



Established 1958

# STATES LOGISTICS SERVICES, INC.

Newsletter

Fourth Quarter, 2010

## X-PRESS

### States Partners with Clif Bar's In Good Company

In continuing our mission to enrich our community through volunteerism, States Logistics sponsored two employees to get out, get dirty and give back. Victoria "Kiki" Damian and Christina Sedano were selected to partake in this memorable event. This was an experience of a lifetime to make a difference in the West Oakland Community.



Kiki Damian and Christina Sedano.

West Oakland is considered a "community in transition" as it once was an industrial epicenter of the San Francisco Bay Area. West Oakland's jobs have disappeared over the years and the land has been degraded by industrial activity. Issues of social and environmental justice are prevalent as the area suffers from some of the highest rates of respiratory disease, diabetes, and obesity in the Bay Area.

One of the main partners for this effort was City Slicker Farms. They are working to strengthen the food system for residents in the area. Unfortunately this region is considered a



Kiki working in raised beds.

food desert as residents do not have adequate access to healthy food. Grocery stores have literally moved out of the community and instead of grocery stores, West Oakland has over 40

convenience (liquor) stores and only one small food market to serve local needs.

Our volunteers worked on raised bed building, chicken coop construction, installation of solar panels, and planting bamboo in local areas. The raised beds provide uncontaminated soil for residents to plant vegetable gardens.

Chicken coops are provided to residents of West Oakland as they not only provide entertainment, they help compost vegetable scraps and convert it into nitrogen rich fertilizer. Some of the hens lay up to 2 eggs a day providing owners a scrumptious breakfast.



Christina helps measure and cut the wood needed to build the chicken coops.

Bamboo trees are a great alternative to improve the air quality in the area. They grow fast and clean particulate matter from diesel trucks and ships.

Working with Grid Alternatives, vol-



Kiki helps haul and plant bamboo.

unteers installed solar panels on two West Oakland residents' homes. Solar panels help reduce families electrical bills by approximately 75% in addition to reducing green house emissions.

Christina worked with Bikes for Life. This program trains the youth to rebuild bicycles and in turn, re-sell for a profit. This project encourages the youth to better themselves.

Kiki describes her experience as being eye opening to the difficulties other communities face. She returned with a renewed faith and appreciation for all she has and a better understanding of how hard her dad and brother work to grow fruits and vegetables. She now knows how gratifying it is to eat what you grow. Kiki has greater insight into the issues that people face not only in West Oakland, but also in her community and the world.

Christina states this experience has reminded her of the hardships she faced as a child. Her father struggled to raise six children on his own, and with the aid of the local community was able to overcome so many obstacles and eventually succeed in Phoenix. She realized that through volunteering in this project she was able to impact so many lives, which has truly humbled her.

Thank you to our hard-working participants!

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# States Showcases Green Initiatives at Alternative Car Expo

California's Transportation Team represented States Logistics and our Green Transportation Initiatives at the Alternative Energy and Transportation Expo. This event provided a clear picture of what you can do to help deal with the problems of global warming and our oil dependency. The show was on Friday, October 1 and Saturday, October 2. For more detailed information you can visit [www.altcarexpo.com](http://www.altcarexpo.com)

Here are a few highlights of States Logistics Green Initiative already in place at our facilities.

## Recycling

As a major supplier of packaging services, the amount of unused plastic can be tremendous. We realized that through a redesign in one of our packaging operations we could actually recycle the unused plastic, thus reducing our amount of waste by an enormous percent. After five years of the project we have recycled on average over 1.3 million pounds of plastic each year. This is the equivalent to saving 4706 cubic yards of landfill space each year.

States Logistics has integrated paper recycling into normal business operations by placing recycle bins throughout our facilities, encouraging separation and disposal of recyclable paper.

## Energy Saving Lights

One of the ways that States Logistics has been able to lower costs and reduce energy consumption is through lighting analysis of our facilities. All of our facilities have gone through a professional energy audit to review potential energy savings, utility rebates, lighting efficiency and improved work environment. In many cases we have been able to reduce energy consumption on our lighting grid by up to 65%. This has been accomplished through the installation of T5 & T8 fluorescent lighting systems incorporated with motion sensors on lighting fixtures to automatically turn lights off in low traffic areas of facility. We increased the density of the skylights and switched to new sky light material that improve illumination in the operations. Overall, we've significantly improved the work environment and reduced energy

costs simultaneously.

## Solar Energy

States Logistics' new facility in Arizona is the company's first facility to utilize solar power. The exciting new features for this building revolved around the company's continued focus on sustainability. This facility features solar power, energy efficient lighting, hybrid parking and more efficient insulation, helping to reduce overall energy usage. States Logistics has teamed up with American Energy Capital, a team of solar project integration professionals who are focused on green power. The solar roof panels will generate a significant portion of the building's power requirements. With the abundance of Arizona sunshine, this facility will make a great impact for our environment with solar energy. States Logistics, Inc. will utilize Fat Spaniel Technologies to provide critical monitoring and reporting services to manage our solar power and equipment.



## Biodiesel

Biodiesel is a clean burning alternative fuel produced from domestic, renewable resources. Biodiesel contains no petroleum, but it can be blended at any level with petroleum diesel to create a bio-diesel blend. It can be used in compression-ignition (diesel) engines with little or no modifications. Biodiesel is simple to use, biodegradable, nontoxic and essentially free of sulfur and aromatics. At States Logistics we have started the process of converting our Transportation fleet to run on B99 biodiesel fuel. B99 is a blend of 1% diesel and 99% biodiesel, which yields significant environmental benefits. The environmental results we have witnessed thus far have been dramatic.

They include:

- Each biodiesel powered tractor is the equivalent of removing 18.6 cars from the road each day.
- 100% decrease in the amount of sulfates released to the atmosphere
- 75% decrease in carbon dioxide emissions
- 90% decrease in nitrated polycyclic aromatic hydrocarbons
- 67% decrease in total unburned hydrocarbons



**Our CA fleet of 14 trucks is Certified Clean Idle. This certification issued by the California's Air Resources Board.**

Clifbar donated bars along with several other items that we were able to give away for donations to the Alzheimer's Association. There were two booths, one inside the expo and the other outside. As always, we had a healthy competition going on between States outside in the parking lot and a couple field marketing reps for Clifbar inside. We happily report that States won this friendly competition, and in the end the Alzheimer's Association as well.

Clifbar Inside booth raised	\$531.00
States Outside booth raised	\$926.75

A grand total of **\$1,457.75** was donated to the Alzheimer's Association.



**Dale Fietsam, Donna Becker, and Sean Walter at the Alt Car Expo.**

## 2010 ESOP Employee of the Year Awards

States Logistics recognizes outstanding contributions by our employee owners with an "Employee Owner of the Year Award." This is the third year that this award has been presented. All employees were encouraged to nominate an employee who demonstrated a high level of productivity, offered ideas on cost saving measures, contributed to strong team work and safety awareness, and created effective ways to help save our ESOP dollars throughout the year.

We received a tremendous amount of nominations this year making the selection process challenging for the ESOP Committee. They were excited to see nominees from all levels of the organization—from long-term leased employees to managers, and in all departments from warehouse and customer service to Transportation, Accounting, IT and HR.

Forty-one candidates were nominated: Marcos Aguilar, Jim Fairbanks, Rebecca Guerrero, Christina Sedano, Julian Arredondo, Jiovan Baldonado, Marcos Gonzalez, Alex Vega, Ryan Wichman, Robert Apatiga, Laura Mata, Victor Ruiz Serna, Lorri Spiering, Alex Serrillo, Sean Walter, Javier Andrade, Fortunato Avalos, Jorge Diaz (temp), Daniel Vela, Serafin Flores (temp), Armando Huizar, Jesus Lozano (temp), Jaime Michel, Sebastian Ortiz, Jose Serrillo, Emilio Torres (temp), Sandra Corazza, Kiki Damian, John Mendoza (temp), Eric Monson, Gabriel Rodriguez, Nancy Vasquez, Jennifer Garcia, Raymond del Puerto, Robert Doidge, Liz Banuelos, Carlos Gomez, Bob Barnhart, Nate Penzes, Efren Lira, and Michael Quiros

The ESOP Runners-Up and Owners of the Year were chosen by the ESOP committee and Vice Presidents on the basis of the quality of the nominations – specific details supplied, with heavy consideration given to nominations received from outside, as well as inside their respective departments—rather than sheer volume of nominations. Taking all these measures into consideration resulted in a three-way tie.

**Arizona's Winner, Beverly Allen**, has worked in 508's CSR department for

three years. Beverly was nominated for singlehandedly providing superior customer support to the second largest customer in our AZ region—Omni-Mount.



**California winner Mark Rogers** has worked at States for 8 years as a Warehouse Team Lead at our Altura facility. Mark was nominated for being a great team player, always being available to help with a smile on his face, sharing with others easier ways to get the job done and having a positive attitude.



**Also from California, Suzanna Solis** has worked at States for 5 years. She is known as the "utility" person in the corporate office. She performs a wide variety of tasks in support of Accounting, IT, Safety, the corporate office and, of course, HR. Many of you know her best as your payroll person.



ESOP runners-up received recognition certificates for their exceptional contributions to our organization.

David Rodriguez, AZ runner-up, was chosen for his ability to think outside the box and for consistently challenging our systems and processes to help us be more productive in the workplace.



Faye Carey, AZ runner-up, was chosen for providing top-notch service to the customer and consistently scoring high in productivity, efficiency and quality.



Todd Myers, AZ runner-up, was selected for his "over the top" enthusiasm. He offers cost-saving measures and provides feedback in all areas of the operation.



Congratulations to all those nominated and to the winners!

## Natural Product Expo - East

Ryan Donovan, Kirk Hellofs, and Dale Fietsam attended the Natural Product Expo in Boston. Natural Products Expo is one of the world's largest natural, organic and health products trade shows.

Our presence at this show enables us to keep up to date on food industry issues and trends, to network with nearly 56,000 professionals and peers, and of course, to win new customers!



Dale Fietsam selling States' services

### Perfect Attendance Employees

Thank you to the following employees for their dedication to being at work each day!

Beverly Allen, Rebecca Guerrero, James Walsh, Alejandro Serrillo, Robert Apatiga, Mark Domingo, Jose Serrillo, Eric Smith, Primo De Venecia, Connie Ruiz, Lorri Spierring & Gus Montoya. These employees will receive a paid-day off for their achievement!

2010 Facility Scoreboard As of 12/31/2010		
Location	Point Count	Place
541	1	First
545	1	First
542	2	Second
543	2	Second
546	4	Third
506	4	Third
508	4	Third
510	5	Fourth
516	15	Fifth



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**Our Mission:**  
 "To be recognized by our customers and employees as the best fully integrated provider of third party logistics services"

## News and Notes From Around The Company

- Sandra Corrazza's grandson, Joey, who has been battling a rare histology disorder received a successful bone marrow transplant. Wonderful News!
- States donated over 5,000 drinks to the Salvation Army for its Annual Christmas Dinner for the needy in Arizona.



- Arizona employees volunteered at the McFeast handing out free breakfast on Thanksgiving morning.

- Arizona employees collected canned food for the Tolleson Food Bank.
- Thanks to our customer Ronin Syndicate for donating "wild grinders" toys to States, which we donated to Toys-for-Tots in Arizona.
- California employees collected over 50 toys to donate to the Buena Park Fire Station's "Sparks of Love" toy drive.
- Danny Gonzalez, 510 Warehouse Supervisor, participated in a 20K run this quarter, pounding the trail under the Arizona sun! Excellent Job!

### ALZHEIMERS' ASSOCIATION WALK RESULTS

States had teams in 3 different Memory Walks this year: Phoenix, Fullerton and Huntington Beach. In total, we raised \$10,706.06! This was achieved through employee fundraising, customer matching gifts, and States Logistics matching gifts. Great job, teams!



Arizona employees and family at the walk.

What interesting things are happening in your facility? E-mail Suzanna at [ssolis@stateslogistics.com](mailto:ssolis@stateslogistics.com).