

Vol. 5 • April 2024

# The Epika Connection

Bringing Our Brands Together

## Epika's Momentum: Celebrating Achievements and Looking Ahead

Joe Dougherty, CEO of Epika Fleet Services, highlights our journey through 2023 and sets the stage for an ambitious 2024. Here's the essence of our progress and what lies ahead.

In 2023, Epika welcomed **100** new technicians, growing our family and enhancing our expertise. This growth contributed to an impressive **40%** increase in our core mechanical maintenance businesses, outpacing the market significantly.

Last year marked our transition into **one** unified team, fostering collaboration and extending our comprehensive services nationwide. Our unity has been our strength, enabling us to deliver unparalleled service.

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**"Last year marked our transition into one unified team, fostering collaboration and extending our comprehensive services nationwide."**

Joe Dougherty

The recent addition of Prestige Fleet Services expands our reach and capabilities, adding over 150 team members and extending our operational footprint across 22 states. This move signifies our commitment to growth and excellent service for our customers.

As we move forward, it's an exciting time to be part of Epika. Dougherty's message is one of gratitude and optimism, urging us to focus on our customers and continue building a stronger company together.

**Watch Joe's address here:**

April 2024

# Epika's Momentum

Celebrating Achievements and Looking Ahead

With CEO: Joe Dougherty

**EPIKA** | Get everything going right™





## James Salinas: A Legacy of Dedication and Mentorship at LubeZone

As we bid farewell to James Salinas on his retirement, we're not just celebrating the end of an era at LubeZone; we're honoring a legacy. James, with over 44 years in the transportation industry, including a significant chapter with us starting as a manager and later serving as a crew chief, embodies dedication, leadership, and mentorship.

From Eagle Lake to the heart of LubeZone, James's journey is a testament to lifelong learning and adaptation. He navigated the industry's evolution, from technological shifts to cultural changes, always with a focus on preparation, hard work, and the invaluable human connections that make our work worthwhile.

James's insights—especially his candid take on modern challenges like the “phone plague” affecting workplace dynamics—have not only added depth to our team discussions but also highlighted the importance of staying grounded in our fast-paced world.

Married for 40 years, a father, grandfather, and great-grandfather, James plans to spend his well-earned retirement indulging in his hobbies, managing his rental homes, traveling, and cherishing time with his family.

His commitment and work ethic, underscored by his personal advice to “Be punctual, be prepared, and stay busy. Learn as much as possible, the more you know the more you're worth,” resonate deeply with LubeZone's ethos of excellence and continuous improvement.

James, your LubeZone family thanks you for your unwavering dedication and the positive impact you've made. Your legacy of mentorship and leadership will continue to inspire us. Here's to a retirement filled with the joy and fulfillment you've brought to so many.





# Quick Hits from TMC 2024 with Arron Smithart

Arron Smithart, our Director of Operations, hit up TMC 2024 in New Orleans, a must-attend for anyone in trucking tech and operations. The buzz? It's all about connection and innovation. TMC gathers the industry's movers and shakers, making it the perfect spot for Arron to network and scope out the latest in truck tech.

The focus this year? Bringing back insights that could streamline how we work at Epika. Whether it was exploring new technologies at the expo or diving into discussions about the future of truck design, Arron was on it, thinking about how to boost our operational efficiency.

Not just a solo mission, Arron teamed up with Rich McDonald, Director of Business Development at Fleet Mobile Maintenance.

They were on the hunt for innovations that could elevate all Epika brands, attending task force meetings and chatting with key industry leaders to gather actionable intelligence.

Arron's takeaway? TMC is invaluable for staying ahead in our rapidly evolving field. Thanks to their efforts, we're poised to integrate these fresh insights, ensuring Epika leads the pack in service and innovation.

Big thanks to Arron for steering the Epika ship at TMC 2024, bringing back the knowledge that keeps us at the cutting edge.

**“We're poised to integrate these fresh insights, ensuring Epika leads the pack in service and innovation.”**

Arron Smithart





# FROM MILE ONE TO MILE ONE MILLION GET EVERYTHING GOING RIGHT™



## Meet Adam Schwarz: A Day in the Life at Downtime Fleet

Join Adam Schwarz, our Vendor Manager at Downtime Fleet, as he gives us an insider look into his daily responsibilities in the world of vendor management. With a decade at Downtime and a background in construction-turned-intermodal management, Adam has mastered the art of negotiation and relationship-building. From urgent, high-stakes negotiations to the essential day-to-day interactions that keep our operations smooth, Adam embodies our motto: "Teamwork makes the dream work." Dive into his day and discover how teamwork and quick thinking ensure top-notch service for our customers. [Click above](#) to watch the video and see how Adam and his team make everything go right, every day.



## Managed Mobile Teams Up for Community Impact with Olive Crest

At Epika, we're committed to making a difference, not just in fleet services, but in our communities. Earlier this month, our Managed Mobile Inc. team embodied this spirit by assembling Easter baskets for Olive Crest, a nonprofit dedicated to supporting children and families in crisis across Southern California, Nevada, and the Pacific Northwest.

A big thank you goes out to everyone who volunteered or supported the initiative, ensuring essential services continued smoothly while others contributed off-site. The baskets filled with gifts were delivered to children throughout Orange County, bringing smiles and joy this Easter.

This effort is part of their ongoing commitment to engage with and support their community. Thanks to the Managed Mobile team, we're not only leading in fleet services but also in making a meaningful impact. Here's to more projects that demonstrate our core values and enhance the lives of those around us.





# Team Epika at MATS 2024: Together, We Shined

March was a standout month for us as Epika, alongside LubeZone, Deaton, Fleet Mobile Maintenance, and Downtime, took on the Mid-America Trucking Show.

It was more than a chance to showcase; it was where we, as a diverse yet united team, shared, learned, and grew closer. Right from the start, diving into deep conversations with customers and potential leads, to exchanging ideas that spark innovation, MATS was buzzing with energy.

What really made the days special was seeing our team in action, bouncing thoughts off each other and building on the collaborative spirit that defines us.

It wasn't all work, though. The show gave us moments to bond over coffee, share laughs, and get to know each other beyond our roles. These connections are what make us strong, what make us **Epika**.

Big thanks to each one of you who made this possible. Your hard work, enthusiasm, and team spirit were on full display, showing the industry just what makes Epika unique. Here's to us, to our journey ahead, and to getting everything going right for our customers. Let's keep the momentum rolling!



## Deaton's Fleet Expansion: Driving Forward Together

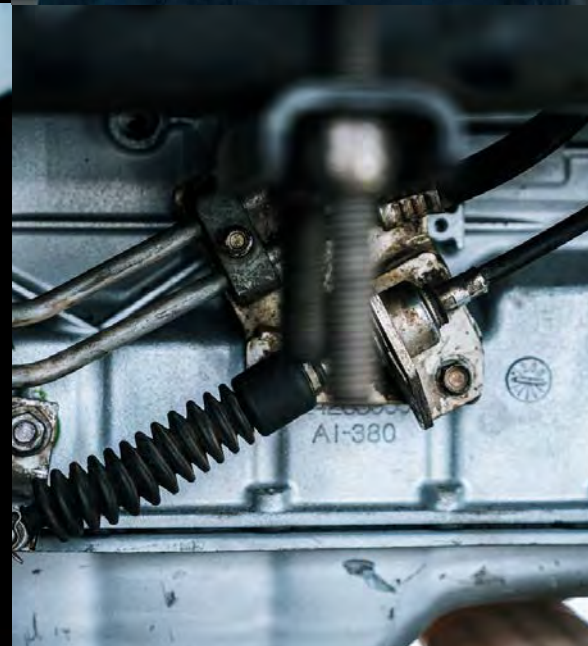
Deaton is on the move, literally. With nine new trucks added to their fleet at the end of last year and six more arriving this quarter and shortly thereafter, they're stepping up their game to serve their customers better and faster.

This growth spurt isn't just about numbers; it's about how they, as a team, are pushing forward to meet their customers' needs with even more efficiency and reliability.

Paul Baggett, Deaton's GM, puts it simply, "Big shoutout to our team. Your hard work and dedication are what make these expansions possible. We couldn't do it without you. Here's to reaching new heights together!"

Every new truck on the road means we're increasing our capacity to provide top-notch maintenance and repairs directly where our customers need us.

This is Deaton growing stronger, thanks to everyone's effort and commitment.







## Career Path Spotlights: Eric Kemp

Meet Eric Kemp, whose journey from technician to General Manager at Fleet Mobile Maintenance (FMM) epitomizes the growth and opportunities at Epika.

In this video, Eric shares his experiences, milestones, and the lessons he's learned along the way.

His story reflects our commitment to fostering talent and leadership within our family.

**Watch Eric's video here:**

**"Look for the guys' who are in front of you, with their success. Follow their lead and learn from them!"**

Eric Kemp

