CAREER PATHING IN THE THIRD-PARTY LOGISTICS INDUSTRY
1. My Background
2. Third-party Logistics View: Transplace
3. Potential Career Paths
4. Considerations for UNT Grads
5. Open Discussion
TRANSPLACE TECHNOLOGY & CORE SERVICE OFFERINGS

MANAGED TRANSPORTATION

- Global, Fully Customizable Outsourcing
- Engineering and Consulting Services

GLOBAL TRADE

- Customs/Cross-Border To/From & Within Mexico and Canada
- International Control Tower
- Global Trade Management
- Cross-docking/Transloading

ADVANCED TECHNOLOGY PLATFORM

STRATEGIC CAPACITY

- Control Tower and Visibility
- TMS SaaS Planning, Optimization, and Execution

- Network Services (DCM, LTL Pooling, Cross-dock, Dedicated Fleet, etc.)
- Business Intelligence, Advanced Analytics, Data Science

- TL, LTL, Intermodal, and Specialized Freight Types
- Capacity Design
- Cross-client Collaboration Services
## SAMPLE OF CUSTOMERS

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<tr>
<th>Auto</th>
<th>CPG</th>
<th>Chemical</th>
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<td>SPRINGFIELD</td>
<td>KOHL'S</td>
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TRANSPLACE
HUMAN CAPITAL, REACH, AND COLLECTIVE EXPERIENCE

27 LOCATIONS

2,600+ EMPLOYEES

5.75 AVG YEARS EXPERIENCE
LEVERAGING THE TRANSPLACE NETWORK

- $9B UNDER MGMT.
- $52.5B IN PROCUREMENT, DAT, ETC
- 1,000 SHIPPER CUSTOMERS
- 30,000 CARRIERS UNDER CONTRACT
# Transplace in the Market

## TMS SAAS
- Inet
- Descartes
- BluJay Solutions
- Cloud Logistics
- Oracle
- SAP
- Manhattan Associates
- JDA
- TMW

## TMS SAAS + MTS
- Transplace
- Echo
- C.H. Robinson
- Kenco
- XPO Logistics
- Ryder
- Coyote Logistics
- Penske
- Schneider

## Installed TMS Software

## Traditional 3PL
PERFORMANCE AT TRANSPLACE

**WHAT**
(Results)

Transplace Goal Pillars

- Create an Engaged Workforce
- Drive Efficiency & Cost Reduction
- Grow the Business
- Improve Customer Experience
- Meet Financial Goals

**HOW**
(Behaviors)

Transplace Behaviors

- Adaptable & Agile
- Communicates Effectively
- Customer Focus
- Drives Innovation
- Fosters Connected Teams
- Proactive
TALENT SELECTION

HR OVERVIEW

STEP 1: CANDIDATE SOURCING
STEP 2: RECRUITER PRE-SCREEN
STEP 3: SKILLS ASSESSMENT
STEP 4: BEHAVIOR BASED INTERVIEW
STEP 5: DEBRIEF CALIBRATION
STEP 6: OFFER & PRE-EMPLOYMENT CHECKS
EMPLOYEE TRAINING & DEVELOPMENT

NEW HIRE ASSIMILATION
- New Hire Orientation
- 90 Day Learning Path
- Thrill the Customer Training
- New Leader Assimilation
- Team Effectiveness sessions

EMPLOYEE DEVELOPMENT
- FUEL Station
- Instructor-Led Courses
- Lean Six Sigma
- Tuition and Certification Reimbursements
- Internal Certifications

LEADERSHIP DEVELOPMENT
- New Leader Learning Road Maps
- Annual Leadership Summit
- Professional Development Program
- Targeted High Potential Development
Engagement & Inclusion
(Employee Resource Groups)

Fostering Connectivity & Development

Culture Committees
Frisco, Greensboro, Lowell, Oakville, Iselin

Women’s Business Network
Frisco, Greensboro, Lowell, Oakville

Young Professionals Organization

2020 Focus
EMPLOYEE RECOGNITION

- Employee of the Year
- Challenge Coins
- Employee of the Month
- Spot Bonus Award
- LSS Incentive Award
- Service Award
- "Pride" Award
SAMPLE CUSTOMER TEAM

- Integrated account management model
- Account team based team in Transplace COEs:
  - Lowell, AR + Greensboro, NC—focused on US
  - Oakville, ON—focused on Canada
  - Multiple COEs—strategic account management resources
- 24/7/365 coverage by Transplace employees
- Best Practice Sharing and Collaboration
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