



BUZZ AT BAY



2025 ISSUE 3

The Importance Of Following Safety Rules In The Workplace

In every workplace, safety rules are not just guidelines - they are essential practices that protect employees, ensure productivity, and maintain legal and ethical standards. Following these rules can mean the difference between a regular workday and a serious accident. Regardless of the industry, prioritizing workplace safety fosters a healthier, more secure environment for everyone.

1. Protecting Employee Well-being

The most critical reason to follow safety rules is to protect the physical and mental well-being of employees. Safety protocols are designed to prevent injuries, illnesses, and even fatalities.

2. Reducing Costs & Liabilities

Accidents and injuries often lead to costly medical expenses, compensation claims, and legal issues. By adhering to safety regulations, companies can minimize these financial burdens. A proactive approach to safety also helps avoid penalties from regulatory bodies such as OSHA (Occupational Safety and Health Administration).

3. Improving Productivity & Efficiency

A safe work environment promotes efficiency. When employees do not have to worry about potential hazards, they can focus more on their responsibilities.

4. Boosting Employee Morale & Retention

Employees are more likely to remain loyal to organizations that demonstrate care for their safety and well-being. A strong safety culture builds trust and respect between staff and management. This leads to improved morale, stronger teamwork, and higher job satisfaction.

5. Creating a Culture of Responsibility

Enforcing safety rules also promotes a culture of responsibility. Employees become more aware of their surroundings, take ownership of their actions, and are more likely to look out for their coworkers.

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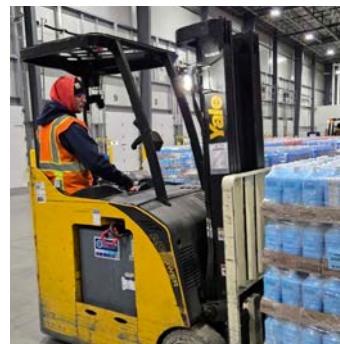
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6. Meeting Legal & Regulatory Requirements

Workplace safety is not just a moral obligation—it is a legal one. Governments and regulatory agencies have established rules and standards that businesses must follow. Failure to comply can result in heavy fines, business closures, and serious legal consequences.

Conclusion

Workplace safety is everyone's responsibility. Employers must provide proper training, equipment, and policies, while employees must follow the rules and speak up when they see potential hazards. By working together to uphold safety standards, businesses can create a secure environment where everyone thrives. Let's put safety first so everyone can get home.



2025 Managers Summit!

Bay Logistics hosted the 2025 Managers Summit at our Headquarters in Hamtramck, Michigan. The session proved to be both productive and informative, showcasing the collaborative spirit among attendees as they established goals for their respective locations. We are grateful for the enthusiasm each individual demonstrated for their work and the valuable insights they shared.



Special Events Partnership

Bay Logistics is a proud Silver Sponsor of the Michigan City Special Events for 2025. Bay Logistics will become an integral part of Michigan City community events supporting local and regional businesses.

The Michigan City Special Events calendar centers around two signature events...The Singing Sands Sand Sculpting Festival, July 18th through the 20th, and Oktoberfest, August 29th through September 1st, 2025. These are the largest events and have the most impact.

The Singing Sands Sand Sculpting Festival is a one-of-a-kind festival on the south shore of Lake Michigan, and one of only three sand sculpting festivals on the Great Lakes. Our unique "singing sands" has attracted some of the world's most talented sand sculptors.

Oktoberfest is a Michigan City tradition with an incredible past. Once considered the largest and most anticipated event in Northwest Indiana, this Labor Day weekend event featured multiple music stages, food vendors, an artisan market, and so much more.



Grand Rapids Gold!

On January 16, 2025, the team at Bay Logistics organized a delightful gathering at Van Andel Arena's Innovation Island. Employees and clients united for a joyful winter break filled with laughter and celebration! The delicious buffet and exclusive bar made for a wonderful evening, especially with the home team clinching a nail-biting overtime victory!

The after party took place at Z's in downtown Grand Rapids, where karaoke and drinks kept the fun going until the night came to a close!



Welcome Ronald Hill!



Bay Logistics is excited to welcome Ronald Hill as our new Hamtramck DC Manager!

Ronald brings nearly a decade of management experience in food-grade operations, along with over 10 years of expertise in the logistics industry. His deep understanding of both fields makes him a valuable addition to our team.

Outside of work, Ronald has been married to his wife for 22 years, and they have two children-a 22-year-old son and a 19-year-old daughter. A talented and experienced drummer, Ronald has traveled across the U.S. performing a wide range of music including Country, Jazz, Funk, R&B, and Gospel. He currently plays drums for Carla Cooke, daughter of legendary singer and songwriter Sam Cooke as well as in his church band.



In his free time, Ronald enjoys spending time with his family and soaking in the vibrant atmosphere of downtown Detroit, whether at entertainment venues or sporting events-especially cheering on his favorite team, the Detroit Pistons.

Please join us in giving Ronald a warm welcome to the Bay family!



Meet Dylan Kennaley!



What is your job title & role?

I am a Project Manager for Bay Logistics and am involved with Auditing the east side of the state. I also help with customer launches and implementing new programs created by Lee.

How long have you worked for Bay?

I have been working for Bay for 10 years, since June of 2014. It has been an amazing ride with many learning opportunities.

What do you like about your job?

I love getting into new projects and working with the warehouse and IT on the best way to move forward. Finding the fine line that works well for everyone is always difficult, but navigating those white waters with a team and making it through the other side is incredibly gratifying. Also, I would consider myself a very social person and being able to work with a plethora of people makes every day feel fresh!

Where were you born and where do you live?

I was born in Southern California and moved here when I was 16. I now live in Canton.

Where did you go to college?

I went to Washtenaw Community a few years ago.

What is your previous work experience?

My previous work experience is Home Depot where I learned how to operate a forklift, and Tim Horton's where I learned that I LOVE coffee.

What do you do for fun?

I love traveling and experiencing new environments and cultures. It gives me ideas for new cocktails to craft or new recipes to try. Hiking and disc golf are two huge outdoor hobbies of mine, you'll find me in the courses just about every weekend when it's warm. I am also an avid gamer whether it be on my PC or at a table playing board games like Settlers of Catan.

Where do you see yourself in 5 years?

I see myself continuing to pursue my passions and jumping into whatever I can to contribute to a company that has done so much for me!



2024 Donald J. Finney Memorial Award



Congratulations to Tina Helsel for her selection as the winner of the 2024 Donald J. Finney Memorial Trophy! In addition to a commemorative Bay Logistics embroidered winter jacket, Tina receives possession of the trophy with her name plate on it for one year.

Tina is a Customer Service Agent at the Bay Logistics Spring Lake Distribution Center who consistently demonstrates the willingness to do whatever it takes to keep our customers happy!

Presenting the trophy to Tina is last years winner Lauren Gradisher.

Don Finney was a ten-year employee of Bay Logistics when he passed away suddenly in January of 2020. Don had spent the first 35 years of his career in Materials Management, first at A&P and then at General Motors Powertrain in Livonia and Romulus, Michigan. Don's colossal work ethic, his vast knowledge of automotive materials and containers, and his captivating personality are badly missed!

The Donald J. Finney Memorial Trophy award was instituted in 2021 to perpetually honor Don, and to annually recognize the Bay Logistics employee who most exemplifies our battle cry "It's Better at Bay!"



PROMAT 2025

Bay Logistics was at ProMat 2025! They met with vendors, attended vendor sponsored events, visited with several Bay customers in attendance and learned about the latest in robotics and new technologies!

As the manufacturing and supply chain industry's premier global event, ProMat brings over 50,000 manufacturing and supply chain buyers together to learn, engage and connect with the leading trends and equipment and technology solutions.



Pictured above we have Kurt Cuncannan, Cindy Gabel, Jon Swart, and Kyle Haan from Bay Logistics.



New Battle Creek Distribution Center!

BAY LOGISTICS OPENS DISTRIBUTION CENTER IN FORT CUSTER

Supply chain management firm Bay Logistics has established a new distribution center in Battle Creek. The company, which provides warehousing and 3rd-party logistics services, recently acquired the property at 300 Fritz Keiper Blvd. in the Fort Custer Industrial Park.

Supply chain management firm Bay Logistics, Inc. has established a new distribution center in Battle Creek, Michigan, managed by Distribution Center Manager Lorie Brown. The company, which provides warehousing and 3rd-party logistics services, recently acquired the property at 300 Fritz Keiper Blvd. in the Fort Custer Industrial Park. The 107,560-square foot property sits on 13.8 acres. It was originally occupied by Koyo Corporation of Japan, which began operations in 1989. Most recently, the facility housed DENSO Air Systems.

With quick access to major highways and rail networks, the Battle Creek location offers access to making it an ideal hub for both inbound and outbound logistics operations. This strategic advantage will allow Bay Logistics to optimize its transportation routes, reduce shipping costs, and enhance overall service delivery. As the company continues to expand its footprint, the Battle Creek distribution center will play a crucial role in supporting its long-term growth objectives and reinforcing its reputation as a leader in the logistics industry.



Navigating The Key Trends In Global Logistics For 2025

By Mike Bhaskaran (Chief Operations Officer at DP World)



The logistics industry is evolving rapidly, and staying ahead of emerging trends is essential for businesses to remain competitive. As we move further into 2025, several key developments are reshaping the global supply chain landscape, from sustainability and AI integration to enhanced resilience and digital transformation.

1. Sustainable Logistics: A Growing Demand for Eco-Friendly Solutions

With environmental responsibility becoming a top priority, businesses must adapt by minimizing CO2 emissions and adopting eco-friendly practices. This includes calculating carbon emissions from various transport options and choosing the most sustainable routes. As consumers and companies demand greener logistics, businesses must be transparent about their environmental impact and implement innovations like recyclable packaging and reduced reliance on toxic fuels.

2. Leveraging AI for Smarter Logistics Operations

AI is transforming logistics by automating processes, optimizing freight rates, and enabling real-time tracking. By integrating AI-powered tools, logistics companies can improve decision-making, streamline operations, and increase efficiency. With advancements in technology, businesses will be able to reduce manual work, speed up processes, and improve overall service delivery, ultimately driving down costs and increasing transparency.

3. Building Supply Chain Resilience in Uncertain Times

Global instability and inflation are key factors influencing logistics in 2025. Companies must prioritize in-depth cost assessments, efficient route planning, and risk management. A resilient supply chain is about adapting quickly to changing circumstances and being able to forecast future challenges. Strengthening partnerships and diversifying supplier networks will also help mitigate risks and ensure continued success.

4. The Rise of Digital Transformation and Integrated Platforms

As the logistics industry embraces digital tools, businesses are increasingly relying on comprehensive platforms to manage end-to-end logistics, from warehousing to rate management. These solutions provide visibility, simplify operations, and promote efficiency. Logistics companies will continue to leverage digital transformation to meet the evolving demands of customers, streamline booking systems, and enhance transparency.

5. E-Commerce and Commercialization: Expanding Trade Capabilities

As e-commerce continues to grow, the logistics industry is expanding its focus on optimizing trade capabilities. Solutions like SeaRates' Vendor Package are helping businesses promote their freight services and grow their reach. The ability to quickly connect with partners, find reliable carriers, and manage rates all in one place is essential to thriving in an increasingly digital and interconnected marketplace.

6. Regulatory Changes and Compliance in 2025

With evolving global trade regulations, businesses must stay compliant to avoid disruptions. New rules around carbon emissions, safety declarations, and eco-design standards will impact logistics operations. Understanding these changes and adapting to new requirements, such as the EU's Carbon Border Adjustment Mechanism and China's export controls, will be crucial for businesses looking to stay ahead.

Looking Ahead: Embrace Innovation for Competitive Edge

As these trends continue to shape the logistics industry, businesses must embrace innovation, adaptability, and sustainability to remain competitive in 2025. By integrating AI, focusing on sustainable practices, and leveraging digital solutions, companies can enhance their operations and thrive in a dynamic global market.

NEW SERVICE!

RUST PREVENTATIVE APPLICATION

- Automated
- 100% Adjustable
- Experienced operators
- High volume capacity
- 1st & 2nd shift operations



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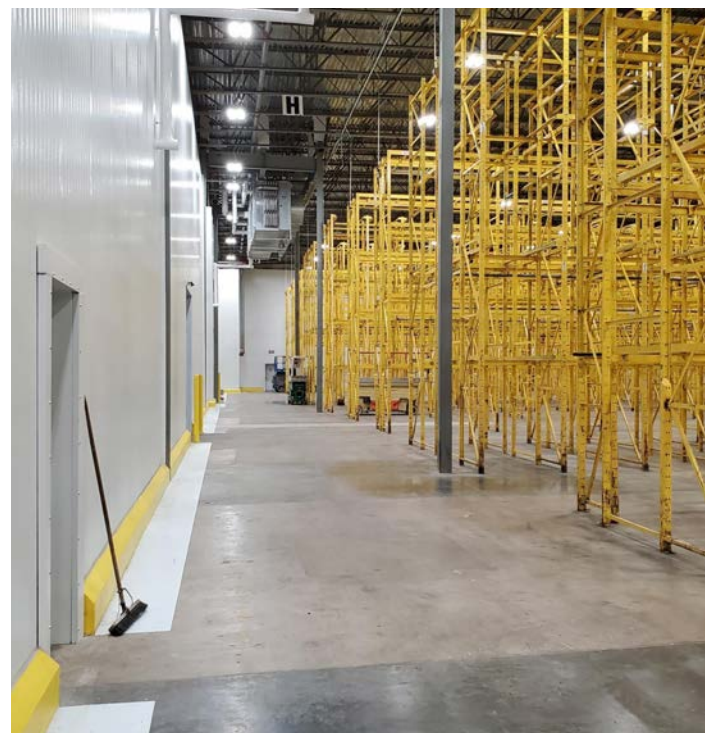


Refrigerated/Frozen Warehouse Space Available Downtown Phoenix!

The Bay Logistics refrigerated and frozen warehouse is ideally located in the heart of Phoenix, ensuring easy access from both the I-10 and I-17 freeway systems. This expansive distribution center covers a total area of 76,292 square feet, making it a perfect choice for your storage needs. Don't hesitate to contact us today to reserve your space!

Many amenities at this site:

- 24 semitrailer protected/secured trailer parking spots
- New heavy-duty dock levelers
- 3-year-old ultramodern refrigeration equipment
- 7,077 rack positions
- Experienced management and material handlers
- Refrigerated or freezer capability



Welcome To The World, Weston Lee Taskey!

We would like to extend our heartfelt congratulations to Daejah Taskey from Bay Logistics on the joyous arrival of her baby boy, Weston Lee! Born on February 3rd, 2025, Weston weighed in at a healthy 4 pounds and 8 ounces. This is a wonderful milestone for Daejah and her family, and we wish them all the happiness as they welcome their new addition!



Ladies & Gentlemen... Get Ready For The Main Event!

In this corner... weighing in at 7 pounds, 4 ounces... standing a strong 20 and a half inches tall... fighting out of Leonard, Michigan... making his much-anticipated world debut... give it up for the one, the only... Broooooooks Weber!

He's backed by an elite team in his corner—his powerhouse siblings: Madelyn, a 4-year-old 5-star athlete from the North Side, and her fiery assistant Laurel, a 2-year-old 4-star out of Philly—both bringing unmatched energy and championship pedigree to the ring.

Guiding this dynamic trio is the head coach and MVP of the household... Robin (Mom)—a veteran strategist known for going the distance and keeping her fighters ready for all 12 rounds.

This. Could. Be. A. Classic!

Congratulations Ryan Weber from Bay Logistics for your new addition!



Celebrate Coopersville!

Fifteen members of the Bay Team took part in the Celebrate Coopersville event, which took place in Coopersville, Michigan. This vibrant event highlighted a variety of local food and beverage offerings, as well as live entertainment that engaged attendees throughout the day. The funds raised from this event are dedicated to supporting the North Bank Trail, contributing to the enhancement and maintenance of this important community resource.



“ Most of the time customers are more than willing to express a problem or dissatisfaction with a company or person. This letter is intended to be the polar opposite! **The Bay team collectively has always been a valued partner in my eyes.** We have been doing business for over 10 years and honestly, I can't think of a better company I feel more welcome with in my entire professional career. **A deep and heartfelt amount of gratitude for Bay Logistics, who are always willing to go above and beyond for their customers,** especially for Haltermann Carless and myself personally.

Bill Bovensiepe
US Sales Director Mobility BU
Haltermann Carless

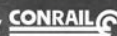
 Haltermann
Carless

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IT'S BETTER AT BAY!

HAMTRAMCK OPERATIONS



9450 Buffalo Street, Hamtramck, MI 48212

- Rail-served by 
- Customs bonded warehouse
- CTPAT certified
- 270,000 SF
- ESFR fire suppression
- Static racking
- Close to the Port of Detroit

 **BAY**
LOGISTICS
IT'S BETTER AT BAY!



Power To Prosperity With Bay Logistics

Bay Logistics owns and operates a strategically integrated network of distribution centers in the US and Mexico featuring food grade, HAZMAT/flammable, rail-served, racked, ambient, and temperature-controlled space.

Our menu of on-site services includes transportation, inventory management, KPI tracking, cross docking, shipping/receiving, order fulfillment, returns processing, repack, rust inhibiting agent application, slip sheeting, consolidation, part inspections, special labeling, aluminum coil upending, EDI communications and a wide assortment of reporting functions.

Tapping into our investments in people, equipment, training, facilities, safety, process development, and IT infrastructure allows our clients to funnel resources into production and other core competencies. Disengaging from supply chain management activities frees up time for customers to focus on product development, engineering, automation, expansion, and strategic future planning.

Financially balance your business by outsourcing to Bay Logistic!

