

Zooniversal & You!

On **Saturday, July 19th**, Universal families gathered for a wildly fun summer event at the **Toronto Zoo!**

The day kicked off early with a bit of leisurely exploration around the zoo before the crowds rolled in.

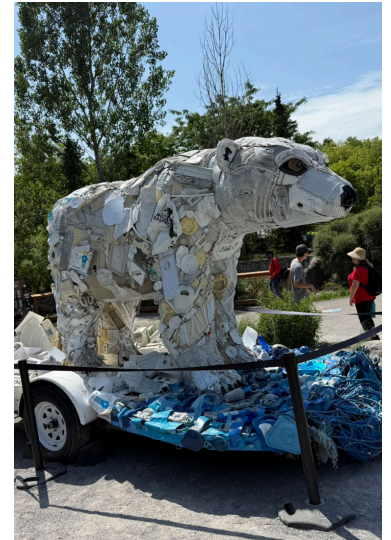
By late-morning, Parking Lot 1 was already full, and quite a few of our own attendees had to trek in from farther out, but spirits stayed high!



At 11:45 AM, the all-you-can-eat BBQ opened with something for everyone, plus Lifesaver popsicles to keep things cool. One of the highlights was the Animal Encounter, where curious kids (and a few brave adults) got up close with beautiful birds brought in just for the occasion.

Each guest received a *Zooniversal*-themed gift bag, packed with goodies like Sour Patch Kids, Skittles, chips, colourful Universal friendship bracelets, a round peppermint lip balm, and a beach towel printed with this year's custom *Zooniversal* graphic.

After lunch and some relaxing in the shade, families were free to roam the zoo at their own pace for the rest of the day, taking in the sights, snapping selfies, and making memories.



Thank you to everyone who came out and made *Zooniversal 2025* such a roaring success!

[>> Click here to swing back into the wild fun! <<](#)

2025 Summerlicious Days at Universal

Summerlicious Days at Universal are back!

We had our first taste of *Summerlicious* on **Tuesday, July 15th** with the arrival of the ***Ice Cream Truck*** at Head Office, and icy treats for our Canadian Branch and US Offices. Check out some of the fun at the bottom of this article!

Universal Logistics is back at it again with delicious summer perks for everyone to enjoy. Our Head Office will see the return of Food Truck lunches and another round of the Ice Cream Truck. Our Canadian Branch and US Offices are also going to enjoy lunch and treats at their offices, arranged with options specific to their locations.

Courtesy of Universal Logistics!

So, if you haven't already, here's your reminder to save the dates ...

- **Tuesday, August 5th** – Food Truck Lunch – 12:30 pm
- **Tuesday, September 9th** – Ice Cream Truck – 1:30 pm
- **Tuesday, September 16th** – Food Truck Lunch – 12:30 pm



[>> Frosty Fun at Universal's first Ice Cream event of the year 🍦 🍧 🍷 ...](#)

Announcing our New Internal Committees at Universal!

Back in March and April, we introduced **3 new employee volunteer Committees**, and asked who might be interested in participating.

24 individuals put their names forward, expressing interest in joining a Committee.

Here is a brief outline of the role our 3 new Committees will be playing, as well as an introduction of our new Committee members:

Engagement Committee

Led by Committee Coordinator, **Debbie McGuire**, the *Engagement Committee* will remain focused on initiatives to enhance the overall employee experience and workplace morale. Building on the efforts of our previous *LEAD* team, we will also introduce new mental and physical, health and wellness initiatives.

- **Debbie McGuire** (Committee Coordinator)
- **Debbie D'Ornellas**
- **Mark DeLuca**
- **Cindy Feltham**
- **Naara Garcia**
- **Beatriz Silva**
- **Vanessa Varga**
- **Alexis Wanzo**



Education Committee

The *Education Committee*, led by Committee Coordinator, **John Leis**, will work to continue the company's commitment to both internal and industry-related training initiatives for our employees. Internal training will encompass programs designed to enhance employee skills and support career progression, within the company. This will include leadership development, technical skills enhancement, and soft skills workshops, all aimed at building a highly competent and motivated team.

- **John Leis** (Committee Coordinator)
- **Lukas Hamann**
- **Marco Han**
- **Isabelle Lima**
- **Andressa Lopes**
- **Barbara Mulatinho**
- **Veena Ramesh**
- **Jheysson Sanchez**
- **Bowen Zhu**

Communications Committee

Led by Committee Coordinator, **Tina Scharnberg**, the *Communications Committee* will continue to work on our external communications to clients, prospects and agents. The main focus at the outset will be on producing our monthly *Route* newsletter, featuring articles related to the logistics industry. The ultimate goal for this committee is to handle all external communications, e.g. *Trade Alerts!*, social media, company website, etc., while encouraging creative thinking and new approaches to improve our communication offerings.

- **Tina Scharnberg** (Committee Coordinator)
- **Melanie Basu**
- **David Lychek**
- **Debbie McGuire**
- **Maryam Mehrdad**
- **Irina Moskvitina**
- **Kathleen Pope**
- **Brian Rowe**
- **Susan Sok**
- **Monse Vazquez**
- **Ivy Woo**

Our **2 *existing internal Committees*** will continue to operate, with just a few minor changes to the team members:

Events Committee

The *Events Committee* spearheads the planning, scheduling and organization of all Universal Logistics company events, including our annual *Summer Family Event* and *Staff Christmas Party*. Led by Committee Coordinator, **Tina Scharnberg**, the committee's main responsibilities include sourcing venues, coordinating entertainment, activities, prizes and gifts. The current *Events Committee* is comprised of employee volunteers who are passionate about event planning.

- **Tina Scharnberg** (Committee Coordinator)
- **Sharon Fong**
- **Maggie Gragasin**
- **Janice Ilkay**
- **Mariana Minero**
- **Alice Yan**
- **Maggie Yang**

Universal & You Editorial Team

Universal & You is our internal company newsletter, published on a bi-monthly basis. The *U & Y Editorial Team* aims to keep everyone updated on all that's happening at Universal Logistics, while offering employees a more in-depth look into activities and interests outside the office. The team will continue to be led by Committee Coordinator, **Sharon Fong**, and is made up of employee volunteers who are committed to writing about and sharing their hobbies and passions.

- **Sharon Fong** (Committee Coordinator)
- **Maryam Mehrdad**
- **Barbara Mulatinho**
- **Veena Ramesh**
- **Tina Scharnberg**
- **Alice Yan**

Once again, thanks so much to our Coordinators and volunteers who have agreed to step up and join Universal's internal Committees. We trust this experience will help you develop your own leadership, teamwork and problem-solving skills. At the same time, you will have a chance to influence decisions that affect the entire organization, and you will be helping create a most positive workplace environment for all Universal employees!

Something's Brewing

Contributor: Alice Yan

Exploring the New Wave of Trendy Outdoor Activities

As people seek fresh ways to reconnect with nature and challenge themselves, a wave of new and trendy outdoor activities is sweeping across Canada and the United States. Beyond traditional hiking and camping, these experiences blend fitness, adventure, creativity, and exploration, offering individuals, couples, and families exciting reasons to unplug and step outside – especially during the warmer summer months.

Obstacle Course Racing – Pushing Boundaries Together

Obstacle course racing (OCR) has exploded in popularity thanks to events like *Tough Mudder* and *Spartan Race*.

Participants run through rugged terrain, scale walls, crawl through mud pits, and conquer monkey bars. With options for all skill levels, OCRs are both competitive and inclusive, drawing thousands each year.



What makes this trend especially appealing is the social element – teams are encouraged, and camaraderie is celebrated. OCRs also promote a healthy lifestyle and give athletes a break from traditional gyms.

Kite Surfing – Harnessing the Wind and Waves

Combining elements of surfing, windsurfing, and paragliding, kite surfing is quickly becoming a favourite for water sports lovers.

Riders harness wind power through a large kite, gliding across the water at exhilarating speeds.



This sport has gained massive traction along the coasts of California, the Great Lakes, and Eastern Canada, where consistent wind and open water create perfect conditions.

With improving equipment and beginner-friendly training, kite surfing is no longer just for extreme sports enthusiasts – it's becoming a go-to summer thrill for a growing number of outdoor lovers.

Nature Scavenger Hunts – Discovery in the Wild

Nature scavenger hunts are experiencing a creative revival as a family-friendly and educational outdoor activity. These activities encourage participants to explore parks, trails, or forests while searching for specific plants, rocks, insects, or natural features.

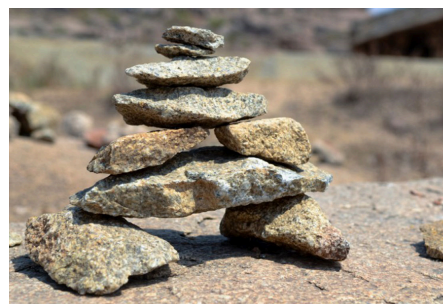


They combine the thrill of a treasure hunt with environmental awareness, making them ideal for families with kids or couples looking for a playful date idea.

Many apps and online platforms now provide ready-made scavenger lists and interactive tracking. These hunts create a deeper appreciation of nature, promoting both mental engagement and physical activity in a light-hearted way.

Outdoor Art Installations – Creativity in Open Air

Creativity is finding new life outdoors through personal art installations. Individuals and communities are using natural elements – like rocks, branches, and leaves – or bringing sustainable materials to create expressive pieces in public spaces or their backyards.



These installations can be meditative solo projects or collaborative art that engages entire neighborhoods.

Inspired by the land art movement, this trend encourages people to reflect on the relationship between humans and nature.

Spelunking (Caving) – Searching Earth's Hidden Gems

Spelunking, or recreational caving, offers a journey into the mysterious underground worlds formed over millions of years.

Caving involves navigating tunnels, climbing, rappelling, and sometimes even swimming through tight rock passages – making it a thrilling, physical challenge.



More advanced cavers often explore wild caves, while beginners can opt for tours with professional guides. Beyond the adventure, spelunking provides a unique opportunity to learn about geology, subterranean ecosystems, and the fragile beauty of cave formations.

From mud runs to scavenger hunts and outdoor art, today's trends offer fresh, exciting ways to connect with nature. Whether you're chasing thrills or quiet creativity, outdoor spaces have become vibrant settings for movement, mindfulness, and meaningful moments – no passport required.

Question: Except for all the trendy outdoor activities, hiking remains one of the most accessible and rewarding outdoor activities. Which of the following hiking trails is the longest in the world, and how long is it?

- A) Great Trail (Canada) – 24,000 km
- B) Pacific Crest Trail (USA) – 4,260 km
- C) Sentiero Italia (Italy) – 26,166 km
- D) Appalachian Trail (USA) – 3,500 km

Click on the question above, submit your answer to Sharon, and you're eligible to win!

Submission deadline

Friday, August 1st (Noon)

Prize

\$25 Tim Hortons, Starbucks or Amazon gift card for the 2 winners

(If more than two contestants have the right answer, we will pick the winning names out of a hat)



Kudos (Noun) – Praise & honour received for an achievement

Kudos Corner is a forum where Universal employees can recognize the efforts of their co-workers. Bring forward candidates for *Kudos Corner* at your next Team Meeting or simply drop your Manager a line whenever you feel someone's efforts should be recognized in *Universal & You*.

For this issue we received the following entry from Monserrat Vazquez of our Freight Solutions team:

*"We would like to recognize **Beatriz Silva of our Freight Solutions team at Head Office** for her outstanding work and focus on customer service and business development."*

Beatriz has consistently gone the extra mile in identifying client volume drops, changes, and new opportunities. She has submitted multiple SpeakUP!s, each one carefully crafted and packed with valuable insights. She consistently goes above and beyond, doing in-depth research, and gathering valuable information.

Most recently, Beatriz submitted a detailed analysis of the Roberts Gordon ocean freight activity. Her thorough report didn't just identify a drop in volume, it brought to light potential opportunities and led to actionable collaboration across teams.

*Her efforts earned well-deserved comments from **John Leis, Director of Client Relations**, who shared:*

"Thank you for pulling together this overview of the RG ocean freight activity. Spotting this variance in the use of our service is nothing short of commendable! Your willingness to go above and beyond to involve our US Customs Consulting team and to share these client insights is exactly the kind of feedback we hope to glean from the SpeakUP! program! Well done!"

Beatriz is a fantastic example of how curiosity, communication, and initiative can come together to drive noteworthy results. We're lucky to have her on the team!"

Growing again

In *Universal & You*, we want to introduce all new employees. We have new additions at Head Office and the Buffalo office. Please join us in welcoming Tanjim Rafi, Matthew Williamson, Alan Huynh, and Dzmitry Lutsko to the team!



Name: Tanjim Alam Rafi

Team: Canadian Customs Operations
(Head Office)

Start date: June 30, 2025



Name: Matthew Williamson

Team: US Customs Consulting Services
(Buffalo Office)

Start date: June 30, 2025



Name: Alan Huynh
Team: Canadian Customs Operations
(Head Office)
Start date: July 7, 2025



Name: Dzmitry Lutsko
Team: Client Relations
(Head Office)
Start date: July 14, 2025

Book Buzz

Contributor: Barbara Mulatinho

Barbara Reads and Rates: Run, Rot, Rise

Runner 13 by Amy McCulloch

Seven years ago, Adri left the running world after a major scandal. Now, after years away from the limelight, she's ready to race again.

Adri is hungry for a challenge, and she's picked one of the toughest events: a 250-mile trek through the *Sahara Desert* organized by a mysterious and famously sadistic race director. She's also there to get closure on the mysteries that cloud her past.

Adri is determined to finish the race and to find the answers to these long-buried questions, but as a number of runners start dropping out, some from the heat and others under more mysterious circumstances, it becomes clear that there's someone out there in the desert trying to stop anyone from winning—by any means necessary.



*Runner 13 by Amy
McCulloch*

Barbara's Rating: 4.5/5 ★

The author masterfully conveys both the physical and psychological challenges faced by those who take part in such extreme events. The race is utterly gruelling, and she brings it to life so vividly—you feel every blister, every pain, every grain of sand, and every searing wave of heat. It's an immersive and exhilarating read that kept me on edge and compelled me to finish it in a single sitting.

Bury Our Bones in the Midnight Soil by V.E. Schwab

This is a story about hunger, love and rage.

1532: A young girl grows up wild and dreaming of escape. But María knows she can only ever be a prize, or a pawn, in the games played by men. When an alluring stranger offers an alternate path, María makes a desperate choice.

1827: A young woman lives a cloistered life on her family's estate, until a moment of forbidden intimacy sees her shipped off to London. Charlotte's tender heart is swept away by an invitation from a beautiful widow—but the price of freedom is higher than she could have imagined.

2019: College was supposed to be her chance to be someone new, but after an out-of-character one-night stand leaves her questioning her past, her present, and her future, Alice throws herself into the hunt for answers . . . and revenge.

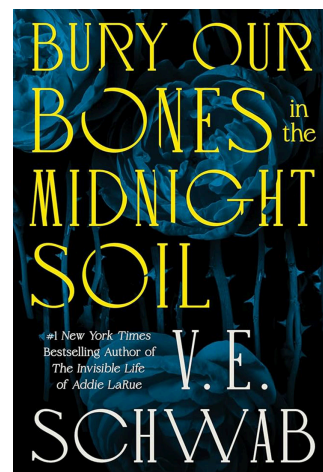
This is a story about life—how it ends, and how it starts.

Barbara's Rating: 3/5 ★

This is a character-driven novel, which can be challenging to enjoy when you find two out of the three protagonists unlikeable, like I did. While I admired the author's writing and appreciated the intent—to explore how women's lives are shaped across different time periods—the book as a whole just didn't work for me.

Sharon's Rating: 4.5/5 ★

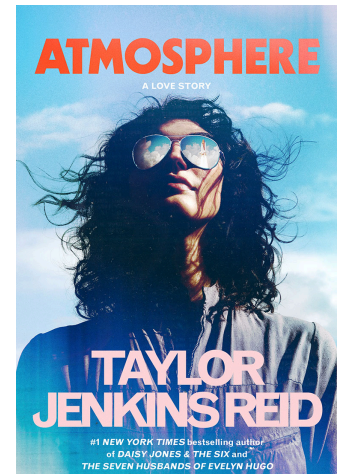
A rich, haunting read that sinks its teeth in early and never lets go. Schwab masterfully gives voice to a cast of vastly different women, all navigating confinement – by their time (and time itself), by circumstance, and by each other. I'm a big fan of villain protagonists, and this book isn't afraid to show its characters at their most flawed. Their ugliness feels honest, not performative. It's about survival and self-love more than anything else (María might've overachieved there). The writing is atmospheric and emotionally sharp. I felt each shift in era and perspective like a change in weather.



*Bury Our Bones in the
Midnight Soil by V.E.
Schwab*

Atmosphere by Taylor Jenkins Reid

Joan Goodwin has been obsessed with the stars for as long as she can remember. Selected from a pool of thousands of applicants in the summer of 1980, Joan begins training at Houston's Johnson Space Center. As the new astronauts become unlikely friends and prepare for their first flights, Joan finds a passion and a love she never imagined. In this new light, Joan begins to question everything she thinks she knows about her place in the observable universe. Then, in December of 1984, on mission STS-LR9, everything changes in an instant.



Atmosphere by Taylor Jenkins Reid

Barbara's Rating: 5/5 ★ Taylor Jenkins Reid continues to outdo herself, crafting deeply human stories filled with so much heart they just might break yours. This book was outstanding on so many levels, and I especially loved how thrilling it was—it had me on the edge of my seat from start to finish. The final pages took my breath away and have lingered in my mind ever since.

(For the record, both Tina and Sharon have logged 5 stars for Atmosphere – officially cleared for launch by ground control!)

Culture and Entertainment

Contributor: Barbara Mulatinho

Barbara at the Box Office: Capes, Carnage & Checkered Flags!

F1

Barbara's Rating: 4/5 ★

As a declared F1 fan, I can say that this movie is a lot of fun as long as you don't expect anything more than what it sets out to be: an old-school blockbuster of the highest quality.

I found myself laughing several times and getting nervous during races that didn't even happen in real life. Totally worth the ticket!



F1 - Premiered June 27, 2025

I Know What You Did Last Summer

Barbara's Rating: 3.5/5★

I recently watched the original *I Know What You Did Last Summer* to get ready for this reboot/sequel, and honestly, it did improve on a few things, like having more suspects and some solid tension.

I was genuinely on edge during every chase scene! I also liked how they brought back original characters, it made sense. This movie had some cool ideas, but the execution just didn't quite stick the landing.

It needed a bit more finesse to really shine. Still, totally worth the ticket!



I Know What You Did Last Summer - Premiered July 18, 2025

Superman

Barbara's Rating: 4.5/5★

It's a *Superman* movie that finally feels like *Superman*—fun, heartfelt, and full of purpose. I laughed out loud several times, the action scenes (especially Mr. Terrific's desert fight!) were top-notch, and it still managed to explore real-world issues in a thoughtful, impactful way. It's the kind of movie that stays with you after the credits roll.

The cast is fantastic: David Corenswet and Rachel Brosnahan have electric chemistry as Clark and Lois, and Nicholas Hoult's Lex Luthor is a scene-stealing powerhouse.

With a fresh take on Superman's mission—shifting from “truth, justice, and the American way” to

“truth, justice, and a better tomorrow”—this film reclaims the Man of Steel as a true symbol of hope. I left the theater smiling ear to ear. Kindness really is the new punk-rock.



Superman - Premiered July 11, 2025

P.S. Krypton has my whole heart.

Health and Lifestyle

Contributor: Veena Ramesh

Sunscreen 101

Everyone loves a sunny day. Sunlight lifts our spirits, makes everything feel more manageable, and adds a little glow to life. But to fully enjoy it, especially during these hotter-than-ever summers, we've got to protect our skin.

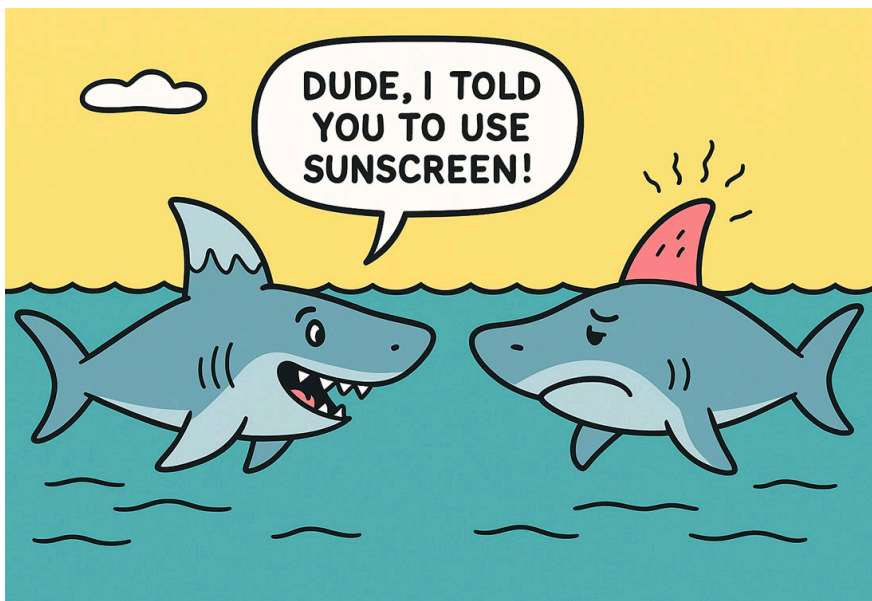
In both Canada and the U.S., UV exposure is no joke. Canada may not be tropical, but the UV index often hits **7-9+ in spring and summer**, which is considered high to very high.



Our thinner ozone layer, particularly in northern regions, lets more UV rays through, raising the risk of sunburn, premature aging, and skin cancer.

Surprise: UV protection matters in **winter too**. Snow can reflect **up to 80%** of UV rays, doubling your exposure even when it's cold. That means sun damage can happen year-round, even on cloudy days.

And while **skin cancer** is the most common cancer in Canada and among the most common in the U.S., it's not just a fair-skin issue. People of all skin tones are at risk, especially if they spend a lot of time outdoors.



So, let's talk sunscreen.

Sunscreen helps prevent skin cancer, premature aging, sunburn, and keeps your skin tone even. You want a **broad-spectrum** product to block **UVA (aging)** and **UVB (burning)** rays.

There are two main types:

1. **Chemical sunscreens** absorb into your skin and convert UV into heat. Some ingredients (like oxybenzone and avobenzone) have been detected in the bloodstream above safe levels in U.S. studies, and they're also harmful to marine life.
2. **Mineral sunscreens** sit on your skin and deflect UV rays. Look for **zinc oxide** or **titanium dioxide** – they're safer for your body and the environment.

Top Sunscreens (2025)

1. **EltaMD UV Clear—SPF 46**
Mineral-based, calming for sensitive or acne-prone skin
2. **La Roche-Posay Melt-in Milk—SPF 100**
Chemical, very water-resistant, excellent full-body coverage
3. **Supergoop! Unseen—SPF 40**
Chemical, invisible finish, doubles as a primer
4. **ISDIN Eryfotona Actinica—SPF 100+**
Mineral, includes DNA-repair enzymes, great for high-risk skin
5. **Neutrogena Ultra Sheer—SPF 100**
Budget-friendly, chemical formula, fast-absorbing and matte
6. **Beauty of Joseon Relief Sun—SPF 50+ PA++++**
Korean hybrid (chemical/mineral), no white cast, moisturizing
***PA = Protection Grade from UVA rays, seen in Japanese & Korean products*

Affordable Drugstore Picks

Neutrogena Ultra Sheer—SPF 55 or 70

Lightweight and under \$15.00

Trader Joe's Daily Facial—SPF 40

U.S. only, dupe for Supergoop

Equate Ultra Broad Spectrum—SPF 50

Found at Wal-Mart, around \$0.50/oz, great body sunscreen

Garnier Ombrelle Sport—SPF 60

Canada only, no white cast, sweat-resistant

Aveeno Protect + Hydrate—SPF 60

Fragrance-free hybrid, great for dry or sensitive skin

Blue Lizard Sensitive Mineral—SPF 50+

Very gentle, dermatologist-recommended






Wear sunscreen. Every day. Whether you're in Canada or the U.S., the sun is stronger than you think, even in winter. Protect your skin now, thank yourself later. Your skin will love you for it.

IT Corner



IT Tips

The IT Corner now features a rotating mix of practical content across five helpful categories since the May 2025 publication:

-  **Quick Tips & Best Practices** – Simple tricks to make your day smoother
-  **Cybersecurity Awareness** – Stay safe and secure online
-  **Tools & Tech Tips** – Get more out of the tools you already use
-  **Working Smarter Together** – Collaborate more effectively
-  **Learning & Development** – Bite-sized skill builders for continuous learning

Each edition will spotlight a tip or two that you can put into action right away.

This Month's Cybersecurity Awareness

“Think Before You Click – Spotting Suspicious Links”

Cyber attackers are getting smarter, but so can we. One of the easiest ways they trick people is through phishing links in emails, texts, or pop-ups.

Before clicking any link:

- ✓ **Hover (don't click!)** over the link to preview the full address
- ✓ **Watch for slight spelling errors** in familiar site names (like *g00gle.com* or *micros0ft.support*)
- ✓ **Don't trust urgency** – phrases like “*your account will be deactivated!*” are common scare tactics
- ✓ **If unsure, don't click** – report it or ask IT Solutions to check

STAY ALERT – one click can make a big difference.

This Month's Tools & Tech Tips

“Sign It Right – Keep Your Outlook Signature Updated & Professional”

Your email signature is part of your digital first impression – make sure it's doing its job!

Here's how to keep your Outlook signature **clean, consistent, and current**:

- ✓ **Avoid large images or multiple fonts** – keep it clean and readable

✓ Stay consistent with company formatting standards or branding guidelines

Pro Tip: If you copy and paste from older emails, make sure you're not bringing an outdated signature with it. Use New Email or Reply to start fresh, and check your formatting.

Need help updating to the latest company signature? **Reach out to [IT Solutions](#).**

Calling all Universal Employees!

We are looking for volunteers to contribute short articles for *Universal & You*. Topics can be team or industry-related or you might want to share a personal experience (e.g. volunteer work or travel) with your fellow employees.

Please forward your ideas to [Sharon Fong](#).