

PITT OHIO

SUPPLY CHAIN • GROUND • LTL • TL

GENERAL OVERVIEW
VARIOUS SERVICES

INFORMATION ON:

Executive Team
Community Involvement
Recent Awards

MEDIA KIT



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PITT OHIO FACTS

ESTABLISHED: 1979

PRESIDENT: CHARLES HAMMEL, III

HEADQUARTERED: PITTSBURGH, PENNSYLVANIA

EMPLOYEES: OVER 3,400

PITT OHIO SERVICES

SUPPLY CHAIN Service

- Leveraging PITT OHIO's assets and the resources of our strategic partners to deliver endless supply chain solutions, including, but not limited to: Dedicated Fleet & Asset Management, Warehousing and Distribution, Container Drayage and Transloading, Pool Distribution
- Nationwide solutions with the comfort of a regional relationship and single point of contact

LESS-THAN-TRUCKLOAD (LTL) Service

- Direct LTL delivery through a network of 25 terminals within the Mid-Atlantic and Midwest regions
- Extended coverage and access to 34 additional terminals in the Midwest and New England States with sister companies Dohrn Transfer, US Special Delivery and Ross Express
- 97% on-time delivery record
- Coverage across all of North America
- National and International Expedited service with Fast Track
- Protect From Freezing service with Heat Track

FLEET INFORMATION

LESS-THAN-TRUCKLOAD (as of 01/23)

- 931 tractors with an average age of 4.9 years. 840 tandems and 61 single axles. Including 30 natural gas powered tractors.
- 2,337 trailers with an average age of 6.6 years. PITT OHIO has 1,001 heated trailers.
- 288 straight trucks with an average age of 4.4 years. Including 76 heated straight trucks and 2 electric powered straight trucks.
- 54 cargo vans with an average age of 5.1 years. Including 1 electric powered cargo van.

ABOUT PITT OHIO

At PITT OHIO, we believe in value. We have used our legacy Less-Than-Truckload (LTL) service in the Mid-Atlantic and Midwest regions to shape what our company is today. In addition to LTL, our expanded reach allows us to provide logistics and supply chain solutions across North America.

Our family-run business values hard work, respect, commitment and teamwork and our workplace is characterized by the high energy, enthusiasm and effort of our employees who thrive in this positive environment. We are committed to providing our customers with first-rate service, which starts with our employees' commitment and dedication to our enterprise of services.

Our "just say yes" attitude for over 43 years and approach to business created a niche for PITT OHIO in the market place and set our company on a path of continuous innovation.

PITT OHIO has been consistently recognized as having one of the highest rated safety departments in the industry receiving many awards, including the American Trucking Association's (ATA) President Trophy for operating the safest fleet in the United States.

Our commitment to People, Planet and Purpose encouraged us to rethink what we can do to revolutionize sustainability in business and in the trucking industry. Our renewable energy powered microgrid uses a patented, groundbreaking process that takes wind and solar energy into a battery system and the subsequent distribution of that power to points of use.

As leaders in digital technology, our differentiation strategy centers around reliable data, transparency, and actionable insights, so that shippers can better manage their customers' expectations. Our innovative tracking application, Delivery Track, provides dynamic day of delivery ETA's for LTL shipments. Electronic bills of lading are vital to a seamless experience and can improve performance with better and timelier information while also reducing paper and errors.

PITT OHIO's successful journey to evolve into a transportation solutions provider is based on the growth and contributions of our people. As a result, we care about participating in a larger mission to make PITT OHIO the best in the business.

**WE ARE CUSTOMER DRIVEN, PEOPLE DRIVEN &
QUALITY DRIVEN. AT PITT OHIO, YOU CAN BE SURE
THAT "WE'RE ALWAYS THERE FOR YOU!"**

MISSION & VALUES

CUSTOMER DRIVEN

We strive to understand the diverse and emerging needs of our customer base. Our customers value our flexibility in developing solutions that meet their specific needs. We provide reliable and dependable solutions that exceed our customers' expectations.

PEOPLE DRIVEN

We know that our most significant resource is our people, and we are dedicated to providing an environment that allows each employee the opportunity to perform to his or her greatest potential. We truly believe the success of our organization can be attributed to our employees' dedication, pride, and outstanding work ethic. The commitment and loyalty of our employees facilitates the success of our organization.

QUALITY DRIVEN

We recognize that quality is important to our customers. We develop repeatable operations, safety, security, claims prevention and vehicle maintenance processes that minimize variance and improve consistency. We measure our performance so that we can continuously improve the reliability and efficiency of all aspects of our service. We are committed to providing our customers with high-value, cost-efficient solutions. Our commitment to quality is integral to our company.

PRINCIPLES

Our organization exists to make our customers more competitive, our employees more valuable and our environment safer. Below are the essential and enduring principles of our organization:

- Incomparable customer service with a focus on leveraging people, processes, and technology to deliver unique, world class customer solutions.
- Genuine concern for our employees and their development, happiness and safety – "Take care of our people."
- Continuous improvement of our productivity and efficiencies.
- Maintaining a strong stance on all of our sustainability initiatives which includes; lowering our environmental impact, supporting the less fortunate, social responsibility, and safety of the people with whom we share the road.

At the foundation of our core is our continued commitment to our customers, employees' safety and security, and our organization.

DECLARATION OF OUR COMMITMENT TO OUR CUSTOMERS

Our customers are the lifeblood of PITT OHIO. PITT OHIO will build strategic, long-term business relationships with our valuable customers. PITT OHIO will take a one-to-one customer-centric approach which places an emphasis on understanding and delivering PITT OHIO's value proposition, service and price to each individual customer. PITT OHIO will develop unique supply chain solutions that allow us to differentiate our company in the market place.

DECLARATION OF OUR COMMITMENT TO EMPLOYEES

We regard our employees as our most valuable resource. We will continue to uphold the culture of the company by ensuring our employees are provided an environment to work which promotes openness, communication, safety, diversity, and inclusion of ideas. Our employees will be given the tools necessary to be productive and successful in achieving the goals of the organization.

DECLARATION OF OUR COMMITMENT TO SUSTAINABILITY

PITT OHIO, being sustainable means taking into consideration everything that we as a company and as a community member affect. We are committed to lowering our environmental impact, finding efficient transportation solutions for our customers, being a good corporate and community citizen, and supporting our employees. Our efforts are focused around the "Three P's": People, Planet, and Profit.

DECLARATION OF OUR COMMITMENT TO SAFETY

We at PITT OHIO do hereby declare our full and absolute commitment to safety in every facet of our business. The safety of all personnel, our customers, and other highway

users is of the highest priority. Therefore, safety will be an integral part of policies, procedures and programs governing our business. We further recognize that it is the responsibility of every level of management to provide a safe working environment, abide by all applicable safety rules, comply with State and Federal regulations, and insist upon complete commitment to safety from all personnel.

In furtherance of this policy, it is everyone's responsibility to maintain a safe environment for all personnel and to work in a safe manner in accordance with our accident prevention policies, procedures and programs.

DECLARATION OF OUR COMMITMENT TO SECURITY

PITT OHIO is committed to developing the partnerships, technologies, and strategies that will protect the assets of our customers and our organization. We will empower our employees with security knowledge, support, and resources to do their jobs safely and effectively. Our security will be customer-centric, forward-looking, and risk based in its approach. This approach will help ensure that business goals are met and customers receive the highest quality of service.

WE STRIVE TO UNDERSTAND THE DIVERSE AND EMERGING NEEDS OF OUR CUSTOMER BASE. OUR CUSTOMERS VALUE OUR FLEXIBILITY IN DEVELOPING SOLUTIONS THAT MEET THEIR SPECIFIC NEEDS. WE PROVIDE RELIABLE AND DEPENDABLE SOLUTIONS THAT EXCEED OUR CUSTOMERS' EXPECTATIONS.

HISTORY

- 1979** PITT OHIO EXPRESS opens
- 1986** Coordinates transportation for the Boy Scouts of America Scouting for Food Campaign
- 1994** Launches new logo
Employees began supporting Make-A-Wish Foundation
- 1999** New and current Pittsburgh, PA corporate office opens
Launches first website
Becomes first regional carrier to offer expedited service—Fast Track
Participates in first ever Pittsburgh, PA Walk for Autism Speaks
- 2000** Introduces signature commitment, “We’re Always There for You!”
- 2003** By 2003, offers service to Detroit, MI
Begins shipping to southern U.S. through Averitt Express partnership
Employees participate in Great PA Clean Up; since been expanded to all 21 terminals
- 2005** Launches TRUCKLOAD service through acquisition of ECM TRANSPORT
- 2006** Expands coverage area to include Greater Triad Cities of North Carolina
Expands coverage area west
- 2007** Continues westward expansion
Expands coverage area across all North America by forming The Reliance Network
Expands coverage to New York City with Sunline Express
Introduces Employee Wellness Program
Employees add The Boys & Girls Clubs of America as corporate charity
- 2008** Launches Protect From Freezing service—Heat Track
- 2009** Releases mobile web and applications
Joins Facebook, Twitter and LinkedIn
- 2010** Launches small-package GROUND service

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- 2011** Changes name to PITT OHIO
Launches new logo and website
- 2013** Introduces Sustainability Policy focused on People, Planet and Profit
- 2014** Relocates to larger terminals in Cincinnati, OH, Chicago, IL and Norristown, PA

Opens first LEED Certified trucking terminal in western Pennsylvania

Releases patent pending carbon calculator, CO2 Track, to the public
- 2015** Adds 10 Compressed Natural Gas (CNG) powered tractors to fleet

Expands coverage area to include Louisville, KY
- 2016** Adds heated trailers to LTL fleet for use with Heat Track

Charleston Straight Truck Driver named National Champion
- 2017** Expanded and improved service to the Midwest with sister companies Dohrn Transfer and US Special Delivery

Expanded TRUCKLOAD service area and offerings with sister company Palmetto State Transportation

Pittsburgh terminal receives LEED Gold Certification

TERMINAL OPENINGS:

- 1979** PITTSBURGH, PA
1984 CLEVELAND, OH & NORRISTOWN, PA
1985 BALTIMORE, MD
1986 CHARLESTON, WV
1987 HARRISBURG, PA & ALLENTOWN, PA
1988 CUMBERLAND, MD
1992 WEST MIDDLESEX, PA
1993 COLUMBUS, OH
1997 CINCINNATI, OH
1998 HAZLETON, PA
1999 ROANOKE, VA, RICHMOND, VA & EAST WINDSOR, NJ
2000 CHERRY HILL, NJ & WASHINGTON, PA
2001 TOLEDO, OH
2003 CHICAGO, IL
2006 BATTLE CREEK, MI
2007 INDIANAPOLIS, IN

- 2018** Adds Purpose to Sustainability Policy

Expanded TRUCKLOAD service area and offerings with sister company Motor Carrier Service

Installs a second wind turbine at Pittsburgh terminal

Construction of new terminal in Parma, Ohio begins

Five drivers, the most in company history, qualified for the National Truck Driving Championships

Earns a 2019 Military Friendly® Employer designation, achieving both Gold and Top 10 status

Extends coverage area in New England with LTL sister company Ross Express

Extends Heat Track coverage area to include points between New England and Nebraska

2019 Celebrates 40 years in business

Launches Delivery Track

One driver qualified for the National Truck Driving Championships

Enhances Heat Track service by adding more heated trailers and expanding the coverage area to include New York

Awarded seventh President's Trophy presented by American Trucking Association (ATA)

Enhances service to Western NY with next day service

Enhanced service to Canada with partners Polaris Transportation Group and Rosenau Transport including next day service to the Greater Toronto Area from Pittsburgh, Washington, West Middlesex and Cleveland

Joins Instagram

2020 Enhances service to Connecticut, Rhode Island and Massachusetts with next day service lanes from Allentown, Harrisburg, East Windsor, Cherry Hill and Hazleton

Received a patent on the renewable energy process we developed for our microgrid

Enhances service to the Greater Toronto Area of Canada with a next day service lane from Indianapolis

Enhances our Online Invoicing tool for presentment and payment to join our other technology innovations such as Delivery Track, ETA's and eBills of Lading capabilities

2021 Launched Warehouse & Distribution service

Summit Packaging Solutions completes recapitalization with PITT OHIO to strengthen balance sheet and position business for continued growth

Divested all ECM TRANSPORT, Motor Carrier Service and Palmetto State Transportation interest

Cleveland Terminal and Maintenance Shop receive LEED Gold Certification

Expands service offering to include International Container Drayage and Transloading

PITT OHIO named #1 Top Workplace; President Chuck Hammel Named Leader of the Year

2022 Driver Gary Eastwood named Maryland Driver of the Year

Chief Operating Officer, Jim Fields, named Truck Fleet Innovator of the Year by Heavy Duty Trucking Magazine

Vice President of Safety, Jeff Mercadante, named National Safety Director of the Year by the American Trucking Association

Added 2 electric powered straight trucks to fleet

Added electric powered cargo van to fleet

Expanded coverage area and service to the entire state of New York by adding 4 new terminals in Albany, Buffalo, Utica, and Watertown

Four drivers qualified for the National Truck Driving Championships in Indianapolis, Indiana

LOCATIONS

**HEADQUARTERS:**15 27TH STREET

PITTSBURGH, PA 15222

**LESS-THAN-TRUCKLOAD (LTL)
TERMINAL LOCATIONS**

- Albany, NY
- Allentown, PA
- Baltimore, MD
- Battle Creek, MI
- Buffalo, NY
- Charleston, WV
- Cherry Hill, NJ
- Chicago, IL
- Cincinnati, OH
- Cleveland, OH
- Columbus, OH
- Cumberland, MD
- East Windsor, NJ
- Harrisburg, PA
- Hazleton, PA
- Indianapolis, IN
- Norristown, PA
- Pittsburgh, PA
- Richmond, VA
- Roanoke, VA
- Toledo, OH
- Utica, NY
- Washington, PA
- Watertown, NY
- West Middlesex, PA

RECOGNITION

TOP WORKPLACE: AWARDED IN PITTSBURGH (TWELVE TIMES), CINCINNATI (FOUR TIMES), CLEVELAND (FOUR TIMES), RICHMOND, INDIANAPOLIS (THREE TIMES), AND ALLENTOWN **AND SPONSORED BY LOCAL NEWSPAPERS, ENERGAGE DETERMINES THE LIST AND RANKING BASED SOLELY ON SURVEYS ABOUT THE WORKPLACE COMPLETED BY EMPLOYEES.**

CUSTOMER AWARDS

- American Group Northeast Regional Carrier of the Year
- DHL Supply Chain Regional LTL Carrier of the Year
- Dupont Sourcing & Logistics Outstanding Service Award*
- Eastman Chemical Supplier Excellence Award*
- Echo Global Logistics LTL Carrier Platinum Award*
- Geodis Carrier of the Year
- GlobalTranz Top Northeast Regional Carrier*
- Grainger Carrier of the Year*
- Harte Hanks LTL Carrier of the Year
- Honeywell Carrier of the Year Award*
- Leaf Home Regional Carrier of the Year
- Penske LTL US Regional Carrier of the Year Award
- PPG Excellent Supplier Award
- Roppe Holding Company LTL Carrier of the Year
- Schneider Logistics' Regional Carrier of the Year
- Supermedia Super Service Award
- TRANSPLACE Regional Carrier of the Year
- Volvo Logistics Quality Award
- Worldwide Express Northeast Regional Carrier of the Year*

**Multi-year award recipient*

SAFETY

7-Time ATA President's Trophy Winner

26-Time ATA Safe Fleet Award Winner

9-Time ATA National Industrial Safety Contest Winner

Indiana Motor Truck Association

- 3-Time 1st Place Award Winner in our Class

Maryland Motor Truck Association

- Chairman's Award Winner
- 3-Time 1st Place Award Winner in our Class

New Jersey Motor Truck Association

- 2-Time 1st Place Award Winner in our Class

Ohio Trucking Association

- 4-Time President's Trophy Winner
- 6-Time 1st Place Award Winner in our Class

Pennsylvania Motor Truck Association

- 4-Time President's Trophy Winner
- 10-Time 1st Place Award Winner in our Class

Virginia Motor Truck Association

- 2-Time 1st Place Award Winner in our Class

West Virginia Motor Truck Association

- 10-Time Grand Champion Award Winner
- 10-Time 1st Place Award Winner in our Class

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SUSTAINABILITY

2016 and 2017 U.S. EPA SmartWay Award

Awarded by the U.S. Environmental Protection Agency (EPA) to true freight and supply chain industry leaders in environmental performance and energy efficiency.

2013 Breathe Award

PITT OHIO received one of the first Breathe Awards honoring work to improve the region's air quality in Pittsburgh, PA.

2018 Green Supply Chain Award

Awarded by Supply & Demand Chain Executive, The Green Supply Chain Award recognizes companies making green or sustainability a core part of their supply chain strategy, and are working to achieve measurable sustainability goals within their own operations and supply chains. The awards also recognize providers of supply chain solutions and services assisting their customers in achieving measurable sustainability goals.

2013, 2018, 2019, 2020, 2022

G75 Green Supply Chain Partner

Inbound Logistics' 75 Green Supply Chain Partners (G75) recognizes sustainability leaders in the logistics and transportation sector.

2018, 2019, and 2021 Heavy Duty Trucking Top Green Fleet

Heavy Duty Trucking Magazine recognizes companies that are acting as leaders in their industry, participating in pilot projects and testing new technologies.

EPA Level Gold Encouraging Environmental Excellence Stewardship Award

2021 Exemplary Project Award in the Ohio Green Building Challenge

Supply Chain Sustainability Award

(Inaugural Award from Customer Parker Hannifin)

2022 Carnegie Science Center Award: Corporate Leadership

INDUSTRY

Quest for Quality

Logistics Management Magazine's Quest for Quality award is awarded by shippers and is widely regarded as one of the most important measures of customer satisfaction and performance excellence. PITT OHIO has received the award 28 times in the LTL category, 14 times in the Expedited Motor Carrier category, 4 times in the Truckload category, and our North American Service earned a spot on the list in the National LTL category.

2016 and 2019 NASSTRAC Carrier of the Year

Award by the National Shippers Strategic Transportation Council (NASSTRAC) to one regional carrier that excels in customer service, operational excellence, pricing, business relationships, and leadership/technology.

2018, 2019, and 2020 Top 100 Trucking Company by Inbound Logistics

Inbound Logistics compiles a qualitative assessment of service providers the publications feels are best equipped to meet and surpass readers' diverse supply chain and logistics needs.

2018 Fleet Owner Magazine LTL Fleet of the Year

Awarded by Fleet Owner Magazine, the magazine determined the five winners based on those that stand out from the rest for their management skills, successes, innovative approaches to excellence in fleet operations, and sheer above-and-beyond ability to transport and deliver goods in the most extreme of circumstances.

2017 CIO 100 Award

The CIO 100 Awards celebrates 100 organizations and the teams within them that are using IT in innovative ways to deliver business value by creating competitive advantage, optimizing business processes, enabling growth or improving relationships with customers.

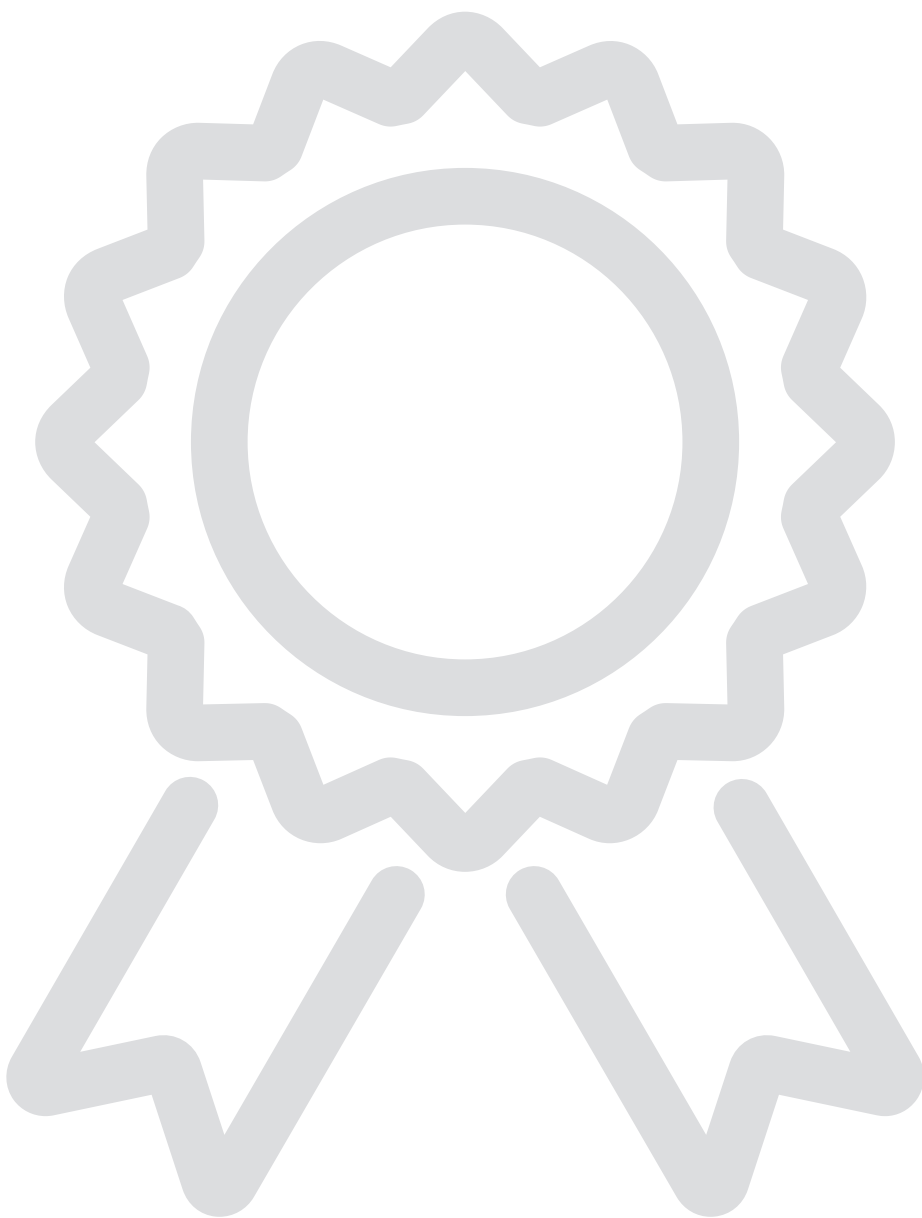
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2017 Global Trade Magazine Leading 3PL's

The magazine features companies that excel in areas of versatility, innovation, green initiatives, technology and other specialized services. PITT OHIO made the Expedited list.

Three-Time Alliance Award Recipient

Through collaborations with The Reliance Network (TRNet) carrier Averitt Express, PITT OHIO received awards from 2014-2016 with customers Toshiba, Vicro and Salon Centric, respectively.



COMMUNITY INVOLVEMENT

At PITT OHIO, our employees enjoy and take great pride in giving back to the communities where they live and work. Our company is highly involved in various community and industry-related organizations to help strengthen the industry and the communities that surround our organization. The following is a list of some of the organizations we support.

AUTISM SPEAKS

PITT OHIO has been raising money for Autism Research since 2001. PITT OHIO became involved with Autism Speaks through one of our employees, Scott Greacen, who is the proud father of two boys diagnosed with Autism. Alec and Ian Greacen motivate PITT OHIO each year to raise more and more money for research. PITT OHIO employees participate in the Walk For Autism Research, held annually in Pittsburgh, Pennsylvania. In 2009, PITT OHIO expanded its support for Autism Speaks to its terminals by participating in walks across the company's footprint.

THE BOYS & GIRLS CLUBS OF AMERICA

Since 2010, PITT OHIO has been a supporter of The Boys & Girls Clubs of America. In addition to monetary donations, PITT OHIO is committed to supporting the organization's mission of enabling all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

MAKE-A-WISH FOUNDATION

PITT OHIO began making an annual donation to the Make-A-Wish Foundation in 1995. Through a payroll deduction program, our company has raised over \$400,000 to be used by the organization to grant wishes for children diagnosed with terminal illnesses. In addition to our annual monetary donation, PITT OHIO also moves the organizations wishing well and various items during their 2 week-long Holiday Campaign in December.

GREAT PITT OHIO CLEAN UP

Employees from the company's seven Pennsylvania terminals have participated in the "Great PA Cleanup" since 2005. PITT OHIO expanded its green efforts in 2009 to include employees from all of its 21 terminals in the Mid-Atlantic and Midwest regions. Employees are encouraged to bring their family and friends and participate in community improvement activities such as picking up litter, landscaping, gardening, and other Earth Day beautification projects during the month of April.

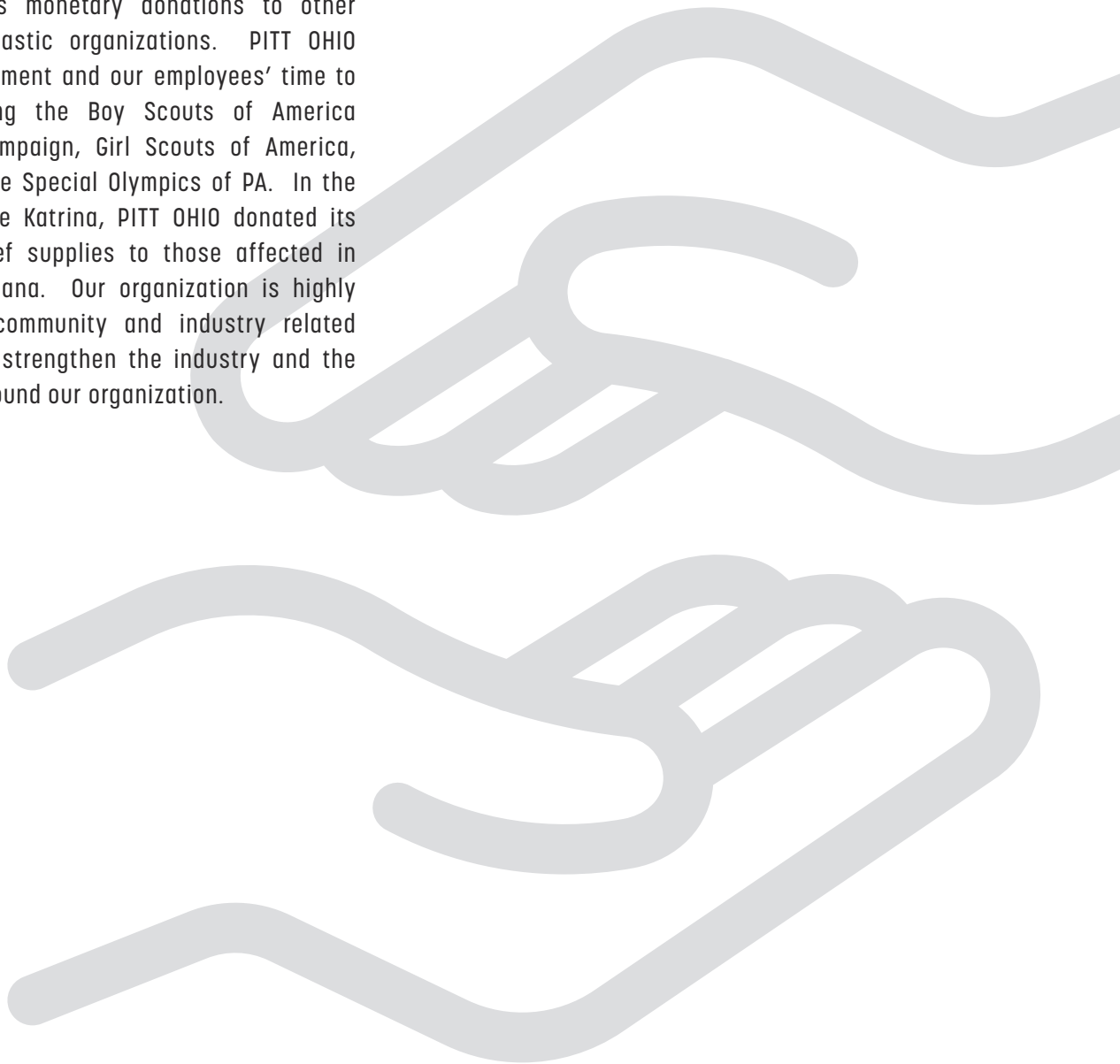
THE COMPANY TAKES GREAT PRIDE IN GIVING BACK TO THE COMMUNITY, WHICH IS A PART OF PITT OHIO'S OVERALL MISSION.

YEAR AFTER YEAR WE ARE AWED AT THE DEDICATION AND ENTHUSIASM OUR EMPLOYEES GIVE TO PRESERVING OUR PLANETS BEAUTY AND PITT OHIO IS COMMITTED TO SUPPORTING THESE EFFORTS.

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ADDITIONAL COMMUNITY INVOLVEMENT

In addition to the corporate charities listed on the previous page, PITT OHIO also gives their employees the opportunity to donate to The American Red Cross, The Cystic Fibrosis Foundation, The Muscular Dystrophy Association, and the Special Olympics of PA through payroll deduction. Throughout our service area, PITT OHIO contributes monetary donations to other community and scholastic organizations. PITT OHIO also donates its equipment and our employees' time to organizations including the Boy Scouts of America Scouting for Food campaign, Girl Scouts of America, Roberto's Kids, and the Special Olympics of PA. In the aftermath of Hurricane Katrina, PITT OHIO donated its trucks to deliver relief supplies to those affected in Mississippi and Louisiana. Our organization is highly involved in various community and industry related organizations to help strengthen the industry and the communities that surround our organization.



EXECUTIVE BIOS

CHARLES L. HAMMEL III, PRESIDENT

As President and Owner of PITT OHIO LLC, Mr. Hammel leads a successful regional transportation and supply chain solutions organization, which services the entire Mid-Atlantic and Midwest regions. Mr. Hammel worked in various capacities in his family-owned business. In his prior years with the family businesses, some of his responsibilities included operating equipment, overseeing dock operations, and managing the former steel operation. Upon founding PITT OHIO EXPRESS, INC. in 1979 he focuses on the future growth of the company and broadening the company's service capabilities to benefit its customers. He oversees an Executive Team to support PITT OHIO's vision of being an agile, innovative, and diversified full transportation service and supply chain solutions provider. As an experienced business leader, Mr. Hammel is instrumental in developing and leveraging technology as a means to improve efficiency in daily operations. He develops growth throughout the company while researching the trends of the industry and customer base. His commitment to customer service, excellence, and integrity has shaped the company's core values and business practices.

GEOFFREY MUESSIG, CHIEF MARKETING OFFICER & EXECUTIVE VICE PRESIDENT

Geoffrey Muessig has over 32 years of experience in the transportation industry. He started his career with PITT OHIO in 1988 as a sales representative. Today he serves as the organization's Chief Marketing Officer and Executive Vice President. Geoff is responsible for overseeing the sales and marketing efforts of PITT OHIO. He has successfully brought many new PITT OHIO service offerings to market including: Fast Track, an award-winning, expedited Less-Than-Truckload (LTL) guaranteed shipping service; Heat Track, a guaranteed protect from freeze LTL shipping service, and The Reliance Network (TRNet) which was a nationwide LTL network that spanned North America. Geoff has received an MA degree from the University of Chicago as well as an MBA from the University of Pittsburgh, Joseph M. Katz Graduate School of Business. He has resided with his wife in Pittsburgh, PA since 1995.

SCOTT R. SULLIVAN, CHIEF INFORMATION & CHIEF FINANCIAL OFFICER

Scott Sullivan is a business executive with over 35 years of experience interacting with all levels of the organization to identify and implement business strategies. Background includes various executive positions in transportation, manufacturing, and consulting. Over the course of his career, he has been involved with numerous leadership positions aligning strategies and solutions in areas of acquisitions, growth, and process improvements. This also includes an extensive background with Information Technology solutions relating to digitalization, security, mobile computing, business intelligence, e-commerce, CRM and supply chain. Mr. Sullivan received his Business Information System degree from Robert Morris University in Pittsburgh, PA and his Master's Degree from Western Michigan University.

JAMES P. FIELDS, CHIEF OPERATING OFFICER

Jim Fields joined PITT OHIO in 2005. He is responsible for overseeing Terminal Operations, Human Resources, Captive Insurance, Line Haul Operations, Safety, Claims Prevention, Process Improvement, Operations Audit, Vehicle Maintenance, Property Management, Diversity and Inclusion, Training, Customer Solutions and Security. Mr. Fields joined the transportation and logistics industry in 1982 where he started with Consolidated Freightways Motor Freight. Jim held a variety of positions in that organization including Terminal Manager and Director of National Accounts for the Automotive Industry. In 1990, Jim joined a management team to create Menlo Logistics (now XPO/GXO Logistics) where he spent fifteen years as Director of Business Development, Vice President Global Business Development. Mr. Fields graduated from Ball State University in Muncie, IN with a Bachelor of Science degree in Business Education and also received a Master's degree in Secondary Education, and Business. He is a member of the Council of Supply Chain Management Professionals (CSCMP), The American Truck Association, and the Research Advisory Council (RAC). He serves as a member of the Advisory Council to the Swanson School of Engineering at the University of Pittsburgh. He is a graduate of Leadership Pittsburgh Inc, and served on the non-profit boards as Board Chairman for The Education Partnership for 9 years, and as a board member for Urban Youth Action, both in Pittsburgh.

BRAD CAVEN, VICE PRESIDENT OF OPERATIONS

Brad Caven joined PITT OHIO in 1997 as the Terminal Manager of the PITT OHIO terminal in Cincinnati, OH. He was promoted to Director of Operations in 2001 where he was responsible for terminal Operations in the Eastern Region of the United States. Brad was promoted to Vice President of Operations in 2008 and is responsible for Terminal Operations, Linehaul, Claims Prevention, and Terminal Processes and Audits. Mr. Caven has been in the transportation industry since 1988 where he has held a variety of positions in Operations and Sales. Mr. Caven received a Bachelor of Science degree in Business Management from The Defiance College. He has served on the Board of Directors of two non-profit organizations, most recently the Special Olympics of Pennsylvania from 2012-2021.

TAKI DARAKOS, VICE PRESIDENT OF VEHICLE MAINTENANCE & FLEET SERVICES

Taki Darakos joined Pitt Ohio in 2019 as the Vice President of Vehicle Maintenance and Fleet Services. He and his team are responsible for supporting PITT OHIO in all fleet related equipment activities. These include managing the fleet life cycle from specification, procurement, maintenance and licensing through disposal. Mr. Darakos has been in the transportation industry for 21 years. Mr. Darakos earned a Bachelor of Science degree in Biological Sciences from the University of Pittsburgh. He is a veteran of the US Army and a graduate of Leadership Pittsburgh. He is a member and active participant of the American Trucking Association (ATA) Technology and Maintenance Council (TMC) and serves on the board of The Education Partnership.

DIANA EARLY, VICE PRESIDENT OF ADMINISTRATION

Diana Early joined PITT OHIO in 1987 as the Manager of Credit and Collections and was promoted to Vice President of Administration in 1997. She is responsible for overseeing Freight Bill Entry, Invoicing, Credit, Collections, Interline Settlements, and EDI functions. Ms. Early has been in the transportation industry for over 40 years starting at Roadway Express in Bakersfield, Los Angeles and Irvine, CA locations where she held a variety of positions as a dock supervisor, dispatcher, and operations manager before joining PITT OHIO. Ms. Early received an Executive MBA from the University of Pittsburgh, and a Bachelor of Arts Degree in Music and Liberal Studies from the University of the Pacific in Stockton, CA. Ms. Early is also a graduate of Leadership Pittsburgh and is an active participant and former Chairman of NACM's Transportation Revenue Management Group.

CHARLES HAMMEL, IV, VICE PRESIDENT OF SUPPLY CHAIN SOLUTIONS

Charles (Chuck) Hammel IV serves as Vice President of Supply Chain at PITT OHIO. Chuck has spent the last 15 years of his career in transportation and logistics, developing Operational, Pricing & Sales strategies. In 2014, he founded PITT OHIO's Supply Chain Department with a clear vision to build a team focused on solving a customer's most challenging supply chain issues. Since then, PITT OHIO Supply Chain has consulted from the first to the final mile and has built an international business to complement PITT OHIO's domestic presence. Chuck has a passion for solving problems and admittedly has only 2 pet peeves: laziness and the word "can't."

Chuck is a 2007 graduate of Robert Morris University with a degree in Marketing and is also an active member of their Board of Trustees. He and his wife Amanda, reside north of Pittsburgh and have two sons, Charlie & Owen.

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BRIAN MCGUIRE, VICE PRESIDENT OF HUMAN RESOURCES

Brian McGuire joined PITT OHIO from PPG Industries, Inc., where most recently he served as Director, Human Resources. He began his career with Mack Industries in Cleveland, OH, progressing through various production operations roles, including his last position of Operations Manager. He joined PPG Industries in 1983 as a human resources team member and advanced through several human resources assignments in the coatings and glass business units, including appointments to managerial assignments in Cleveland, OH; Circleville, OH; Dover, DE; Oak Creek WI; and Meadville, PA. He was appointed Director, Human Resources, Automotive OEM Glass, in 1999; Director, Human Resources, Automotive OEM Glass & Performance Glazings, in 2003; and Director, Human Resources, Commodity Chemicals, in 2008. Mr. McGuire received his bachelor's degree in Management & Labor Relations from Cleveland State University.

JEFF MERCADANTE, VICE PRESIDENT OF SAFETY

Jeff Mercadante is the Vice President of Safety and Risk at PITT OHIO, LLC. He has been employed by PITT OHIO for the past 34 years where he has performed multiple positions within the operation. During his tenure with PITT OHIO, the company has won numerous safety awards including seven President's Trophies presented by American Trucking Association and multiple State Association Awards. Jeff is a Certified Director of Safety from the North American Transportation Management Institute and has his U.S. Department of Transportation Motor Carrier Regulations Certificate. Jeff is a member of American Trucking Association where he serves as Chairman on the Regulations Committee and participates on the Hazardous Material, OSHA and Accident Review committee. Jeff is the past President of Pennsylvania's Motor Truck Association Southwest Chapter. He also serves on the Fleet Counsel advisory board for Bendix Corporation.

STEVE MILCOFF, VICE PRESIDENT OF ENTERPRISE PRICING AND COSTING

Steve started his career with PITT OHIO in 1989. He has held various positions over the years in rates, pricing and costing. Today he serves as the organization's Vice President of Enterprise Pricing and Costing. Steve is responsible for ensuring an enterprise view in making strategic and tactical decisions relating to our pricing and costing processes, aimed at generating revenue growth while maximizing yields. He has been deeply involved in analysis and pricing decisions for over two decades at PITT OHIO and uses that experience to provide a consistent approach with our pricing and costing strategies across our LTL companies. Other than a few years when he served in the US Army, he has been a lifelong resident of the Pittsburgh area, along with his wife and three children.

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MICHAEL S. SHANNON, VICE PRESIDENT OF CORPORATE ACCOUNTING

Michael Shannon joined PITT OHIO in 2007 as Controller. He was promoted to Vice President of Corporate Accounting in 2017. He is responsible for the general accounting, financial reporting, accounts payable and payroll functions at our Corporate office, as well as overseeing all aspects of accounting for our affiliated companies. Mr. Shannon earned a Bachelor of Science degree from the University of Pittsburgh. He is a Certified Public Accountant in the Commonwealth of Pennsylvania and a member of the Pennsylvania Institute of Certified Public Accountants.

ROBERT E. TAYLOR, VICE PRESIDENT/CORPORATE TREASURER

Robert Taylor joined PITT OHIO in 1983 after working for an outside accounting firm. He is responsible for overseeing the daily management of all cash and tax issues as well as maintaining the banking relationship for the organization. Mr. Taylor earned a Bachelor of Science degree in Business Administration from Boston University and a Master of Science degree in Taxation from Robert Morris University. He was appointed in 2002 by Secretary of the Treasury Paul H. O'Neill to serve a two-year term on the Taxpayer Advocacy Panel at the Internal Revenue Service. Robert also served as past Chairman of the American Trucking Association (ATA) Tax Policy Committee. In addition, has served on several banks' treasury management client advisory boards.

MEDIA ROOM

MEDIA CONTACT

Candi Cybator
Marketing Director
800-366-7488 ext. 6313
412-232-3015
cacybator@pittohio.com

PRESS RELEASES

All press releases have been posted on PITT OHIO's website, pittohio.com, under the "Press Room" section.

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