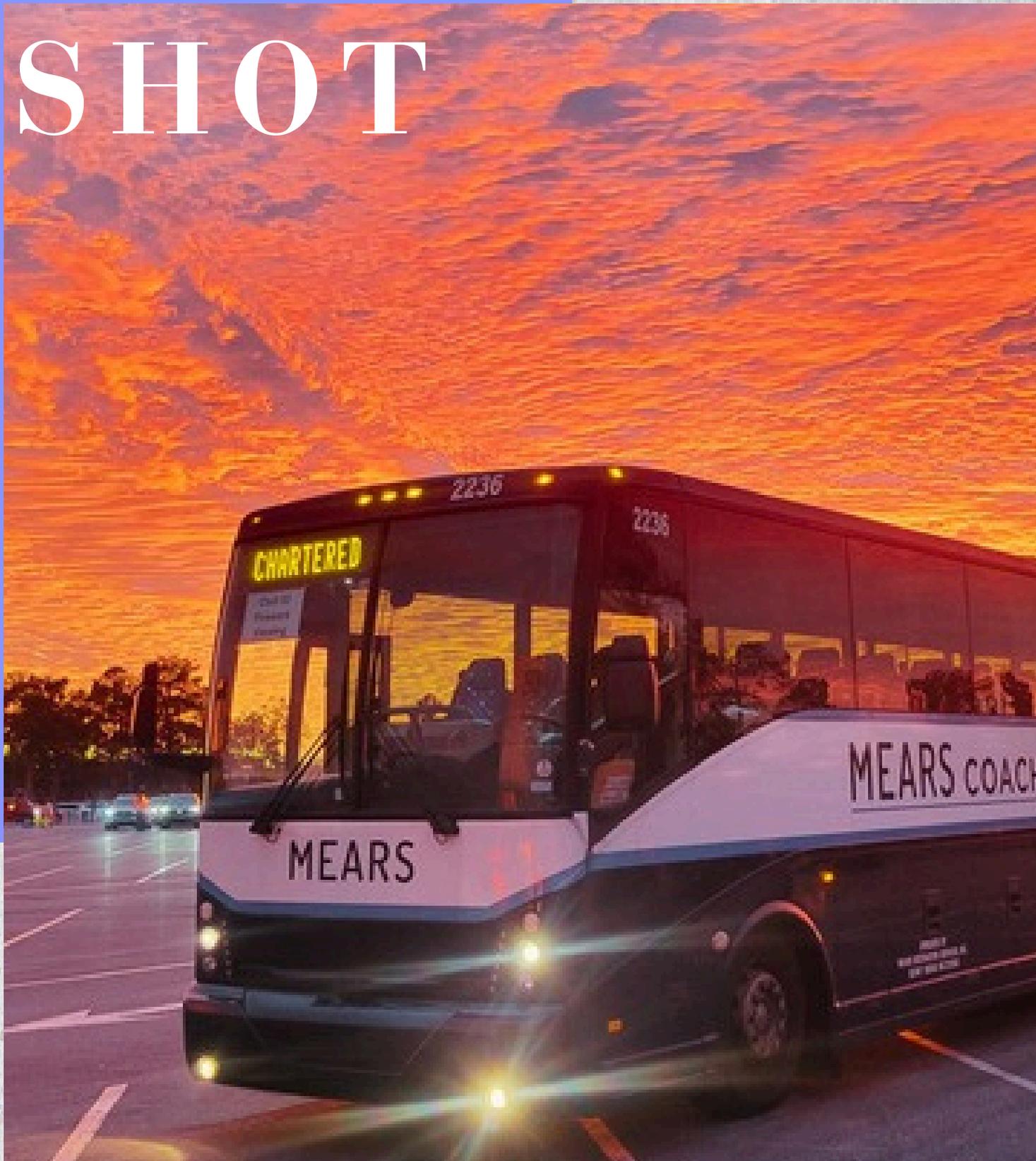
Charlie M., mechanic at the Epic Depot, shared this photo of the overnight team working on Christmas Eve into Christmas morning.

BEST SHOT



John S., Field & Safety Resort Operations Manager, found the perfect moment to capture this spectacular New Year's Eve image at Epic Universe.

BEST SHOT



*Motor Coach Operator Daniel E.
framed up just the right perspective for this stunning photo
while working at Magic Kingdom on New Year's Eve.*



MONTHLY AWARDS

KUDOS TO THESE OUTSTANDING TEAM MEMBERS FOR THEIR RECENT ACCOMPLISHMENTS!

EXTRA MILE AWARDS

AHMAD I., M/C OPERATIONS

ALEXIS F., MEARS CONNECT

ANDRES M., MEARS CONNECT

ANSON J.-G., M/C OPERATIONS

ANTHONY C., MEARS SELECT

CHRISTOPHER L., M/C OPERATIONS

CORNELLIUSE D., M/C OPERATIONS

CORY D., M/C OPERATIONS

DANNY C., M/C OPERATIONS

DELAIN O., MEARS CONNECT

DON C., S/V OPERATIONS

DONALD M., M/C OPERATIONS

DOUG H., MEARS CONNECT

ELIZABETH F., MEARS CONNECT

FRANCO A., MEARS CONNECT

GIO G., MEARS CONNECT

HUNT L., MEARS CONNECT

JEFF D., MEARS CONNECT

JOSEPH D., MEARS CONNECT

JULY A., MEARS CONNECT

KEISHA A., MEARS CONNECT

KIARA R., MEARS CONNECT

LUCY G., MEARS CONNECT

MARINA F., MEARS CONNECT

MARISOL B., MEARS CONNECT

MAX R., M/C OPERATIONS

MILTON F., MEARS CONNECT

NATHALIE M., MEARS CONNECT

EXTRA MILE AWARDS

Continued...

ONEIL M., MEARS CONNECT
OSMAN I., S/V OPERATIONS
RALPH F., M/C OPERATIONS
SIMON M., M/C OPERATIONS
TANAYSHA T., M/C OPERATIONS
VIRGINIA V., M/C OPERATIONS
WAYNE R., S/V OPERATIONS
WESLEY V., M/C OPERATIONS
YARIEL B., MEARS CONNECT

BIG BRAIN AWARDS

GIO G., MEARS CONNECT
MAX R., M/C OPERATIONS

NEXT-GEN MENTORS

DEBBIE V., ACCOUNTING
NELSON M., M/C OPERATIONS

PENNYWISE AWARD

YARIEL B., MEARS CONNECT

PILLARS

MILTON F., MEARS CONNECT
NATHANIEL H., MEARS SELECT
RATNA F., MEARS CONNECT



MONTHLY AWARDS

TEAM PLAYERS / BRIDGE BUILDERS

AHMAD I., M/C OPERATIONS
ALICIA P., MEARS CONNECT
ANDRES M., MEARS CONNECT
ANDRICE J., M/C OPERATIONS
ANGEL L., ACCOUNTING
ANIBAL A., M/C OPERATIONS
ANSON J.-G., M/C OPERATIONS
ANTHONY S., S/V OPERATIONS
ASHLEY R., M/C OPERATIONS
CADER H., S/V OPERATIONS
CARLOS L., M/C OPERATIONS
CECIL W., M/C OPERATIONS
CHARLES R., M/C OPERATIONS
CORY D., M/C OPERATIONS
DEMETRIA D., M/C OPERATIONS
DONNA T., CALL CENTER
DOUG H., MEARS CONNECT
ED P., M/C OPERATIONS
ERIC M., M/C OPERATIONS
FRANCIS J., M/C OPERATIONS
FRANCO A., MEARS CONNECT
GANSHAM P., MEARS CONNECT
GIO G., MEARS CONNECT
GREGORY M., M/C OPERATIONS
HUNT L., MEARS CONNECT
JAMES L., M/C OPERATIONS
JAROL P., M/C OPERATIONS
JOHN M., S/V OPERATIONS
JONATHAN M., M/C OPERATIONS
JOSE D., M/C OPERATIONS



MONTHLY AWARDS

TEAM PLAYERS / BRIDGE BUILDERS

Continued...

JOSEPH D., MEARS CONNECT
JOSUE F., M/C OPERATIONS
JULY A., MEARS CONNECT
KACEY T., CALL CENTER / DISPATCH
KIARA R., MEARS CONNECT
KIMBERLEE W., MEARS CONNECT
MARINA F., MEARS CONNECT
MARISOL B., MEARS CONNECT
MARVIN V. M., M/C OPERATIONS
MAX R., M/C OPERATIONS
MIGUEL J., S/V OPERATIONS
MILTON F., MEARS CONNECT
NATHANIEL H., MEARS SELECT
NEYCI G., MEARS CONNECT
PAULA W., M/C OPERATIONS
PEDRO G., M/C OPERATIONS
RAFAEL M., M/C OPERATIONS
RALPH F., M/C OPERATIONS
REGUY D., M/C OPERATIONS
RICHARD P., MEARS CONNECT
SALIM K., M/C OPERATIONS
SAM P., MEARS CONNECT
SHELBEY W., CALL CENTER / DISPATCH
STANLEY N., M/C OPERATIONS
TAKEISHA A., MEARS CONNECT
TOM M., M/C OPERATIONS
WAYNE R., S/V OPERATIONS
WESLEY V., M/C OPERATIONS
WILFRED T., M/C OPERATIONS
YARIEL B., MEARS CONNECT
YOLANDA J., MEARS CONNECT
YVETTE B., ACCOUNTING



MONTHLY AWARDS

SERVICE HEROES

ALICIA P., MEARS CONNECT
AMY F., ACCOUNTING
CHRISTOPHER L., M/C OPERATIONS
CRISMARIE P., MEARS CONNECT
DONALD M., M/C OPERATIONS
ERIC M., M/C OPERATIONS
JEAN T., M/C OPERATIONS
JULIE D., M/C OPERATIONS
KIMBERLEE W., MEARS CONNECT
LEVERENZEL B., M/C OPERATIONS
LUIS L., M/C OPERATIONS
MARIA G., S/V OPERATIONS
MICHAEL B., M/C OPERATIONS
ONEIL M., MEARS CONNECT
RANDY P., M/C OPERATIONS
REGUY D., M/C OPERATIONS
RENEE L., MEARS CONNECT
ROBERT H., M/C OPERATIONS
RUEBEN S., M/C OPERATIONS
SAM P., MEARS CONNECT
TAKEISHA A., MEARS CONNECT

SUNSHINE AWARDS

ADEL M., M/C OPERATIONS
AMY F., ACCOUNTING
BEATRIZ M., ACCOUNTING
CRISMARIE P., MEARS CONNECT
CRISTINA C., M/C OPERATIONS
KIBERA W., ACCOUNTING
RATNA F., MEARS CONNECT
YOLANDA J., MEARS CONNECT



MONTHLY AWARDS

HAPPY CUSTOMER AWARDS

ERIN L., SALES

JESICA G., MEARS SELECT

JOSEPH D., MEARS CONNECT

LATASHA V., SALES

NATHANIEL H., MEARS SELECT

PAULA W., M/C OPERATIONS

RON F., FIELD OPERATIONS

SHEA B., FIELD OPERATIONS

TERI D., MEARS SELECT

TERRENCE M., FIELD OPERATIONS

VIVIAN C., M/C OPERATIONS

**CONGRATULATIONS TO THESE
ADDITIONAL MEMBERS OF
OUR LOYALTY CLUB WHO
CELEBRATED EMPLOYMENT
ANNIVERSARIES IN THE FOURTH
QUARTER OF 2025.**

26+ Years

ANGEL D. R., 30 years

10 Years

REGUY D.

RONEEY D.

4 - 2 Years

AMANDA C.

ANTHONY B.

ELIZABETH A.

FRITZNER E.

JULY A.

KEANDRA D.

MARKITA C.

1 Year

CESAR F.

EDWING D.

GENERAL B.

RICARDO D.



Send Us Your Best Shot

We are continuing our employee photography feature in the *Mears in Motion* newsletter. “Best Shot” showcases YOUR photos of the great work we do at Mears throughout Central Florida! Here’s everything you need to know:

DO's:

- Photos must be related to Mears Transportation operations, for example a Mears van with a stunning Florida sunset in the background, or a Mears motor coach framed by a colorful rainbow.
- Photos may include co-workers and/or yourself.
- Capture work-related images that are beautiful and unique.
- Submit photos to motion@mears.com, and be sure to tell us your full name, job title, and where and when the photo was taken. If there's a story behind the image, share that in your email, too.
- Make sure your image is attached as a high-resolution JPEG file.
- Enter before the monthly deadline: 11:59 p.m. on the 15th day of each month.
- Limit two photo submissions per employee per month.



DON'Ts:

- Taking photos while driving is a big DON'T. NEVER take a photo while driving any vehicle.
- Do NOT take photos of customers, clients or guests, and do NOT ask customers, clients or guests to take photos of you.
- Photography is not permitted to interrupt your work.
- Please don't digitally manipulate images to create scenes that didn't actually occur.



We can't wait to see your Best Shot!



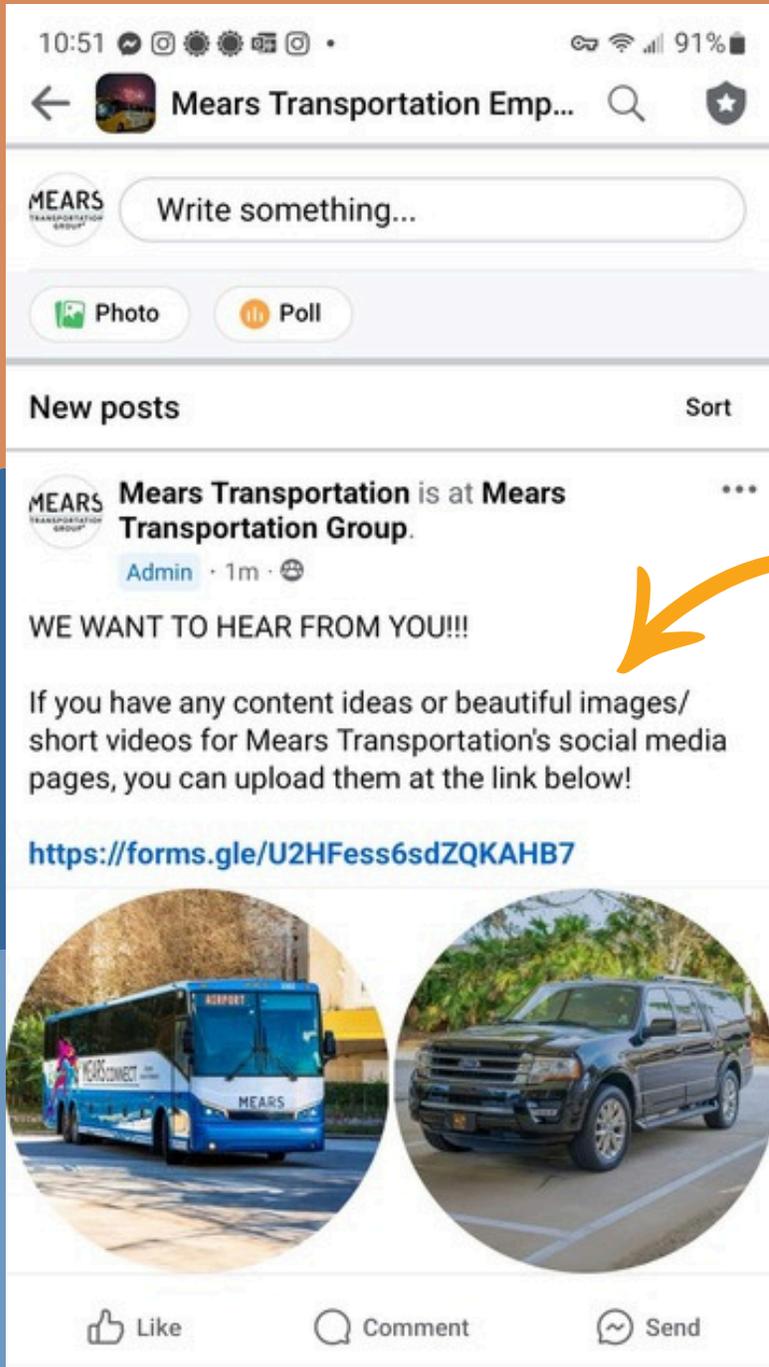
Open to all Mears employees (part-time and full-time).

Photo selection is at the discretion of the Mears Employee Engagement team.

A photo chosen for publication also gives the employee one entry into the next quarterly recognition raffle drawing.

By submitting your photo, you agree to its use, distribution and publication by Mears Transportation Group, and release all related rights & claims.

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

PLEASE BE SURE TO TELL US WHEN AND WHERE THE PHOTO WAS TAKEN, plus any other interesting details. Context is very important!

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 may not allow us to post content featuring our contracted partners' fleets or business.