



Ohio Logistics Year in Review

By Ohio Logistics' Elizabeth Witt



This past year marked a defining year for our organization – one grounded in intentional growth, operational excellence, and a continued commitment to our associates and the communities we serve. From expanding our footprint and capabilities to investing in leadership and innovation, this year was about building a strong foundation for the future.

We proudly launched our Distribution of Kindness program, which reflects our company's ongoing commitment to community involvement and giving back. Through acts of service, the program reflects who we are at our core, an organization that believes success is measured not just by results, but by the positive impact we make on others.

Preparation for our upcoming WMS implementation was a major focus throughout the year. Teams across the organization collaborated on process mapping, data cleanup, training and change management to ensure a smooth transition. As we prepare to begin Phase 1 of the rollout in 2026, this work positions us for greater supply chain visibility and scalability. In addition, we successfully implemented Microsoft Dynamics 365 Business Central on December 1, a major milestone that modernizes our financial operations.

Our growth continued through strategic real estate investments. We expanded our service flexibility with our Perrysburg, Ohio facility, announced the future opening of two new buildings in Lima, Ohio and plans for a Toledo, Ohio property. We are further strengthening our regional presence and long-term growth strategy.

We were honored to receive Platinum designation in the Site Selectors Guild REDI Sites Program, one of the highest recognitions for site readiness and development. This achievement validates our focus on long-term planning and our ability to respond to market needs. Another highlight was breaking ground on a new facility in Southern Tier Logistics Business Park, which will house Siemens' high-speed rail car manufacturing operation.

We also expanded our service offerings and compliance capabilities. This year, we obtained fleet and warehouse alcohol licensing to support customers with regulated goods, extended our BRC Food Safety certification to an additional Horseheads, NY building, and launched our first customers within our New York operation's Foreign Trade Zone and Customs Bonded warehouse.

Continued on Page 2

OHIO LOGISTICS
Warehousing & Transportation

- Findlay, OH 45840 (419) 425-4906
- Four Locations**
- Fostoria, OH 44830 (419) 436-8210
- Three Locations**
- Northwood, OH 43619 (419) 425-4906
- Ottawa, OH 45875 (419) 523-3722
- Willard, OH 44890 (419) 425-4906
- Columbus, OH 43228 (614) 876-8611
- Bellevue, OH 44811 (419) 379-1046
- Bowling Green, OH 43402 (419) 326-5513
- Trenton, OH 45067 (513) 714-3420
- Clyde, OH 43410 (419) 425-4906
- Joliet, IL 60431 (419) 425-4906

OHIO LOGISTICS
Southern Tier Division

- Painted Post, NY 14870 (607) 936-9414
- Four Locations**
- Southern Tier Logistics Business Park**
- Horseheads, NY 14845 (607) 767-6577

OHIO LOGISTICS
Penn Centre Division

- State College, PA 16804 (814) 357-6880
- Bellefonte, PA 16823 (814) 357-6880

OHIO LOGISTICS
Olive Branch Division

- Olive Branch, MS 38654 (662) 219-2977

DOCUMENT SERVICE COMPANY

- Findlay, OH 45839 (419) 422-3330

Interesting Ohio History

Joe E. Brown of Holgate, OH was an American actor and comedian born in 1891. Known for his elastic expressions and wide-mouthed grin, he became a popular film star during the 1930s. Brown often portrayed good-natured underdogs in sports comedies, including baseball favorites such as "Alibi Ike" and "Elmer, the Great." His career enjoyed a late highlight with a memorable supporting role in the classic comedy "Some Like It Hot" (1959). Beyond entertainment, Brown served as a tireless goodwill ambassador for the U.S. Navy during World War II, earning national respect. He died in 1973, leaving a lasting legacy.

Spotlight November Winners:

Fostoria #1 & Bowling Green, OH

In this issue:

| | |
|---------------------------|----------|
| Year In Review | 1 |
| REDI Sites | 2 |
| BCSP Certification | 3 |
| Meet Leann Nguyen | 4 |

www.OhioLogistics.com



Continued from Page 1

Our dedication to partnership and performance was recognized throughout the year. We were named Whirlpool Alliance Winner for the second year in a row, reflecting strong collaboration and service excellence, and received the Business Champion Award for leadership and community impact.

Associate development remained a foundation of our efforts. We made meaningful progress in leadership upskilling and succession planning, ensuring our current and future leaders are equipped to guide the organization forward. We also hosted our first annual Forklift Rodeo, which brought together safety, skill and friendly competition while celebrating the expertise of our front-line associates.

As we close the year, we do so with gratitude for our associates, partners and customers who made these accomplishments possible. With expanded facilities and services, stronger systems, recognized excellence and associate development, we are excited for the opportunities ahead.

REDI Sites

REDI Sites, the first-ever national site readiness program, has completed its third round of evaluations and announced a new group of designated sites. These sites have undergone the rigorous assessment protocol developed by the Site Selectors Guild, the only association of the world's foremost professional site selection consultants.

This latest round highlights seven communities that have demonstrated meaningful progress in site preparedness and are positioning themselves for economic development opportunities and investment.

Round Three Designated Sites

Platinum

- Southern Tier Logistics Business Park (Horseheads, New York)

Gold

- Heartland Commerce and Technology Park (Campbellsville, Kentucky)
- Logistics Center North Houston at Cleveland (Cleveland, Texas)
- Schuyler County Business Park (Watkins

Glen, New York)

Silver

- Baseline Commerce Park (Ocala, Florida)
- Tucson H2K (Tucson, Arizona)

Bronze

- Dorchester County Technology and Business Park (Cambridge, Maryland)

Expansion into New States

This round marks a major milestone in the growth of the REDI Sites program: New York and Maryland previously had no designated REDI Sites.

With this announcement, the Southern Tier Logistics Business Park, Schuyler County Business Park, and Dorchester County Technology and Business Park now lead the way as the first locations in their states to earn a REDI Sites designation.

Their participation reflects a growing national commitment to improving investment readiness and embracing a unified site evaluation standard.

What's Next: Round Four Evaluations are Underway

REDI Sites continues to grow rapidly. Eighteen additional sites are currently undergoing Round Four evaluation, with designations scheduled to be announced early this year.

This expanding pipeline reflects the program's increasing adoption by communities seeking a wider pool of shovel-ready sites, national visibility among certified site selection consultants, and a competitive edge in attracting investment.

About REDI Sites

Launched in 2024, REDI Sites brings consistency, clarity, and credibility to the site readiness process by evaluating properties across the country using the same nationally recognized criteria. Developed by the Site Selectors Guild, the program applies a unified, consultant-designed methodology that helps communities demonstrate readiness and gives corporate decision-makers confidence in comparing sites nationwide.

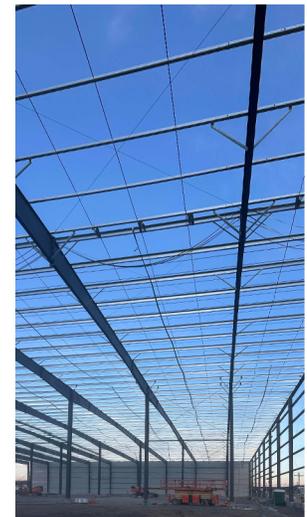
Each site is evaluated across core criteria, including:

- Ownership and entitlements

- Ease of development
- Utilities
- Environmental
- Logistics

Sites may earn one of five designations:

Emerging, Bronze, Silver, Gold, or Platinum.



New construction underway at STL Business Park

It's 2026!



On the first morning of a new year, the calendar turns, yet its meaning can be profound. A new year offers a fresh beginning built on lessons from the past, not a reset that erases them. Each day ahead brings chances to set goals, refine habits, and choose growth over routine. Small steps—reading briefly, listening closely, saving a little—compound into meaningful change over time. Challenges still appear, but they meet new perspective and renewed determination. The new year invites reflection on who we are and intention about who we want to become. By pairing hope with action, optimism becomes progress.



Nate Frasure Achieves BCSP Certification

Associate Safety Professional (ASP)



Nathan Frasure has completed all requirements for a Board of Certified Safety Professionals (BCSP) certification. This highly respected certification is awarded by BCSP to individuals who meet eligibility and experience criteria in the safety, health, and environmental (SH&E) discipline and have

passed a rigorous examination.

Safety issues have become more complex, and today's safety professional must continually be better qualified. Safety, health, and environmental practice relies on the knowledge and skills of its practitioners.

BCSP credential holders are among the most highly trained, educated, and experienced individuals in the safety field. Having achieved a BCSP certification shows that the individual has mastered the core competency required for professional safety practice. Certificants recertify every five years to maintain certification, ensuring they remain knowledgeable in their practice and continuously improve the profession.

The Board of Certified Safety Professionals (BCSP), headquartered in Indianapolis, IN, is a not-for-profit corporation recognized as a leader in high-quality, accredited credentialing for safety, health, and environmental (SH&E) practitioners. BCSP establishes standards and certifies competency criteria in professional safety practice. Since 1969, over 100,000 BCSP credentials have been achieved.

Ohio Logistics Supports Our Communities

Ohio Logistics contributed to those in need this past Christmas season. Hope House, Toys for Tots, Church Pantries, and the local YMCA were recipients of food, toys, and

home goods to help make their Christmas a special one, all thanks to our selfless Associates and their dedication to improving our communities.



Test Your Logistics IQ:

1) A process where the trigger to begin to manufacture, final assembly, or packaging of a product is an actual customer order or release rather than a market forecast. In order to be considered a configure-to-order environment, less than 20% of the value added takes place after the receipt of the order or release, and virtually all necessary design and process documentation is available at time of order receipt.



2) The physical facilities, personnel, and processes available to meet the product or service needs of customers. Capacity generally refers to the maximum output or producing ability of a machine, a person, a process, a factory, a product, or a service.



3) Aging allowances paid to channel partners, provisions for buy-back agreements, etc. Includes all material that becomes obsolete while in a distribution channel. Usually, a distributor will demand a refund on material that goes bad (shelf life) or is no longer needed because of changing needs.



January Dates of Importance:

January 1 - New Year's Day
January 9 - First US Balloon Flight, 1793
First iPhone Introduced, 2007
January 16 - Prohibition Began, 1920
January 19 - MLK Jr. Day
January 26 - National Spouses Day
Australia Day

Answers to "Test Your Logistics IQ"

1. Configure/Package to Order
2. Capacity
3. Channel Obsolescence

We are members of:

IWLA
NAFTZ
OTA
ATA
CBICC
Grant County Chamber
Putnam County CIC
Fostoria Chamber/Econ. Dev.
Wood County Chamber
Fulton County Chamber
Findlay Hancock County Alliance
Bellevue Chamber of Commerce
Chemung County Chamber
Walker Cnty Chamber of Commerce

www.OhioLogistics.com



Meet Leann Nguyen

Leann is a 2 ½ year Associate and Area Supervisor for our Southern Tier Division. Read below to learn a little more about Leann.



OL: Tell us about your family.

Leann: I have a small family that consists of my husband, Ben, and our six year old son, Jaxon.

OL: Best vacation you've ever been on?

Leann: The best vacation I've ever been on would be an Alaskan Cruise. What made it the best were the activities that took place at the towns we stopped by. Going to a lake in

the mountains to fish for Salmon and taking a scenic train ride through the mountains made it more memorable. The scenery and experience were breathtaking.

OL: Describe your all-time favorite home-cooked meal.

Leann: My all time favorite home cooked meal would be anything my mom cooks. She cooks mostly only authentic Vietnamese meals, and my most favorite would be a dish called Bun Rieu (Boon Reel). It is a noodle soup with a pork-based broth filled with tons of tomatoes and topped with a crab paste/egg mixture. It's an unusual combination, but I promise you, everyone who's tried it loves it.

OL: Favorite local hole-in-the-wall diner?

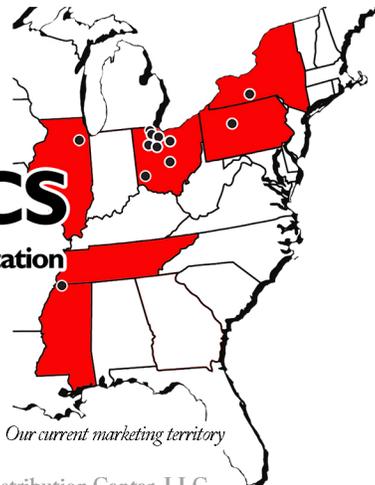
Leann: Gerow's Dairy. My go to meal is their dressed roast beef panini!

OL: Tell us something about yourself that most people don't know.

Leann: I can play multiple instruments; Cello, piano, violin, jazz bass, & bass guitar.

OL: Who has been your greatest influence?

Leann: My parents. They escaped Vietnam during the Vietnam war on a small fishing boat, came to the US as refugees, became US citizens, and worked hard to create their very successful auto body business. Their hard work and passion played a huge role with me having a great work ethic, and integrity in all I do.



Our current marketing territory

Please contact us at:

(419) 425-4906

or sales@OhioLogistics.com

P.O. Box 952 1800 Industrial Drive Findlay, OH 45839-0952

Ohio Logistics is a division of Findlay's Tall Timbers Distribution Center, LLC



"Life is not a matter of holding good cards, but of playing a poor hand well."

- Robert Louis Stevenson -

Happy Birthday To You!

OL Ohio

Kevin Anderson 1/12
Kyle Brown 1/24
Steven Bush 1/8
Wayne Conley 1/11
Andrew Costley 1/3
Scott Crispin 1/28
Jason Daniels 1/23
Joseph Denny 1/9
Brooke Donovan 1/14
Randy Dorman 1/20
Carlotta Estrada 1/1
Timothy Evans 1/15
Jeff Kurtz 1/6
Gigi Mason 1/16
Marc Nystrom 1/16
Jaysonn Opp 1/15
Tom Orwick 1/28
Roman Risner 1/8
Norm Wheeler 1/13

OL Southern Tier Div.

William Brimmer 1/6
Frank Caparulo 1/6
Todd Crawford 1/11
Brooke Donovan 1/14
Ricky Hersh 1/12
Richard Jochem 1/1
Eugene Keeney 1/4
Dennis McCarthy 1/21
Rebecca Morseman 1/14
Dale Phillips 1/31
William Schnipelsky 1/29
Robert Watkins 1/13
Timothy Welch 1/2
John Wood 1/21

OL Penn Centre Div.

Todd Bennett 1/26
Robert Christy 1/11

It's Your Anniversary!

OL Ohio

Dan Blanchard 15 Years
Randy Buckmaster 19 Years
Jeffrey Craig 2 Years
Amy Donahoe 1 Year
Brooke Donovan 2 Years
Shawn Gray 1 Year
Austin Hendrix 2 Years
Norm Hinkle 18 Years
Paul Koehler 2 Years
J-O Ioanis Laurdine 2 Years
JoLynn Long 20 Years
Jeff Montague 23 Years
Pam Orwick 18 Years
Eric Pavel 4 Years
Jose Quiroz 3 Years
Tanesha Ramsey 1 Year
Phil Roberts 12 Years
Dakota Rose 6 Years
Nicklaus Rowlands 2 Years
Kerry Scott 1 Year
Dakota Steensen 4 Years
Jaelynn Timler 1 Year
Devin Wacenske 1 Year
Liz Witt 10 Years
Jason Young 21 Years

OL Southern Tier Div.

Damien Briggs 2 Years
Christine Brooks 4 Years
Alexander Cavanaugh 3 Years
Phillip Christian 4 Years
Rachel Christian 4 Years
Debra Durgin 5 Years
Patrick Folsbee 3 Years
Jeffrey Ganger 2 Years
Scott Jones 3 Years
Eugene Keeney 15 Years
Roger McIlwain 3 Years
Bob Moon 19 Years
Dustin Rehkopf 4 Years
William Schnipelsky 2 Years
Patrick Taylor 4 Years
Allen VonRapacki 4 Years
Carl VonRapacki 4 Years
Jenice Williamson 3 Years

OL Penn Centre Div.

Rachel Irwin 6 Years
Nathen Walker 1 Year

OL Olive Branch Div.

Rita Williams 7 Years