

The Nexus



Q1 2026
Issue #4

INSIDE

What is New

Learn about the new clients we have brought on, new programs and all things Energy

Awards & Recognition

Birthdays, A-Team Annual Awards, Leadership Academy

Employee Spotlight

Learn about your co-workers

Food Connection

Check out a recipe for a savory Shrimp Ceviche



Photo by Juan Depante

The Recipe Corner

Learn how to make a delicious shrimp ceviche for your next tailgate or Super Bowl Party. Recipe provided by our very own Rhea Santiago



Ingredients

- 2 lbs. Unfrozen, uncooked shrimp
- 4 Cups diced cucumbers (Don't use middle seeds)
- 4 Cups red tomatoes (Don't use seeds)
- 2 Cups cilantro
- 3 Cups diced red onion
- A bag of fresh limes
- Salt

Directions:

- Cut shrimp into small pieces and place in a large bowl.
- Add freshly squeezed lime juice until all of the shrimp is covered.
- Dice vegetable ingredients. (Remove and discard the seeds of the cucumbers and the red tomatoes.)
- Add the diced vegetables to the bowl of shrimp.
- Add salt to taste.
- Cover and refrigerate overnight.

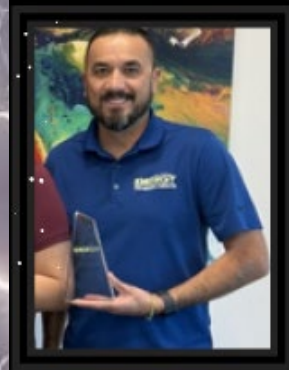
The next day, the shrimp should be cooked. Serve with tostadas, chips, avocado, or your favorite hot sauce!

And lastly, enjoy!

2025 Annual Awards

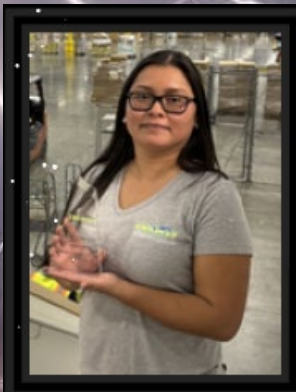
Congratulations to these special Energy team members who have gone above and beyond with resilience, exemplary work ethic, leadership, and dedication. They are the prime example of why we call ourselves the A-Team!

2025 Corporate Awards



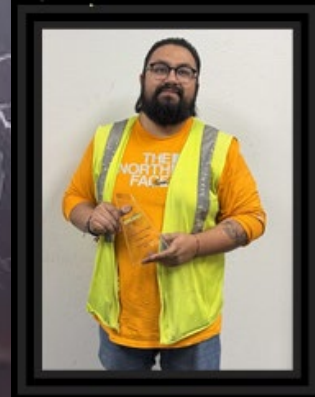
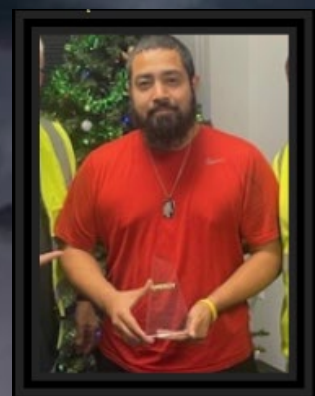
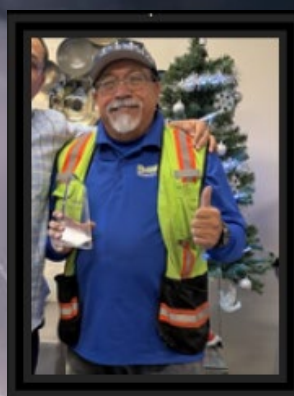
Corporate Awards above from left to right: Greg Lockwood - CEO Award, Luis Orozco - COO Award, Sandra Ramirez - Corporate Employee of the Year, Sandra Fejzic - Executive of the Year, Erik Lopez - Fleet and Safety Employee of the Year, Jake Vega - H.E.A.R.T. Award, Octavio Barreras - Safety Improvement, Sheilah Faust - Salesperson of the Year, Vanessa Murrieta - Accounting Employee of the Year, Eileen Adams - Billing Employee of the Year, Alma Muñoz - Collections Employee of the Year, Jim Hoeh - Special Recognition

2025 Employees of the Year Awards



Employee Awards above from left to right: Noe San Miguel - AUS/LRD/MFE, Jose Hernandez - CXL, David Rojas - DFW, Luis Hernandez - ELP, Rose Valles - IAH, Karla Lopez - LAX AM, Janet Lopez - LAX PM, Scott Favela - OLS, Vicente Lopez - SAN, Mike Wells - PHX, Tyler Carrizoza - TUS, Mario Iocolano - LAS

2025 Dockworker of the Year Awards



Employee Awards above from left to right: Sergio Moncada - CLX, Royal Shelvy - DFW, George Jimenez - ELP, Felipe Arriaga - IAH, Ramiro Palafox - LAX AM, Juan Solorsano - LAX PM, Gabriel Mason - PHX, Guillermo Chavez - SAN

Energy Congratulates the Fourth Group in our Leadership Training Class

Heather Morales
Andres Delgado

Sharon Calahan
Ben Johnson

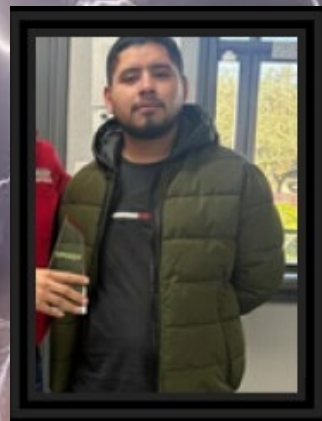
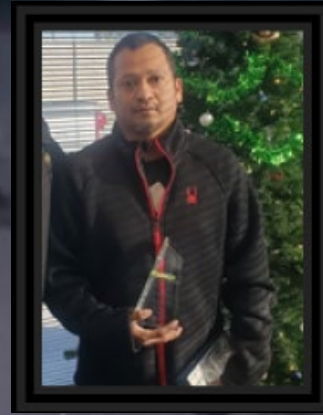
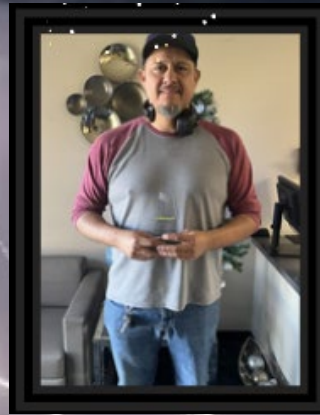
Dean Akins
Mike Wells

Stanley Cook
Jeremy Powell

Rebeca Megallon

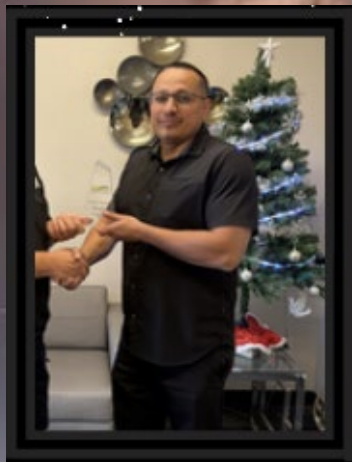
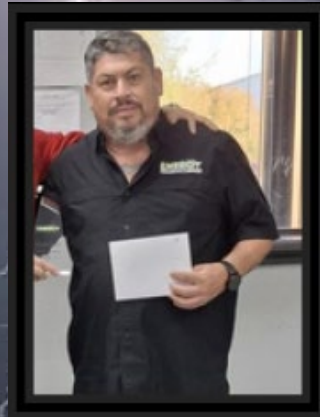
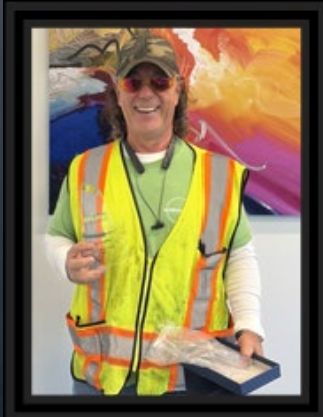
This group is the fourth team of managers, supervisors, and employees who underwent a 2-month training led by Dr. Joe Book on the fundamentals of leading, managing, and customer care to maximize their potential to take Energy to the next level and lead their departments in stride for success. We look forward to seeing theory put to practice and take our terminals to new heights. Well done all!

2025 Linehaul Driver of the Year Awards



Driver Awards above from left to right: Pablo Marquez - CLX, Ken Hotard - DFW, Antonio Martinez - ELP, Rolando Gonzalez - IAH, Jose Slim - LAS, Manuel Portillo - LAX, Mario Vega - LRD, Victor Espinoza - OLS, Paea Moli - Port, Wenceslao Del Rio - PHX, Jose Dominguez - SAN

2025 Linehaul Driver of the Year Awards



Driver Awards above from left to right: Tony Goodley - LAX, Eduardo Alarcon - LRD, Marco Ramos - OLS, Edgar Reyes - PHX, Jordan Cota - SAN, Juan Ochoa - CLX, Antonio Almodovar - DFW, Jonathan Hamilton - IAH, Rafa Zuniga - ELP, Yuris Pavn - LAS



**Who's a Year Older?
Wish these members of the A-Team a Happy Birthday!**

January

Chanthy Hang	Tania Rodas	Panfilo Gonzalez	Amber Rife
Linda Gamel	Octavio Barreras	Luke Cowart	Ramiro Gonzalez
Mike Wells	Moises Rodriguez	Ramon Ernesto Ruiz	Laura Violante
Christina Torres	David Lockwood	Nancy Jo Skodinski	Sandra Fejzic
Sandra Ramirez	Tony Goodley	Steven Davila	Mario Ortiz Garcia
Adam Jupiter	Ramon Menacho	Frances Ruelas	Christopher Long

February

Dan Fowler	Humberto Galo	Ranelle Nimt	Jazmin Sandoval
Matt Yoder	Jose Gutierrez	Alonso Sanchez	Felipe Arriaga
Saul Batres	Fernando Nuñez	Elsa Jacobo	Erick Valdez Jr.
Joe Carrillo	Patty Gallegos	Carlos Velasquez	Nancy Madrigal
Juan Martija	Tracy Schultze	Jonathan Torres Sosa	

March

Ethan Wills	Robert Lopez	Ramiro Palafox	Victoria Hermiz
Clifton McDowell	Jerald Alfred	Tyler Carrizoza	Erik Lopez
Garrett Vega	Scott Favela	Sheilah Faust	Amanda Lopez



<https://www.hopeofdeliverance.org/>
<https://heartsw.com/>

"I think the most important thing is that our mission is to reduce suffering for animals and people. This is a community issue that needs constant funding to continue our mission.

We are the voice of the voiceless.

Our customers, vendors and employees have all participated in funding and volunteer work.

In the past 4 years we have raised over 1.2 million and issued grants to over 800 families that would have otherwise not have been able to treat their pets. In addition, we have reduced and placed in loving homes over 500 pets.

We need your support. If you are able to, donations can be made directly to HEARTSW.COM or through a payroll deduction. All donations are tax deductible."

-Kim Sheridan-Rohasek



Our Commitment Beyond Business and the Bottom Line

When it comes to servicing our clients, Regional Director Dan Fowler has not just met and surpassed their expectations but strives above and beyond dollars. He has put his terminals to the test and challenged each of them to get with their individual teams and find a local charity and work on supporting those organizations together as a team. Dan, commending his teams, says "I'm very proud of them for what they came up with and believe they are well. This very well may take a hold company wide and prove to be an amazing team building event and service the local communities."

Energy in Phoenix is working with the Harvest Compassion Center by hosting a food drive in the office and all items will be delivered to Harvest's Maryvale location.



Our terminal in San Diego will be collecting donations for the Salvation Army up until February 27th for the donations to be delivered on March 2nd.

Our terminal in Calexico will be collecting donations for the Bonita Family Resource Center in El Centro to help families in need.



Our Las Vegas station is working with Catholic Charities of Southern Nevada to collect donations and provide to people in need by the end of the season.



LIVE AND LET DIE

THE MUSIC OF PAUL MCCARTNEY

FT. TONY KISHMAN

Special Guests
Garrett James & The Wanderers

Presented by:



A BENEFIT FOR:



**SAVING ANIMALS
THROUGHOUT
THE SOUTHWEST**

3.22.26

**THE FOX THEATRE
TUCSON, AZ**

TICKETS: LIVEANDLETDIESHOW.COM

Please Welcome Our New Clients

Big thank you to our magnificent Sales Team! You guys rock!

ATS GROUP, LLC



EasyCargoLink INC



EMO Trans, Inc. (MIA)

QEC Worldwide, Inc.

The Spotlight



This quarter we are highlighting one of our longtime Energy team members: Mario Iocolano. Mario has been with previous iterations of Energy. His loyalty, hard work, and dedication does not go unnoticed. Mario was also awarded Employee of the Year at the Las Vegas terminal.

What do you like about coming to work for Energy every day?

Mario: I like to take on different challenges daily

What has been most impactful for you since you started working here

Mario: Traveling to other terminals to help out and expand my knowledge and gain experience at different levels

Where do you see yourself in 10 years?

Mario: I'll likely retire and spend quality time with my grandchildren

What do you like to do when you're not at work?

Mario: I enjoy working on my cars, spend time with my family, and cherish every single moment I get with my grandchildren.

Thank you Mario for everything you do and being an essential part of the A-Team!



Company Updates

GRI

Our annual GRI (General Rate Increase) falls on February 9, 2026.

We can expect our new ratebook, comprehensive of all standard rates, to be posted at the end of January, following finalization of Mexico rates/ negotiations.

Our GRI strategy is as follows:

1. 2026 GRI Date is February 9th, 2026.
2. Top 15 accounts have only been increased in their *Local* and *HH* lanes.
3. Accounts not in the top 15, have been increased 2% across the board.
4. Please note that accessorials have also gone under strict review, so please also review that tab. We have increased or removed based on usage reports exported from alphaTruck.

We are not increasing PA's put in place on or after 11/01/2025

AlphaTruck News

The systems' team has expanded certain logic in alphaTruck, when it comes to selecting traffic types. The system will now check traffic type against origin-destination pairs, to ensure the end user is choosing the correct traffic type.

Deployment of this code was 01/05/2026 and can be seen in the quotes and order entry screens.

2026 Holiday and Pay Date Calendars

The new calendar for the year is posted on EC under the HR page:

<https://connect.energytransportlogistics.com/hr/>

Reminder: the *password* for Energy Connect is etl and the year the 'new intranet' was launched (2025), so **etl2025**

2026 Holiday & Pay Date Calendar

Month	Day	Event																													
January	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
February	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28			
March	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
April	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
May	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
June	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
July	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
August	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
September	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
October	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
November	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
December	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
January 2027	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31

Legend:
 Company Observed Holiday
 Pay Date
 Weekend

WORKPLACE RESOURCES

- Employee Workplace Incident
- FMLA
- Payroll Calendar
- Regulatory Notices for Benefits
- 2026 – Employee Handbook