






SIEMENS MONTHLY NEWS

June 2021 Siemens Logistics LLC Newsletter for USA, Canada, and Mexico

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Purolator Team Reaches Significant Milestones

The Siemens Logistics Purolator team is certainly celebrating, as a significant milestone was achieved earlier this month. Working closely with Pivot Systems Ltd, the subcontractor responsible for the mechanical and electrical installation work, the Siemens site teams and the commissioning teams ran the mail sorter for the first time! This is a huge achievement for the National Hub – Ontario (NHO) project, especially considering all of the challenges encountered along the way so far.

"While the mail sorter is just a very, very small part of this overall complete system, we're heading in the right direction, which is great. This has all been possible due to the collaboration and teamwork on site. Siemens Logistics Canada has never undertaken a project of this magnitude. The commissioning team and our subcontractor, Pivot Systems Ltd, have done an outstanding job in challenging circumstances to get us to where we are today," stated Richard Alder, Principal Project Manager for Siemens Logistics Canada.

Challenges have included the learning curve with all new team members, the logistics of getting materials to the site, and a strike at the Port of Montreal. And then, there is the global pandemic causing a host of issues.

"We have colleagues in Portugal, Germany, and the US that are traveling for this project, and we know it's taken a toll. It's been a burden for them because when they arrive in Canada, at the moment, they have to spend 14 days in quarantine, in a hotel before they can even start their work on site. So that's a huge undertaking for those resources and those teams, and they've



pushed through and made the best of it. So for them to be able to see this milestone after having to go through that, and knowing that many of them are going to have to do it again after they go back and see their family and friends for a little bit in their home countries. It's a huge testament to the commitment of the Siemens teams internationally and locally to undertake this project," says Lauren Socha, Siemens Logistics Canada Integration Manager.

What are the key ingredients in the success achieved with this massive project? Clear communications, a collaborative approach to finding solutions, an emphasis on safety, and maintaining quality with the installations. All of these values shared by everyone working on the project have created a trusting relationship.

"The guys on site, logistically, were a great big help. The team was excellent at finding the parts we needed quickly and we appreciated that efficiency and dedication," said Pivot Systems Ltd. onsite supervisor, James Tasker.

"Pivot has never done a project like this before, ever. We found what we needed to do, and we got 'er done. From my standpoint, electrically speaking, I think it went very well," agreed Kyle McPherson, also an onsite supervisor for Pivot Systems Ltd.

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June Anniversaries

Congratulations to our fellow Siemens Logistics colleagues celebrating milestone anniversaries.



35 years
Chris Reeves



25 years
Trung Le



5 years
Mike Sekinger

HSD Assembly Team First Winners of New 5s+1 Program

In SCM, the team takes pride in efficiency and making sure that they deliver excellence to our customers in all ways possible. In this effort, safety and house-keeping is Important. In the new 5s+1 program, the team takes pride and ownership in making sure that their areas are neat, clean and safe while working. To make sure that these efforts continuously improve, we introduced a rewards system for areas that continuously make their areas cleaner, safer and more efficient. This created a friendly competition amongst teams to be their best while always being open to improvements.

Scheduled walkthroughs and assessments of the area are conducted a bimonthly basis. The assessment or audit are scored based on an established 5s and Safety audit criteria. The first winner was the area with the highest average for the month. The **HSD assembly area and team was our first winner, CONGRATS!!!!**

Now with baselines established, the most improved area (work cell) will be considered in the next reward cycle. Thanks to the people in HSD assembly for their efforts and delivery!



Tenawu Weneda and Hai Vo



Launch of Leadership Book Club

In keeping with our collaborative and empathetic ownership culture, Norma Charles, Victoria Gallegos, and Frances Melancon have volunteered to launch and host a Leadership Book Club. The Leadership book club meetings will be held the 1st and 3rd Tuesday of each month using both TEAMS meeting and a DFW conference room. The first meeting will be Tuesday July 20th and will cover Chapters 1, 2, and 3. The second meeting will conclude this book covering Chapters 4 – 7 and is scheduled for August 3rd. Each club member is responsible for obtaining their own book and may be expensed at the discretion of the Department head. Attendees may expect both questions tailored to each book and subject, Leadership or personal development. The first book to be reviewed is *Humble Inquiry: The Gentle Art of Asking Instead of Telling* by Edgar H. Schein and Peter A. Schein, second edition. If you are interested please **RSVP** by July 12th.

Purolator Team Reaches Significant Milestones

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"I would like to compliment the whole team on this project. Based on my experience with Pivot and my interaction with clients daily, the feedback we are getting is very positive; we should all be proud." shared Ron Thibodeau, Business Development for Pivot Systems Ltd.

"Right off the bat, putting the team together, having that dedication in getting to the end goal and making it as efficient as possible was what brought success to this portion of the project, and hopefully for the rest of it as well." echoed Pivot Systems Ltd. Senior Managers Brad Sarich and Jason Todd.

What are the next steps in building the Hub? The first piece of equipment on site was the mail sorter which is now running. The first conveyors followed and are now on site running. These both were huge milestones. Since the initial writing of this story,

another significant milestone has been reached. The lower parcel sorter is now running for the first time! The tentative date for completion and go-live of the National Hub – Ontario (NHO) is the end of 2021.

"Purolator is very pleased with the involvement and engagement of the Siemens teams from both Canada and Europe. We could tell by the conversations before start-up that there was a high level of focus on preparation, safety, and attention to detail. We did have an unexpected issue during the first cycle of the sorter, but the team reacted very quickly and analyzed the situation to ensure there was no damage. The team found the cause of the issue very quickly and resolved it right away. The sorter start-up was a great success and a great milestone to achieve together with the Siemens team." Steve Bebenek, National MHE Engineer at Purolator said.

Andy's Outlook

This month finds us in the middle of one of our biggest challenges. Considering the past 15 months, that is saying something.



Our CEP organization has been extremely successful in capitalizing on many months of hard work in developing our relationship with Amazon and bringing in orders for literally hundreds of VarioStack Stations and dozens of Mixed Parcel Visicons. All of these units must be delivered to dozens of Amazon facilities across the US, Canada, and Mexico over the next 6-8 months. With the dire resource shortages we currently face in the DFW region, our SCM team faced the desperate situation that, despite working 6 days a week, they would be unable to meet customer demand.

After looking at every possible way to try and source qualified resources, we hit upon a novel idea. We reached out to the entire Siemens Logistics North America management team and asked for volunteers. Volunteers who would be prepared to come into our manufacturing and assembly facilities and, on their own time, help us fulfill our customer orders over the next crucial 3 months.

The response we received was humbling. Within the first couple of days we had dozens of individuals volunteer to come in early in the morning, or on Saturdays and do whatever they could to help clear this temporary log. We also had former SL employees who now work in other areas of Siemens come in and help!

While this has been a great start, we need MORE volunteers so we can be confident that as a TEAM we can deliver on our promises to put the customer FIRST! So, if you would like to help out and volunteer to commit some time in our SCM areas, please let your manager know.

In the last townhall, I said that we have "Pockets of Excellence" and "Moments of Brilliance where the whole company comes together to succeed". This is a perfect example of where empathy and personal sacrifice came to the forefront and individual accomplishments were put to one side for the good of the whole team. There is the saying that "pride comes before the fall." This is a time where you can feel proud of your Siemens Logistics Team!

We face a summer of extreme challenges, but based on the responses of the team, it's a challenge we're willing to accept and overcome!

Enjoy this month's newsletter and feel good about being part of a great team.
Thank you,
Andy

Transition to Paperless Update

Due to COVID, many of us have learned new skills and tools to work remotely with our teams, whether they are local or far. Some of these new skills and tools are already moving us from a paper to electronic environment, except where needed by customer or legal requirements. David Suarez, Omideh Taghavi, and John Breckline are leading the charge with our responsible business custodians and we anxiously await the recommendations that bring us closer to Paperless operations in a smart way.

Some essential benefits of moving from paper to electronic documents include increased efficiency by reducing the amount of physical paper required in our processes, more organized and accessible records, saves money and space, offers increased security, and saves non-renewable resources.

Area managers, responsible business custodians, and subject matter experts have studied our current processes (as part of the Measure phase), categorized and prioritized based on largest overall improvements (as part of the Analyze phase), and will be recommending the targeted systems and processes for conversion from paper to electronic (as part of the Design phase).

Attention!! It is imperative to reach out to your site Export Control & Customs representative on any shipment that will require import export guidance. Why?

- We will be able to guide you on information for international shipments
- We will be able to contact appropriate Import and Export experts
- We will be able to create a smooth Import/Export experience of your shipment

Import and Export matters on international shipments can come with many challenges, that is why it is important to reach out to the Site ECC before making decisions on import export matters. For any questions, contact your Site ECC Representatives [Victoria Gallegos](#) or [Francia Hernandez](#).

New Team Members

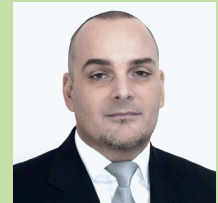
Cameron Holly
Jesus Arteaga

SCM
CS O&M

Adan Tapia
Robert Burgans

SCM
CS O&M

We are pleased to announce that, effective June 6th, **Shane Alton** has rejoined the Siemens Logistics US team in our Parcel group to help drive our projected growth in this booming market. Reporting into Todd Henry, Shane will assume the role of VP of Strategic Accounts where he will look to strengthen our standing with customers like Amazon while continuing to support our other strategic account in Purolator. Shane has a proven track record in developing strategic partnerships as he has proven with United Airlines and Purolator. He worked tirelessly to build a close, successful team in Canada and aligned with Siemens Logistics in Portugal, Germany and the US.



Welcome, **Stacey Gatten** to the CEP MPM team. Stacey comes to us from BEUMER where she spent 7 years in various departments, including sales/estimating working on proposals. Prior to that she worked in procurement for the oil and gas industry. Outside of work, Stacey loves to travel with her husband and spend time with their families. "I think my favorite place to visit is probably the Republic of Ireland. The entire country was beautiful, but each part in a different way with varying landscapes. Also, the people were friendlier there than any other place I've been in the world." says Stacey. Welcome to the Siemens Logistics team!



CS Team Mate Awarded Highest US Navy League Honors

At his recent farewell ceremony from the Naval Sea Cadet Corps youth organization, our very own CS team mate Sid Willis was honored with the Chairman's Medal. This is the highest award that can be bestowed on an individual and recognizes sustained distinguished service/support. Congratulations, Sid, on this much deserved recognition, and for your many years of service to our country!



Congratulations For Going Above and Beyond

Michael Beeler, Alfredo Guerrero, Charles Maurer, Jason Rafterowitz - The JFK T8 BHS site was audited by our EHS team May 26-28th. The site is a show case which reflects and lives Siemens Logistics' Zero Harm approach through their focus on health and safety, visible leadership, training, and empowering all personnel.

Thu Dang, Brent Johnson, Kelly Skelly, Agnes Lasak Wojcik - Lean Six Sigma Project "Review of Tax Process on Projects and Sales Orders." The team under the lead of Kelly finished above referenced Lean Six Sigma Project. They defined a process to accurately setup sales orders in SAP for proper tax application.

Bernard Chang - Bernard helped Mary Lawhorn with the corrections that allowed her to load the requirements on to the contract. He spent 3 hours working with her during evening hours to get the job done.

Lorrie Kleist, Jeffrey Thiemann, Stephanie Fountaine - The team offered great support in getting the DMW&H Visicons invoiced, shipped, and (most importantly) PAID! A great example of CEP / SCM / and Finance teamwork.

Jo-Anne Salinda, Bishoy Garss, Jonathan White, Patrick Stratton, Leilani Birkmire, Ryan Lally - Congratulations to the team for achieving their Lean Six Sigma Yellow Belt. They finished all the required Green Belt Training and will be upgraded to Green Belt once they have completed their project. We are excited for them!!

Rossana Allen - Rossana did a great job assisting the accounting team in the areas of AP and GL during Barbara's and Kerry's absence, while still working on her daily assigned tasks. Thank you for all your hard work and dedication to the team success!

Thu Dang, Antje Staack, Chris Karamol, Michael Segroves, Serge Farci, Karen Denney, Khounma Phommase, Brian Hardgrave, Leilani Birkmire - Shout out to the team for setting up the new quarterly townhalls. There are hours of work involved to arrange seating, set up IT, put together the presentation and the storyline.

Antje Staack - Antje's successful effort to get our employees vaccinated shows her care and commitment to our Siemens family. She pushed StarWellness and was able to get us added to their waiting list. As a result we were able to offer vaccination for COVID-19 in our DFW facility.

Brandon Duley - For displaying ownership with late nights, early mornings, and weekends to keep the pricing machine going. Brandon not only pushed the pricing but also coming in to help Jerry and Todd put together an analytical tool to sort out the UPS issues.



Petra Bollman and Anita Bach received their very own "care package" that included a thank you note, a nice YETI cup, and fuzzy blanket. Thomas Heyligers offered our finance team mates from Germany and Canada this thank you for all the great support in helping the team fight through many difficult AP issues. Both Petra and Anita put in lots of effort and dedication to bring down the list of open invoices that had started to pile up. Thank you!



The EHS Team consisting of the EHS Officer/Manager of Airports and Projects conducted a formal site visit at JFK T8 on May 26-28. The JFK T8 team demonstrated outstanding commitment and stewardship of our collective goal of a sustainable zero harm culture through engaged leadership and an empowered workforce. Pictured below are Gary Visage and Charlie Maurer.



Sean Miller, CS Regional Mgr., Amber Ferman, CVG Office Mgr, and Shawn Hill, HR, attending CVG (Cincinnati/ Northern Kentucky) Airport Job Fair.



Staying cool - Ice Cream helps! Ice Cream Friday's Are Back for the summer. We had a nice turn out at our first Ice Cream Friday of 2021! Next opportunity to get a cool ice cream treat is July 30th.



Upcoming Lunch & Learns
July 15: Marketing – Leilani Birkmire
July 21: digiMind – Artur Zgoda
July 28: IT Forms – Thu Dang/ Mike Segroves