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EMPLOYEE PROFILE

Janice Howell



Over the last six years, Janice Howell has grown in her career at LinkEx and currently holds the position of accounting supervisor in the Dallas office. Janice’s work ethic is second to none and it’s not uncommon to see her in the office over the weekend. She certainly has earned the admiration and respect of all of her peers.

Sadly for us, Janice will be retiring in August, which will allow her to spend more time with the love of her life, Mark, to whom she has been married to for 49 years. Together, they have two children and five grandchildren.

Although we hate to see her go as it will leave a big void, we are all very excited for her next chapter. Enjoy retirement Janice! You deserve it. You will be missed!

EXECUTIVE FORUM

LinkEx – the leading Global 3PL

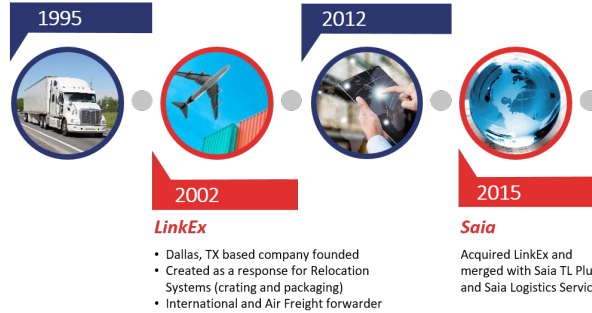
Welcome to our inaugural edition of LinkEx Insights. This quarterly newsletter is intended to enhance our communication with the entire LinkEx team and provide insights into not only current events within our company, but the marketplace as a whole.

Robert Co.’s

- Atlanta, GA based company founded
- Women minority owned
- Truck brokerage
- Outsourced logistics

Saia

- Robert Co.’s acquired and re-branded as Saia TL Plus and Saia Logistics Services



The start of LinkEx in its current form began in 2012 with Saia’s acquisition of the Robert Companies. In 2015, Saia continued its quest to further expand its portfolio and acquired LinkEx. Today, the strengths of both companies have been combined under the single moniker, LinkEx, and this year marks our third anniversary as one global entity.

Unlike most of our competitors, and as an affiliate of Saia, we have a distinct advantage in the marketplace. Saia is a \$1.4 billion company with over 90 years of experience. That said, our parent company offers many resources to us. Let’s review some of these.

In our global economy, most customers are seeking more solutions from fewer providers. That is one of the primary reasons Saia continues to invest in LinkEx and our ongoing success. Not only do all 254 Saia account executives represent the LinkEx brand, all national account executives and North American market specialists have a connection at most Fortune 500 companies. They often open these doors for LinkEx. As such, customers can take advantage of a multitude of products and services without going elsewhere to keep their supply chain moving smoothly.

Additionally, through the support of Saia’s marketing team, we have just completed new marketing collateral, including a new brochure and PowerPoint presentation.

To help protect our customers’ freight and reduce liability, the security team has invested more than \$80,000 in a state-of-the-art security system in our warehouse.

Our local fleet, which operates in the Dallas-Fort Worth Metroplex, is now equipped with Vnomic electronic logging devices, ensuring we stay compliant and provide analytics to better manage the business. The information technology team has been fully engaged as we implement our new transportation management system (TMS) and warehouse management system (WMS). Saia has also afforded us with very aggressive pricing, helping us enhance our market position and drive profitability.

These are just a few of the many resources available to us on a daily basis from our parent company. And, as you can see by current initiatives, these are exciting times at LinkEx and we are well-poised for the future.

I want to personally thank you for your past, current and future efforts in making LinkEx the leading global 3PL. We have a great team, history and resources... a winning combination.



David T. Miller
Vice President & General Manager, LinkEx

COMPANY NEWS

Building Our Brand

In an effort to expand our market recognition and provide consistency with our branding initiatives, the Dallas corporate office has new signage. The newly installed wall-mounted logo is the first visual of any visitor entering the Dallas office. Likewise, the local Dallas fleet is now equipped with LinkEx door signs. When LinkEx drivers arrive at a customer's location, they are sporting our colors in new uniforms. The red LinkEx shirt, blue shorts and combination hat is a memorable and classic look.

Additionally, all warehouse workers have similar uniforms. When vendors or customers enter any of our warehouses, the LinkEx brand is well-represented. We are looking good!

Please stay tuned as we work on making enhancements to our website...



CORPORATE CALENDAR



Employee Birthdays

July

- Kenya Banks
- Jerry D. Blankenship
- Cheri Evans
- Ray Hicks
- Rick A. Lange
- Felixberto B. Parras
- Jose Sanchez Franco
- Rene Sanchez
- Brandon W. Smith
- Justin Storey
- Joy L. Velez

August

- Nancy Flanagan
- Benjamin Garcia
- Chris C. Gates
- Joelle Haynes
- Jesus Puentes
- Kimberly K. Small



September

- Demarcus A. Coats
- Billy W. Coonrod
- Richard L. Cortez
- Christine Fowler
- Leo R. Gallegos
- James Jackson
- Danielle Johnson
- Glenda R. Lee
- Mary E. Merlino
- Oscar Montiel
- Felicia Rogers
- Scott D. Shiners

Employee Anniversaries (Years)

July

- Reyna Calvo (1)
- Richard L. Cortez (6)
- Dennis Denson (4)
- Tamyka Farrar (1)
- Sayo Benson (5)

August

- Billy W. Coonrod (7)
- Frank L. Kraushaar (5)
- Megan D. Lawson (2)
- Oscar Montiel (2)
- Mark Murphy (4)
- Kristin D. Poulos-Walker (3)
- Maegen Romano (1)
- Joy L. Velez (11)

September

- Michael S. Hayes (5)
- Glenda R. Lee (5)
- Meridith M. Mckim (3)
- Anastasio D. Perez (2)
- Clay Price (16)
- Adriana I. Rios (8)
- Kelly Reppert (8)
- Keith A. Shaver (10)



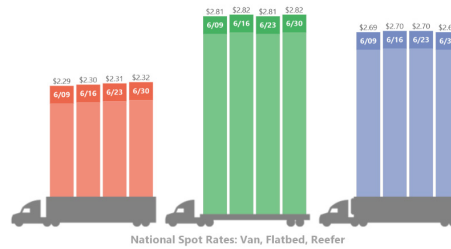
MARKET INTEL

U.S. truckload market is at an all-time high

by AD Perez, Manager of Carrier Development/Procurement

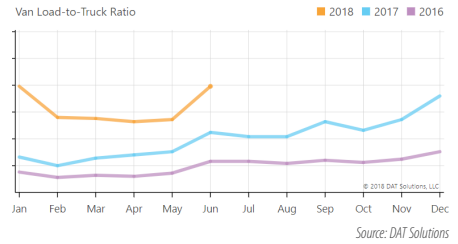
Thus far, 2018 has been an unprecedented year for the truckload market and analysts don't see it easing up anytime in the latter half of the year. We have seen numerous record-breaking numbers, the most significant being an increase in shipment volumes. Freight rates also increased, but available capacity decreased.

Spot Rates Hit All-Time Highs in June



Unparalleled demand and tight truckload capacity have led to amplified rates. June ended with record-setting rates for vans and flatbeds. The van load-to-truck ratio is up 45 percent, tying the record high set in January. And, the June ratio was 76 percent higher than it was in June 2017. Load-to-truck ratios held steady for vans and declined for flatbeds.

Van Load-to-Truck Ratio



In the past, the outbound Atlanta market has been the only van truckload market to average 2,000 available shipments per day for an entire year. At the end of this June, 35 U.S. markets are on pace to hit that average this year.

Current truckload market conditions have forced a change in shipper behavior. Surveys show the rate has been dethroned by available capacity as the number one priority of shippers. Carriers and 3PLs are now concentrating on creating ways to increase the capacity they can offer shippers seeing that those with capacity win. In turn, shippers are focusing on innovative ways to become carrier-friendly in hopes of protecting their capacity needs year round.

SERVICE SPOTLIGHT

International

As a global 3PL, LinkEx offers seven distinct services, one being contract logistics wherein we are under contract with our customers to manage all or a significant portion of their transportation. Essentially, we become their transportation department and it often involves placing LinkEx personnel on-site at the customer as well as comprehensive communication through the deployment of technology. Contract logistics is the ultimate goal of any customer relationship. The other six services include pool distribution, truck brokerage, expedite ground and air, international, final mile, and warehousing.

In this edition, we will spotlight international.

Kristin Hackett is our designated qualified individual (QI) as required by the Federal Maritime Commission. Kristin works out of the port city of Houston, Texas and has an excellent team in the Dallas office comprised of **Adriana Rios** and **Shandria Hill**. Together, these ladies bring more than 40 years of international experience to LinkEx. As a licensed non-vessel operating common carrier (NVOCC), we lease space and do not own any vessels or containers and we offer both import and export ocean services for less-than-container load (LCL) and full-container load (FCL). We are one of only 25 international freight forwarders in the entire state of Texas that are affiliated with the World Cargo Association (WCA). This affiliation gives us access to



more than 6000 agent office in 120 countries. The most optimum markets we operate in are Asia, Europe, South America and the Middle East. We have the ability to provide turn-key solutions for our customers and some of the specialized services we offer include preparing letters of credit, documentation legalization, notary and customs clearance/import security filing (ISF).

We are Transportation Security Administration (TSA) certified and also offer both import and export air freight services. Whether it is one pallet or chartering an entire aircraft, LinkEx has the experience. In addition, we are Customs Trade Partnership Against Terrorism (C-TPAT) certified. In fact, international is one of our most lucrative service offerings and one that we will continue to place much emphasis.