

Tech Talk

This quarter, we spotlight **FMX's asset tracking solution**, a powerful technology already used at former D+S locations and now being introduced at legacy sites. Designed to optimize warehouse operations while reducing environmental impact, **FMX** streamlines equipment management and enhances efficiency.

By digitizing forklift checklists, **FMX** eliminates paper waste and ensures thorough safety inspections. Employees can complete pre-shift checks electronically, allowing for real-time tracking of equipment usage, maintenance needs, and overall operational efficiency. This proactive approach helps minimize unexpected breakdowns and lowers energy consumption.

With **FMX**, Total Distribution Inc. (TDI) strengthens resource conservation and reduces operational waste, supporting a more sustainable supply chain. The system empowers teams to extend asset lifespans, reduce costs, and create a safer work environment.

By integrating smart technology with sustainability, TDI continues to advance responsible logistics and build a greener future through innovation.



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How We Can Support Our Customers' Green Initiatives

In today's logistics scene, sustainability is more than just a trend; for companies seeking efficient and environmentally friendly solutions, it's a must-have. By including resource-efficient services that lower waste and improve operational efficiency, warehouses significantly support their customers' sustainability projects.

One of the best examples is Regal's dunnage washing program, which shows how supply chains might be strengthened and how warehouse operations might help their customers become more sustainable.

Regal started its dunnage washing program in 1999 when it installed its first industrial

washer, designed to wash trays used in automotive assembly. In 2013, Regal first managed small totes and a few chosen cabinets. This initiative today guarantees a steady flow of recycled, repurposed, and well-maintained dunnage by supporting over thirty providers. Acknowledging the growing



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Sustainability Riddles (Answers on page 4)

1. I leave a mark that you can't see, On air and earth, from you and me. From cars to factories, I expand, how much we impact this land. What am I?
2. I guard what's precious, both old and new, Protecting resources for me and you. In nature's balance, I play my part, With careful management, it's a start. What am I?
3. Deep beneath the earth, I lay, formed from ancient times. Burned for energy, but I pollute. What am I?

Renewable Energy Dilemma

At Jack's site, an average of 12 soda cans are thrown away per day. Recycling one can could save enough energy to power a TV for 3 hours. Tossing the can in regular waste adds to landfill space, taking centuries to decompose. If Jack can earn \$1.00 per 30 cans recycled, how much could Jack earn in a year by recycling soda cans? (Hint: Assume 250 working days per year)

Volunteer Corner

As the weather warms up, spring is the perfect time to give back to your community. Whether you enjoy outdoor activities, supporting local organizations, or lending a helping hand, there are plenty of ways to make an impact. Here are some volunteering ideas and organizations to support this season. If you need specific organizations for your community, feel free to send an email to the sustainability team.

- Clean up local parks and trails – Leave No Trace and Keep America Beautiful offer cleanup events nationwide.
- Support food banks & community gardens – Feeding America and Food is Free connect volunteers with food banks and urban gardening projects.
- Assist seniors with yard work – Meals on Wheels and local senior centers for local opportunities.
- Help animal shelters & wildlife rescues – ASPCA and Best Friends Animal Society welcome volunteers.
- Participate in Charity runs & walks – American Cancer Society and Habitat for Humanity host events annually.
- Donate & organize clothing drives – Dress for Success or local homeless outreach programs welcome gently used items.
- Mentor & tutor students – Big Brothers Big Sisters or local schools need volunteers to help students succeed.
- Support accessible outdoor activities – Outdoors for All and Disabled Hikers Project offer opportunities to assist.

Make this spring a season of giving!

No matter how you choose to volunteer, your time and effort make a difference. Whether it's cleaning up a park, mentoring a student, or helping at a shelter, every act of kindness strengthens your community.



Safety First, Last, & Always

Safety Progress Update: A Positive Trend, But Our Work Continues!

Safety remains at the heart of everything we do, and our collective efforts are making a difference. As of 2025, we have had 11 recordable workplace incidents, marking an 8.3% decrease from 2024. We're trending in the right direction, but we must remain vigilant in maintaining this positive trend.

Let's Keep Improving Together

While we celebrate this achievement, we recognize that every incident prevented means a colleague goes home safely to their family. To continue strengthening our workplace safety culture, we ask everyone to remain committed and proactive by following these key actions:

- **Report all near misses and incidents promptly** – Transparent reporting helps us identify risks and prevent future accidents.

- **Participate actively in safety meetings and trainings** – Knowledge and awareness are powerful tools in maintaining a safe work environment.
- **Look out for one another and speak up about safety concerns** – A culture of accountability and teamwork keeps everyone protected.
- **Suggest improvements to our safety processes** – Your input drives continuous improvement and ensures safety measures remain effective.

Thank You for Your Commitment

Every step we take forward enhancing safety strengthens our team and workplace. We appreciate your dedication to looking out for one another and helping foster a safer, more proactive work environment. Let's continue building on this momentum and strive for zero incidents in the future.

This Quarter's Q&A Sustainability Tips

Q: How can drivers improve fuel efficiency?

A: Fuel costs can add up quickly, but small changes in driving habits and vehicle maintenance can make a big difference. Whether commuting to work or running errands, here are 5 key strategies to help improve fuel efficiency and save money at the pump.

1. **Maintain proper tire pressure** – Underinflated tires create more rolling resistance, forcing the engine to work harder and burn more fuel. Keeping tires at the manufacturer's recommended pressure can improve gas mileage by up to 3%.
2. **Reduce excess weight** – Carrying unnecessary items in your trunk or backseat adds weight, making the engine consume more fuel. Removing an extra 100 pounds can improve fuel efficiency by up to 2%.

3. **Drive smoothly & avoid aggressive driving** – Rapid acceleration, hard braking, and speeding can lower fuel economy by up to 30% on highways and 40% in stop-and-go traffic. Maintaining a steady speed and anticipating traffic helps conserve fuel.
4. **Avoid excessive idling** – Idling can use a quarter to a half gallon of fuel per hour, depending on engine size and air conditioning use. Turning off the engine when parked for more than one minute saves fuel.
5. **Keep up with regular maintenance** – A well-maintained engine runs more efficiently. Changing air filters, spark plugs, and motor oil as recommended can improve gas mileage by up to 10%.



Is this the Future of the Trucking Industry?

As the transportation industry continues to evolve, businesses are exploring different strategies to balance cost-efficiency with sustainability. One option that has gained traction over the past decade is Compressed Natural Gas (CNG) trucks. While availability was once limited in truck models and fueling infrastructure, today, those challenges have been significantly addressed, prompting some fleets to reassess whether CNG might be a viable alternative.

Fuel remains one of the largest expenses in the trucking industry. In 2024, the TDI and PCI fleet covered 4.5 million miles, consuming 735,589 gallons of diesel fuel. With diesel prices fluctuating between 53.2¢ and 41.2¢ per mile, total fuel expenses exceeded \$2 million. CNG presents a different financial landscape, with prices typically ranging from 32.3¢ to 28.0¢ per mile, offering potential savings of up to 30%. This difference may be worth considering for fleets looking to stabilize fuel costs.

Beyond cost, CNG trucks also differ in their environmental impact. These vehicles can produce up to 20% lower greenhouse gas emissions than potentially improving air quality and aligning with broader sustainability objectives. Given the high mileage requirements of TDI and PCI, incorporating CNG trucks into the fleet could result in a notable decrease in total emissions.

Recent advancements in CNG technology have also improved performance. The Peterbilt 579, equipped with Cummins' X15N engine, represents a significant step forward. This engine is 500 pounds lighter than its diesel counterpart and offers up to 10% better fuel efficiency compared to previous CNG models. Additionally, with an 800-mile range, CNG trucks increasingly demonstrate their ability to support long-haul operations.

Economic incentives may further influence decisions regarding alternative fuels. Government programs like the Alternative Fuels Tax Credit and the Commercial Clean Vehicle Credit are designed to offset acquisition costs, making CNG trucks a more financially feasible option for some organizations. Moreover, CNG engines generally have lower maintenance expenses and longer lifespans, factors that could contribute to long-term operational savings.

As businesses evaluate their fleet strategies, CNG trucks present an alternative worth considering. Whether the benefits align with specific operational needs depends on various factors, including cost projections, environmental goals, and infrastructure readiness. For some, the advantages may make CNG a compelling option. For others, the traditional diesel model may still be the best fit.



Join the Conversation:

Should TDI invest in CNG Trucks now, or wait for further technological advancements?

Click the truck to share your thoughts on CNG trucks!



☀ Sustainability Hero ☀



Payton Smith
CSR, Dayton, OH

Natalie Carr nominated Payton Smith for this quarter's sustainability hero. Last fall, Payton started recycling aluminum cans at the Dayton, OH, facility. When the can is full, she takes it herself to be recycled. Payton kindly suggests that drivers and employees recycle cans rather than throw them away. She also placed a paper recycling box in the driver's area, allowing drivers and loaders to recycle load papers rather than throwing them away. Thank you, Payton, for everything you do!

☀ WANTED ☀

Sustainability Heroes!

Nominate a Sustainability Hero today!

Deadline for nominations: 07/31/2025

Send to: sustainability@peopleservices.com

If you know someone who makes a positive impact at your location or in your community, let's shine a spotlight on their efforts and celebrate their contributions!

When submitting a nomination, include:

- The name of the nominee.
- A brief description of their contributions to our sustainability program.
- Any specific achievements or initiatives they have been involved in.
- Why you believe they deserve to be recognized as a Sustainability Hero.

Let's celebrate the incredible efforts of our friends and colleagues who are making a difference. Together, we can create a more sustainable future for TDI and our local regions.

Materiality Survey Results:

Earlier this year, we conducted a Materiality Survey among our Supervisors and Managers, achieving an impressive 88% response rate. This engagement highlights the commitment of our teams to shaping priorities that matter most to our business and workforce.

Top 5 Material Topics Identified

Survey results revealed the most significant focus areas for our leadership:

1. **Health & Safety** – Maintaining a safe and secure workplace remains a top priority.
2. **Ethical Business Practices** – Upholding integrity in operations and decision-making.
3. **Human Rights & Fair Labor Conditions** – Reinforcing responsible workplace policies.
4. **Labor Practices & Employee Welfare** – A new entry to the top five, signaling growing emphasis on workforce well-being.
5. **Cost Efficiency & Financial Performance** – Balancing sustainability and operational success.

Key Shifts: Labor Practices & Employee Welfare

Notably, Labor Practices & Employee Welfare rose into the top five, demonstrating a heightened focus on employee experience and workplace conditions.

Market Competitiveness, previously ranked higher, has now dropped to eighth place, reflecting evolving priorities within our organization.

What This Means Moving Forward

These insights provide valuable direction for our business strategy and operational focus. As we move forward, we will continue to integrate Health & Safety, Ethics, and Employee Well-being into our initiatives, ensuring a workplace that aligns with the values of our teams and the expectations of our stakeholders.

Thank you to everyone who participated – your input helps shape our sustainability goals!

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demand, Regal grew even more in 2018 by investing in new washers able to handle more dunnage, and in 2020, they acquired two brand-new cutting-edge machines from Schaeffler.



Dunnage Washing Program Benefits

A dunnage washing program offers many advantages for companies emphasizing sustainability goals:

- **Waste reduction**- By extending the life of dunnage, raw material use and landfill waste are lowered.
- **Cost Savings for Customers**- Using reusable, hygienic dunnage saves consumers money by lowering replacement costs and improving supply chain effectiveness.
- **Lower Environmental Impact**- Regular dunnage cleaning and inspections help maximize resource use and prevent unnecessary material waste.
- **Operational Efficiency**- Maintaining cleanliness of dunnage guarantees appropriate handling, transportation, and product protection, therefore enhancing operational

Scaling Up: How We Could Provide Services Emphasizing Sustainability?

Regal's success with supplier dunnage washing shows how creatively warehouses could be able to serve customers looking for eco-friendly alternatives. Other warehousing companies might include environmentally friendly services in their approach as follows:

1. **Analyze Customer Needs**- Find areas for development by seeing where present operations cross with environmental aims.
2. **Invest in efficient equipment**- Consider resource-saving technology, including automated sorting systems and water-efficient washers.
3. **Collaborate with Suppliers**- Develop shared sustainability initiatives with logistics partners and suppliers, such as improved packaging or dunnage reuse.
4. **Track and report progress**- Show how sustainability influences consumers using reporting tools and benchmarks.

A Shared Commitment to Sustainability

Regal's dunnage cleaning program is a shining example of how strategic innovation influences warehouse sustainability. Emphasizing cost-effective, environmentally friendly solutions, the company has strengthened supplier ties and positioned itself as a leader in effective, sustainable logistics.

Warehouse operations can adopt models like Regal's as the sector develops to have a long-term environmental impact while fulfilling consumer expectations for a better, smarter supply chain.

Join the Conversation:

**Do you agree with the top 5 picks of Material Topics?
What other topics do you feel we should be focusing on?**

Click on the truck to share your thoughts! 

RENEWABLE ENERGY DILEMMA – Jack could earn \$100.00
SUSTAINABILITY RIDDLES – 1. Carbon footprint, 2. Conservation, 3. Fossil fuels

ANSWERS

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