



# NEWSLETTER

MMS recently concluded its 2nd Annual Leadership Conference in August, which provided valuable insights into the latest developments in the trucking industry and USPS updates.

The two-day event began with an opening prayer by Roy Cox, Site Manager in Lufkin, Texas. John Pool, our Chief Operating Officer, extended a warm welcome and shared a glimpse of the company's direction as we look to 2024. The highlight of the morning was a heartfelt presentation by Dan Barga, Co-Owner, expressing his deep appreciation for the contributions of our dedicated employees and for his family.

"I couldn't have done this without the support of my loving family, especially my amazing wife, who stood by me every step of the way," said Barga.

Other presentations included a demonstration of future software by Michael Shermot, Chief Information Officer. Amela Bektic, Safety Director, delved into the significance of fostering a "Safety Culture" and Joey Fynbu, Director of Compliance, provided insights into the intricacies of "Hours of Service" regulations.

Guest speakers included:

- Peter Routsolias, Vice President of Transportation Strategy at USPS, who discussed USPS's vision for contracted companies.
- Rebecca Brewster, President and CEO at American Transportation Institute, who



## MMS ANNUAL Leadership Conference 2023



detailed pressing industry issues.

- Jason Petty, Investigator at Nebraska State Patrol, who shared insights on recognizing impaired individuals and regulations governing drug and alcohol testing in the transportation industry.



Jon Barga, MMS Co-Owner, kicked off day two with a passionate recounting of the company's history and thanked his family and dedicated MMS employees who have contributed to our success.

Additional presentations included:

- Conner McKenna, VP of Operations, who explored effective communications in the workplace.
- Josh Crawford, Asset Manager, who offered insights into vehicle

maintenance costs.

- Tonda Gries and Chris Tyler, with HR, who discussed ADP upgrades and timesheets.
- Ashley Bphonsavat and Yolanda Willis discussed hiring requirements.
- Luis Martinez, Brian Fisher and Chris Nichols, who provided territory overviews and recognized their respective teams.

Rounding out day two, our guest speaker, John Szykiel, Vice President of Business Development at Harbinger, introduced an exciting product for all-electric box trucks and we gave the "Leadership Award" to John Pool (COO), recognizing his outstanding contributions to the growth of MMS. In a poignant moment, we honored the memories of Donald Netters and Derek Coleman.

The conference culminated with a trip to Top Golf, providing employees an opportunity to showcase their skills (or lack thereof), bond with colleagues and celebrate another year of MMS success.

# VP OF OPERATIONS PROFILE CONNER MCKENNA



Conner and his wife, Faith, have three kids and another little one on the way! Their bustling household includes 9-year-old Kenny, 4-year-old Eliyanah and 2-year-old Lucas.

A Las Vegas native, spent the majority of his career at PepsiCo managing their local sales and delivery. However, in early 2022, he and his family embarked on a new journey, relocating to Wisconsin to join MMS.

In June 2023, they bought their first home in East Troy, Wisconsin. According to Conner,

“East Troy is well known for, well, nothing, but it’s nice and quiet there.”

In his free time, you’ll likely find Conner fishing and spending as much time as he can outdoors with his kids. As an avid hunter, he’s counting down the days until opening day of deer season.

Conner loves working for MMS and is honored to be in the role of VP of Operations. He wants nothing more than continued success for everyone involved. “It’s truly a team effort,” he said.



# SW DIRECTOR OF OPERATIONS PROFILE LUIS MARTINEZ



Luis was born and raised in Laredo, Texas, where he met his wife, Patty. Even though they went to the same school and had several classes together (he has proof with a picture of them in class together), Patty didn’t know he attended there!

Luis earned a bachelor’s degree in



business management from Texas A&M-San Antonio. Thirteen hours after graduation, his son was born. They now have two kids, Kairi and Anthony. After college, he worked in operations at Xtra Lease, where the networking capabilities were endless. It’s where he was first introduced to mail carriers, specifically John Pool, because Xtra Lease would rent trailers to Southern Mail. After Xtra, he worked for JB Hunt where he learned the field of transportation.

Luis joined MMS in August of last year and has been enjoying his time ever since. There are many opportunities for growth at MMS and it has been a great experience for him to work with all the members that make up this company. Not knowing what tomorrow brings is always a challenge that he looks forward to.





# 2023 Birthdays



## October

Ricky B Milwaukee  
 Joseph L Saginaw  
 Frederick M Medford  
 Angela R Saginaw  
 Curtis W Baton Rouge  
 Brian P Colorado Springs  
 Francisco R Everett  
 Jaime G Midland  
 Randolph N Medford  
 John C Springfield  
 Stephen B Everett  
 Eli F McAllen  
 Ryan B Amarillo  
 Logan C Portland  
 Stacy K Topeka  
 Derrick L Baton Rouge  
 Ronald C Everett  
 Verrol P Springfield  
 Timothy S Baton Rouge  
 Michael P Medford  
 Michael R Abilene  
 Peter F Colorado Springs  
 Robert C North Platte  
 Curt C North Platte  
 Carlton C Medford  
 Douglas G Milwaukee  
 Dion A Saginaw  
 Roy C San Antonio  
 Douglas R Amarillo  
 Manda P CORP  
 Thomas K Springfield  
 Doug C Amarillo  
 Jonathan J Baton Rouge  
 Greg S Everett  
 Vincent B Kansas City  
 Nathaniel R Medford  
 Michael E Milwaukee  
 Dale D North Platte  
 Audra S Midland  
 Shedrick F Baton Rouge  
 Tamika S Memphis  
 Donise B San Antonio  
 Bradley P Denver

Zachary L Abilene  
 Joseph W Chillicothe  
 James S Kansas City  
 Kevin W Cleveland  
 Cordero J Memphis  
 Mark L Milwaukee  
 Gale E Springfield  
 Brandon C Amarillo  
 Veronica M Colorado Springs  
 Billy M Springfield  
 Reimundo S Amarillo  
 Julie J Lufkin  
 James T Lufkin  
 Joseph B Saginaw  
 Eric M Chillicothe  
 David T Medford  
 Octavio S Milwaukee  
 Devin M Amarillo  
 Michael K Lincoln  
 Randall W Springfield  
 Robert H Chillicothe  
 Kurt C Everett  
 Kevin G Medford  
 Erma P Memphis  
 Jessica J San Antonio  
 Joshua R Lincoln

## November

Gregory B Portland  
 Jermaine W Baton Rouge  
 Robert O Colorado Springs  
 Larry J Saginaw  
 Timothy S Springfield  
 Shannon P Baton Rouge  
 Manuel R Midland  
 William W Medford  
 Brian H Memphis  
 Michael S Topeka  
 Zachariah C Colorado Springs  
 Rebecca P Colorado Springs  
 Victor L San Antonio  
 Jonah F Colorado Springs  
 David V Colorado Springs  
 Shannon S North Platte  
 Jackie M Saginaw

Lucy A San Antonio  
 Tony S McAllen  
 Latasha A Midland  
 William B Midland  
 Dennyboy L Colorado Springs  
 Phillip P Springfield  
 Robin F CORP  
 Victoria D Midland  
 Robert C San Antonio  
 Daniel B CORP  
 James B Medford  
 Bruce W Medford  
 Cameron V Everett  
 Eliet V San Antonio  
 Loren H Amarillo  
 Kenneth S Baton Rouge  
 Jonathan B CORP  
 Aaron G McAllen  
 Nicholas H Milwaukee  
 Edward L Colorado Springs  
 Stephen H Everett  
 Carlos F Medford  
 Jeffrey W Medford  
 Adrian A Topeka  
 Dashawn B Memphis  
 Lamar E Baton Rouge  
 Jerome B Colorado Springs  
 Joseph R Colorado Springs  
 Bruce M Medford  
 Mariano F San Antonio

## December

Ruben M McAllen  
 Steven B Portland  
 Gregory A Baton Rouge  
 Willie M Baton Rouge  
 Sapati T Everett  
 John W Baton Rouge  
 Jeffrey W Saginaw  
 Jesse M Abilene

Jose D Medford  
 David C San Antonio  
 Robert B Milwaukee  
 Reginald H St Louis  
 Roy C Lufkin  
 Parker P Saginaw  
 La Kiesha R San Antonio  
 Ronnie G Baton Rouge  
 Jason M Everett  
 Jonathan W Memphis  
 Donald K Medford  
 Ben B Memphis  
 Lucas N Saginaw  
 Roger K Everett  
 Thomas B Colorado Springs  
 Carl B Portland  
 Lacy H Weatherford  
 Shawn D Medford  
 Emenike N San Antonio  
 Orlando P Medford  
 Randon Y Colorado Springs  
 Scott G Memphis  
 Sarah R Saginaw  
 Wilford O Abilene  
 Pedro R McAllen  
 Joseph J Everett  
 Marvin W Medford  
 Jamie A Kansas City  
 Alvaro G McAllen  
 Jason F Memphis  
 Cameron Y Chillicothe  
 Arturo M Milwaukee  
 John T San Antonio  
 Jonathan A St Louis  
 Marlon V Memphis  
 John P CORP  
 Armando M San Antonio  
 Darryl S San Antonio

# 2023 Anniversaries



## October

Corey F Baton Rouge  
 Rebecca P Colorado Springs  
 Jake M Lincoln  
 Michael E Milwaukee  
 Richard G Milwaukee  
 Robert C North Platte  
 Michael C North Platte  
 Paul C North Platte  
 Steven C North Platte  
 Richard D North Platte  
 Jacob G North Platte  
 Danny J North Platte  
 Herbert L North Platte  
 Jerold M North Platte  
 Patrick M North Platte  
 Kendry R North Platte  
 Shannon S North Platte  
 Robert F North Platte

Jeanette G North Platte  
 John R North Platte  
 Sheri R North Platte  
 Jessie C Saginaw  
 Zachary J Saginaw  
 Jackie M Saginaw

Angela R Saginaw  
 Sarah R Saginaw  
 Todd M Saginaw  
 Joseph B Saginaw  
 James B Springfield  
 Clint B Springfield  
 Irvin C Springfield  
 John C Springfield  
 Travis C Springfield  
 Melvin C Springfield  
 David C Springfield  
 Larry H Springfield  
 Richard H Springfield  
 Kenneth H Springfield  
 Billy M Springfield  
 Corey P Springfield  
 Larry S Springfield  
 Ricky S Springfield  
 Jason T Springfield

## November

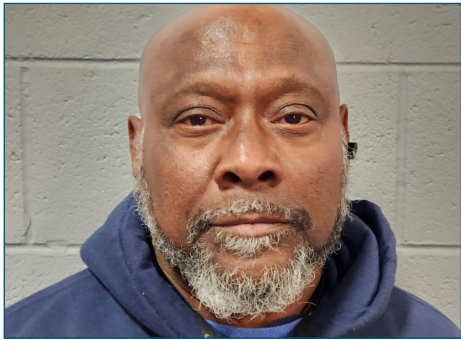
John H Abilene  
 Jairo Q Amarillo  
 Miguel F Amarillo  
 Alfonso R Amarillo  
 Dextrone B Baton Rouge  
 Keith H Baton Rouge  
 Jason R Baton Rouge  
 Michael S CORP  
 Samuel M Denver  
 Gregory J Denver  
 Vincent R Denver  
 Stephen H Everett  
 James S Kansas City  
 Curt C North Platte  
 John M North Platte  
 Andrew M North Platte  
 Steven B Portland  
 Luke B Portland

Kevin G Saginaw  
 Parker P Saginaw  
 Trevon G San Antonio  
 Roy C San Antonio  
 Wayne S Springfield  
 Gale E Springfield  
 Keith P Springfield  
 Danny C Springfield  
 Michael H Topeka

## December

Sean P Colorado Springs  
 Ashley B CORP  
 Thomas F Denver  
 Paul W Everett  
 Ryan C Everett  
 Dustin P Midland  
 Logan C Portland  
 Shane C Portland  
 Chad M Portland  
 Jessie C Saginaw  
 Zachary J Saginaw  
 Lawrence S San Antonio  
 Shannon S Springfield  
 Alexis R St Louis





# DRIVER SPOTLIGHT

## VICTOR SMITH

Commercial Driver,  
Colorado Springs, Colorado

Victor, nominated by his manager Becky Padilla, has been with MMS since September of 2020. Prior to that, he worked for the post office beginning in 2016.

“I have always worked on the Western Slope,” said Victor. “I enjoy going up and down the mountains, especially in the snow.”

Becky praised Victor for his dedication.

“Victor is someone who goes

above and beyond. He is very thorough with his daily tasks; he emphasizes safety and represents MMS with the highest standards,” she said.

“Victor is always positive and well respected among his co-workers. He delivers excellent customer service to the post offices he serves. Victor is just one of those guys who takes a lot of pride in his work; his truck is spotless. He shows class, and I respect the heck

out of this driver. Victor does all of this not to get noticed or rewarded but because it’s who he is,” said Becky.

Victor and his wife have been married 17 years. They have five daughters, two sons and eight grandchildren. He enjoys cooking for his family and going to the gym.

“I’m 63 years old, good luck trying to keep up with me!” he joked.

# MANAGER SPOTLIGHT

## ROBIN FREEMAN

Operations Support Manager,  
San Antonio, Texas



Robin has been with MMS since June of 2022. He was nominated by MMS co-owner Jon Bargaen, who said: “I have worked with Robin during several new location startups and Robin has always done a fantastic job!”

Other colleagues were quick to praise Robin’s work. “Robin is a great resource for all departments with his knowledge and willingness to jump in and help wherever he can. And a great sidekick to Batman!” -Tonda Griess, HR Director

“Robin is GREAT! He’s always there whenever you need him, whether it’s to help with orientation, or let me pick his brain on a project I’m

working on or simply to listen.” -Amanda Patton, Safety Assistant

“I have witnessed Robin go above and beyond on many occasions to help whenever and wherever necessary, all with a positive attitude and always in a timely manner. No task is ever too big for him! I am beyond grateful to have Robin as part of our team and always look forward to working with him.” -Amela Bektic, Safety Director

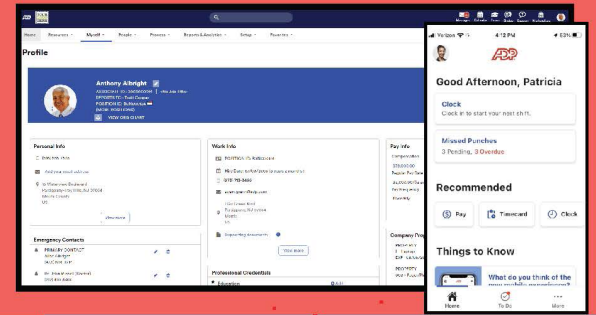
Robin is a San Antonio area native. He and his wife Kelly have been together for 12 years and married seven years ago. They love spending time with their family. The couple has five boys between

them and nine grandchildren. They love to travel and have been to Hawaii and the Virgin Islands on big trips, but also like to explore taking long driving trips either on the motorcycle or driving and stopping in different towns to see what makes them special.

Robin has close to 40 years experience in management. He joined MMS one year and three months ago. MMS has allowed him to travel, by starting up new contracts, teaching and training. MMS allows him to be involved with all aspects of the business and it has also taught him how the Postal Service works. He says, “I am learning something new and exciting every day. Proud and excited to be here.”

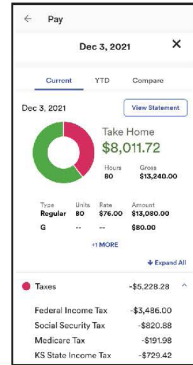
# Your ADP Self-Service Portal and the ADP Mobile App

Access all of your personal pay and HR information without having to reach out to HR. Your self-service portal is not limited to desktop or laptop computers – you can also connect from anywhere using the ADP Mobile App



**Can you please share your most recent tax statement?**

- View current & historical pay statements
- Access Forms W-2
- Manage Pay Preferences



- Review time off balances
- Initiate shift swap request
- Request time off

**Request Time Off**

Step 1: Add Time Off Request

Request Type: Vacation

Duration: Full Day, Half Day, Hours

Start Date: Select a date

End Date: Select a date

Buttons: Add comment, Add Another Request, Previous, Review & Submit



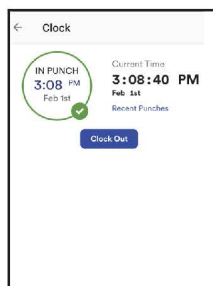
**I am right on track for my retirement savings**

- Check retirement balances
- View contribution amount
- Update fund allocation



**Time for me to head home, let me clock out**

- Clock In/Out – even when offline
- Update and approve your timecard
- View your upcoming schedule



- Review benefit elections
- Complete Open Enrollment
- Add or change dependent information

## Tools for Managers

- Review your team's calendar
- Clock a group of employees in-/out-
- Approve employee's time off requests
- Uncover workforce trends in areas such as turnover, overtime & more
- Compare your workforce with ADP's unmatched data set of more than 30M US workers

## Download the ADP Mobile App today!

For more information visit [www.adp.com/gomobile](http://www.adp.com/gomobile)



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# 7 EASY WAYS TO SAVE YOUR SHOULDERS

## GIVE YOURSELF A [micro]BREAK

Pick a movement. After completing a job task, add that movement into your routine. Continue to switch it up throughout the day!

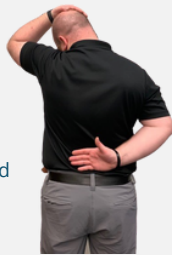
### Trap Stretch

*A classic for a reason. Overactive muscles in the area can cause issues for the shoulder.*

One arm pulls head away from opposite shoulder.

Tuck your chin, and point your nose toward your armpit.

Hold for 10s. Switch!



**Hint:**

If desired, put your opposite hand behind your low back, near your belt loops, for an even greater stretch.

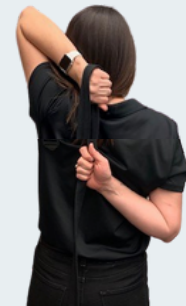
### Scratch Your Back

*Getting that itch you can't scratch is great for shoulder mobility and health.*

Bend elbow up by the ear and reach hand as far as possible towards mid-spine.

Use opposite hand and reach behind back to try and meet hands half way.

Hold for 10s. Switch!



**Hint:**

You may notice one side has more mobility than the other. This can be due to old injury, hand dominance, or a variety of other things.

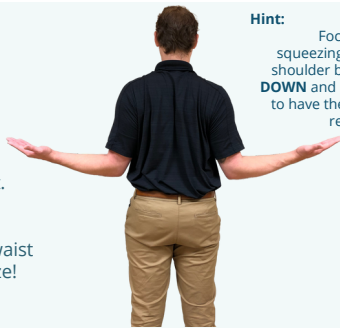
### Wipers

*This movement targets the rotator cuff. Small movements here make a big impact on your shoulder health.*

Squeeze shoulder blades together with elbows "pinned" to your waist. Palms together.

Keeping elbows "pinned" to your waist rotate hands out. Hold that squeeze!

Repeat to fatigue.



**Hint:**

Focus on squeezing your shoulder blades **DOWN** and **BACK** to have the best results.

### Karate Chops

*This movement is deceptively tough. It's working those shoulder stabilizers through their full range of motion!*

With your shoulders rolled back into neutral position, bring forearms up holding them parallel to each other.

Keeping arms parallel slowly raise arms. Remember to squeeze shoulder blades once your hands are above your head!

Slowly raise and lower to fatigue.



**Hint:**

Watch your forearms! They will naturally want to break parallel. This often is due to weakness in the rotator cuff.

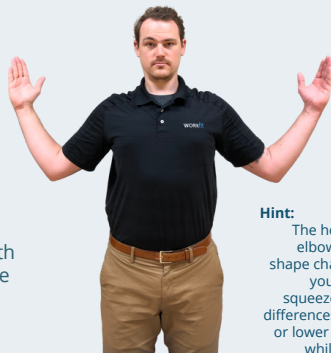
### W Squeeze

*Another targeted rotator cuff movement. This focuses on the lower muscles that bring stability to the shoulder.*

Squeeze shoulder blades together, focusing on bringing them **DOWN** and **BACK**.

Pull arms into W position with elbows at mid-torso and core tight. Hold that squeeze!

Repeat to fatigue.



**Hint:**

The height of your elbows in the "W" shape changes where you will feel the squeeze. Notice the differences if you raise or lower your elbows while in the "W".

### Proud Chest Look Ups

*This is a multi-targeted move to focus on both the neck and chest. The goal is to combat the effects of forward slouching posture.*

Clasp hands behind your back and lift hands away from body.

Push chest out and look up to ceiling.

Hold for 10s. Repeat as needed.



**Hint:**

If you can't reach your hands together behind your back, that is okay! Try to bring your hands as close together as possible by squeezing your shoulder blades together and look up. You will still get benefits from this movement.

### Y Squeeze

*This is a multi-targeted move to focus on both the neck and chest. The goal is to combat the effects of forward slouching posture.*

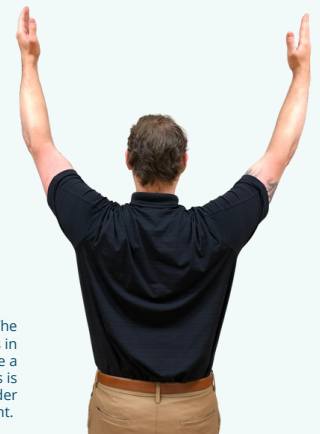
With good standing posture raise arms up into "Y" position. Keep head in neutral position.

Squeeze shoulder blades together. Hold that squeeze!

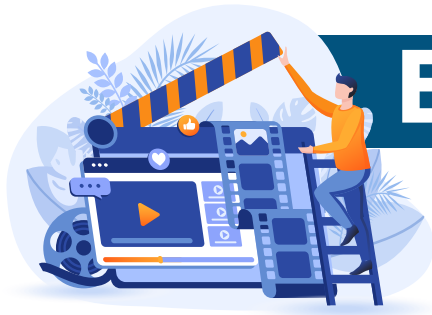
Repeat to fatigue.

**Hint:**

Don't overthink it. The angle of your arms in the air can create a new challenge. This is due to your shoulder blade movement.



This information is for health improvement and injury prevention only.  
Discontinue any exercise that causes increased pain.



# BEHIND THE SCENES



**Corporate Team-MMS Annual Leadership Conference:** Kevin Petow, Dan Barga, Tonda Griess, Chrisy Tyler, Amela Bektic, Ashley Bphonsavat, Amber Ramirez, Jon Barga, Yolanda Willis, Amanda Patton, Joey Fynbu, Josh Crawford, Michael Shermot



**NE Region Team:** Ron Watkins, Mike Robnett, Conner McKenna, Steve McKinney, Dan Barga, Chris Nichols, John Pool, Zac Schultz, Brian Fisher, Mark Larock, Chad Michaud, Richard Garcia, Jesus Del Real, Jon Ardon, Steve Reynolds



**NW Region Team:** Doug Dicke, Grant Lander, Jon Barga, Jake Gosnell, Mike Knigge



**Robin Freeman, Amela Bektic and Luis Martinez representing MMS in Medford, Oregon.**



**McAllen, Texas drivers excited to join the MMS team and proudly wear their safety vests! Welcome to the team, gentlemen!**



**SW Region Team:** Marc Phaneuf, Jimmy Corrales, Roy Cox, Robin Freeman, Doug Collins, William Weston, Jamie King, Becky Padilla, Thomas Perez, Luis Martinez

At the Leadership Conference employees from around the country took pictures with miniature bobble heads of Dan and Jon. "Traveling with Dan and Jon" was a fun way for them to showcase the conference journey!



**Bobblehead Dan Barga helping Chrisy Tyler and Tonda Griess make sure everyone gets paid on time!**



**World's Best Bosses: Jon Barga and Dan Barga**



**Mail Management Services**  
2023 4TH QUARTER NEWSLETTER

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