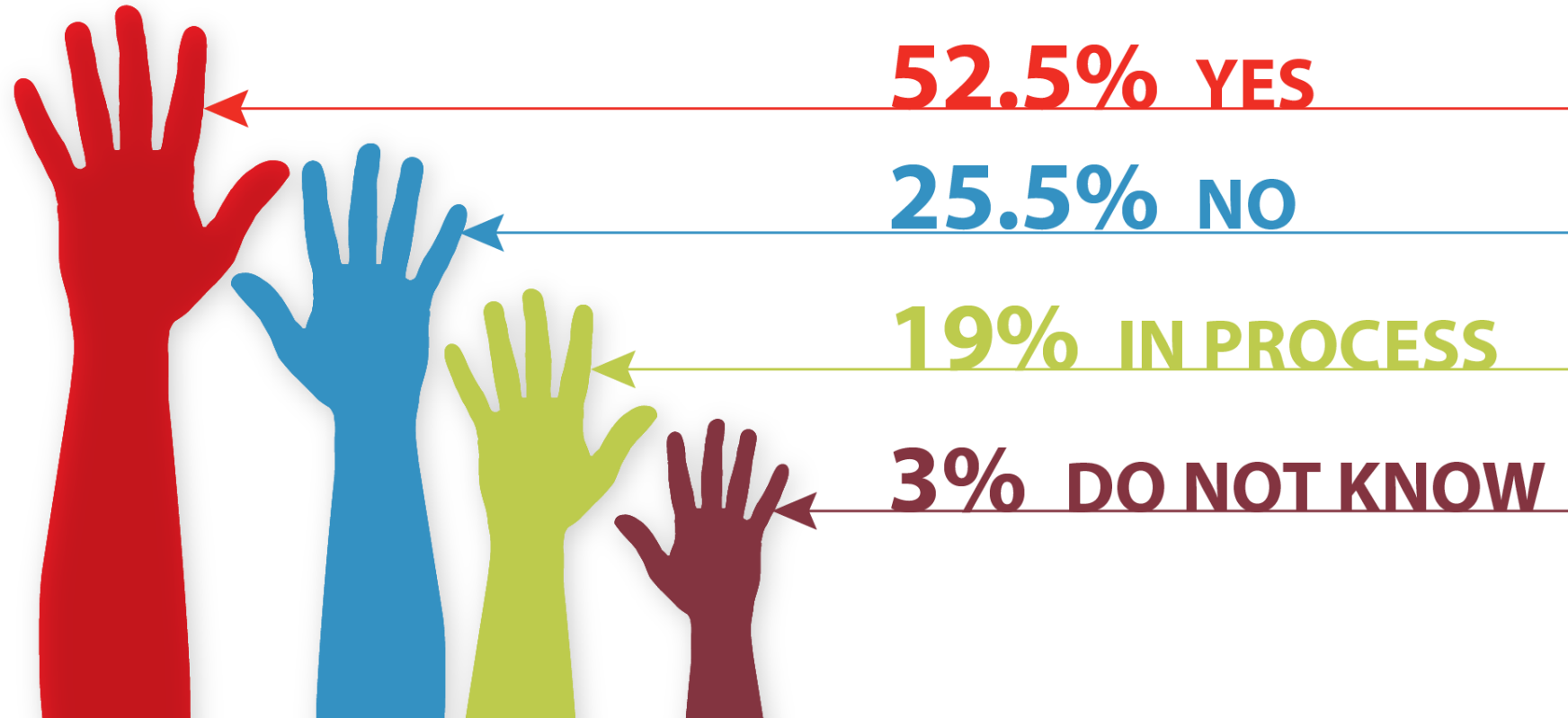
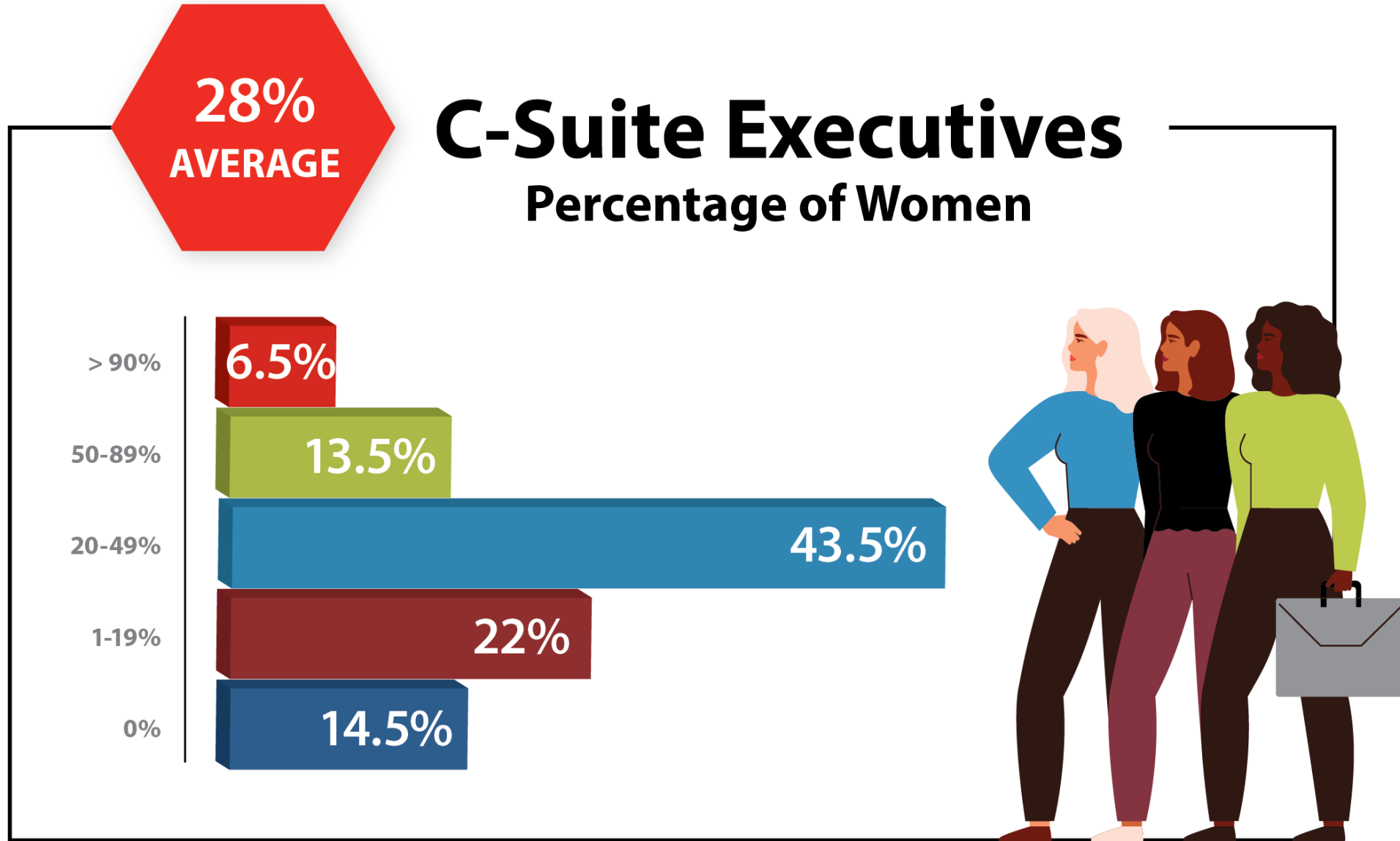


Formal D&I Policy in Place

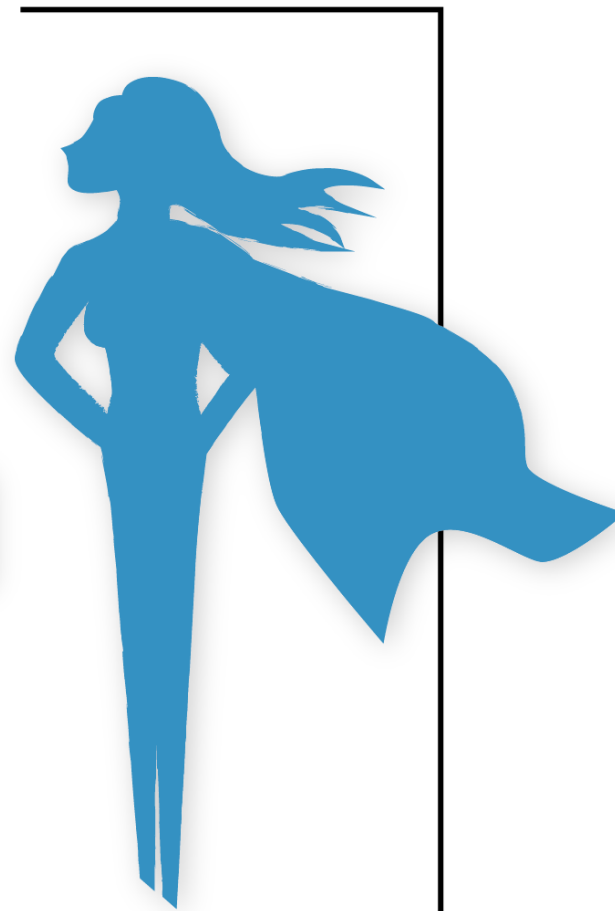
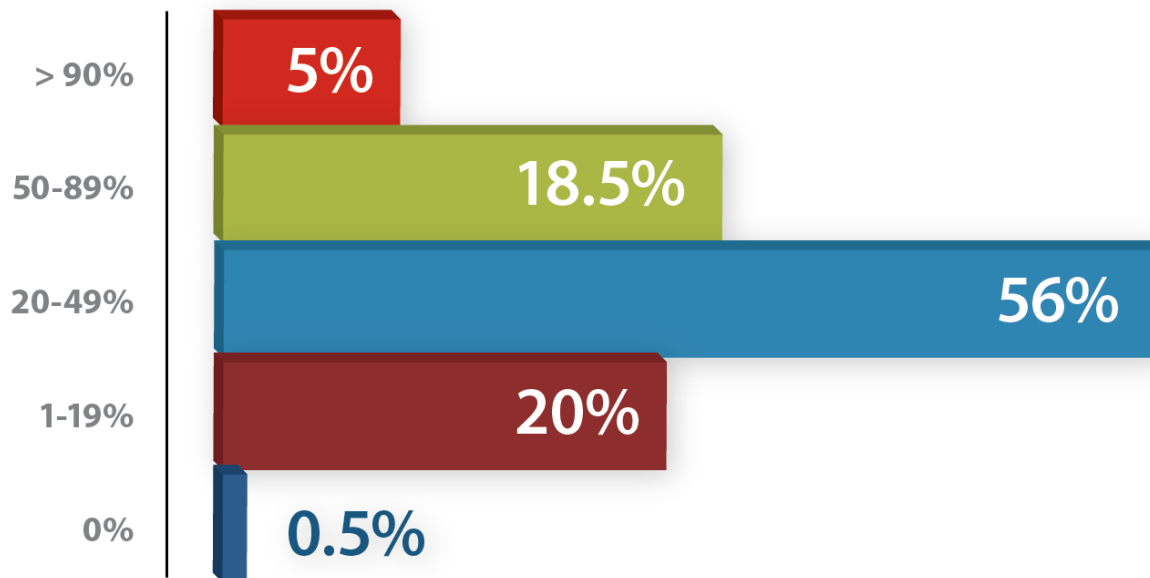


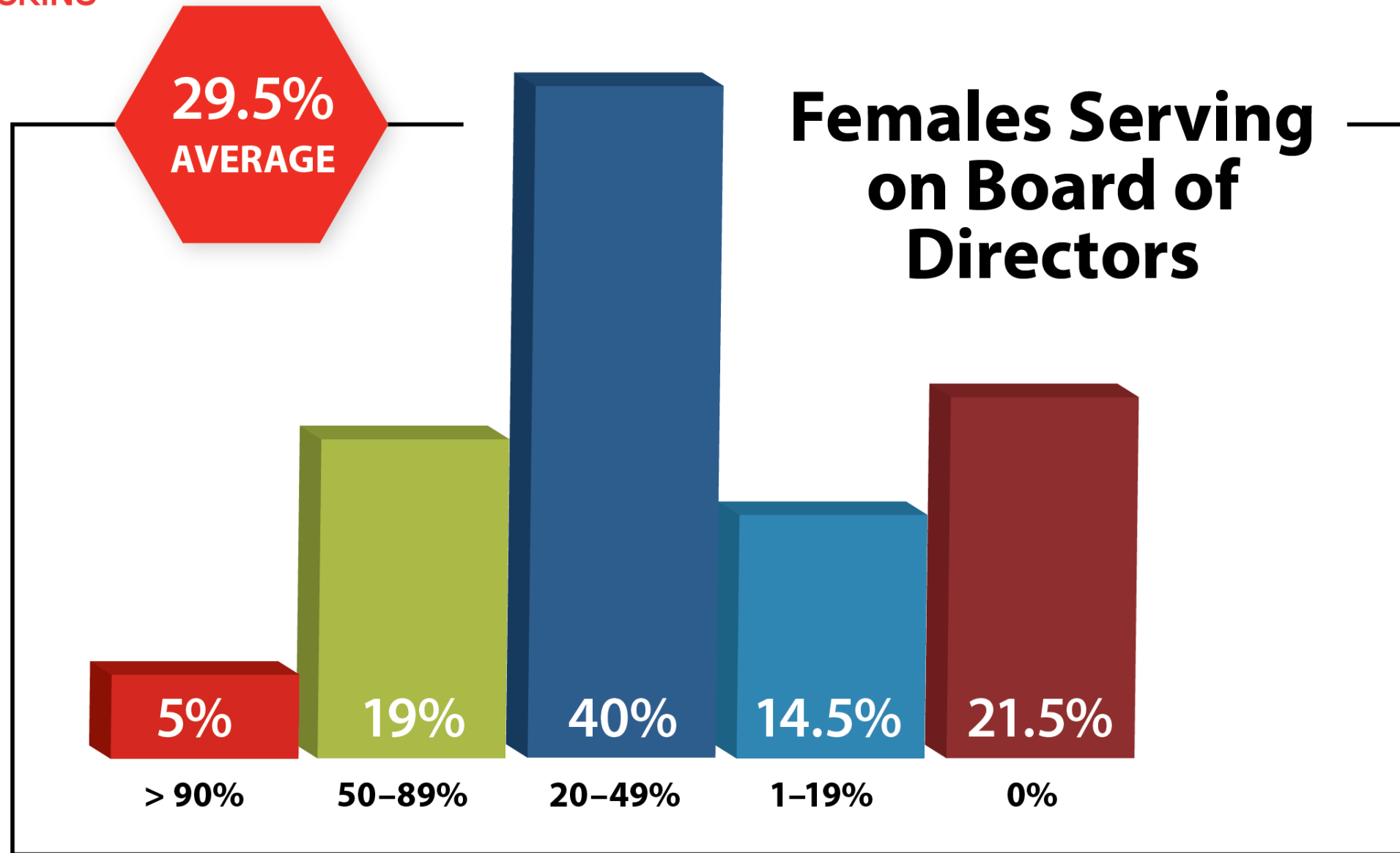


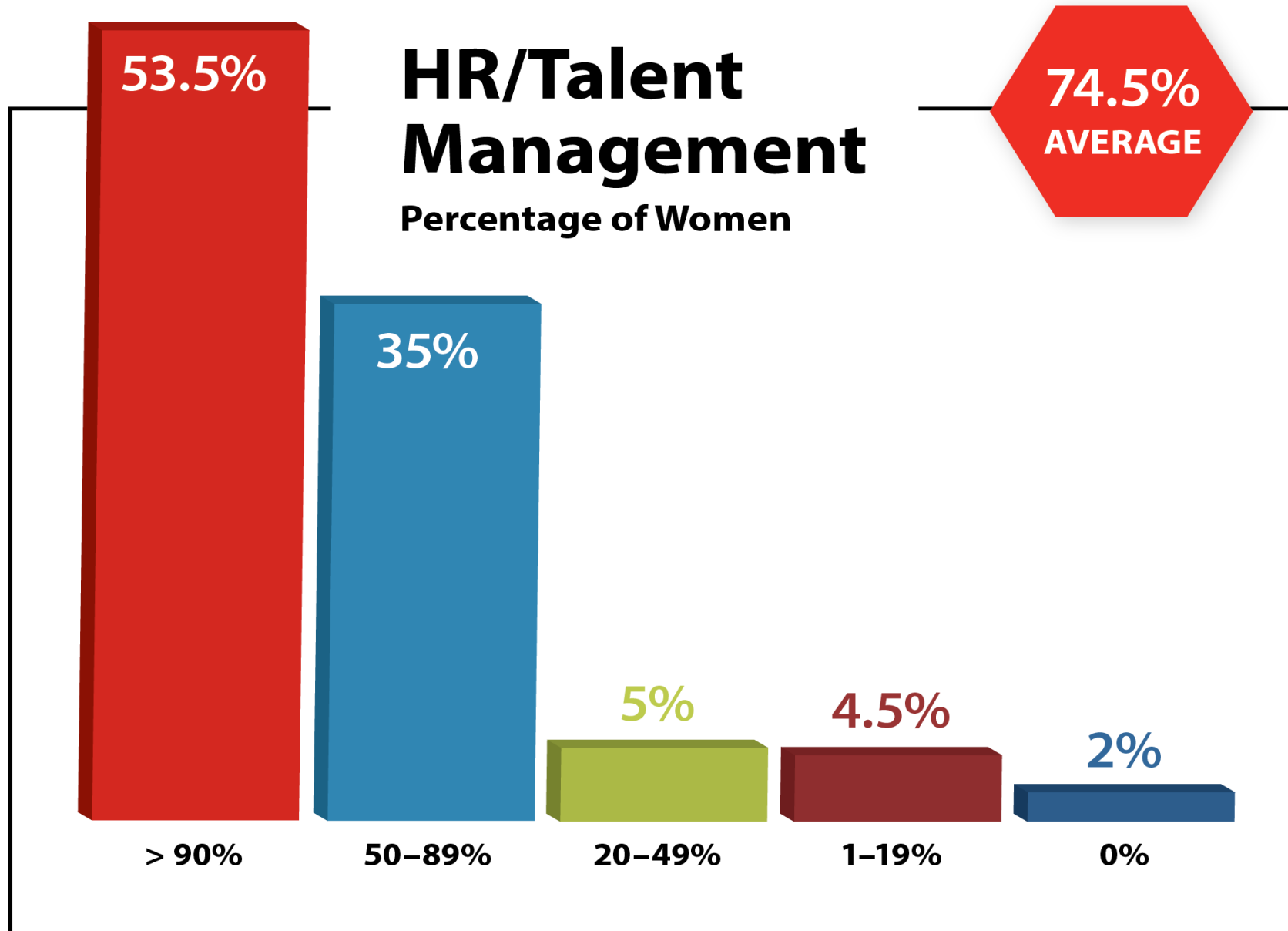
34.5%
AVERAGE

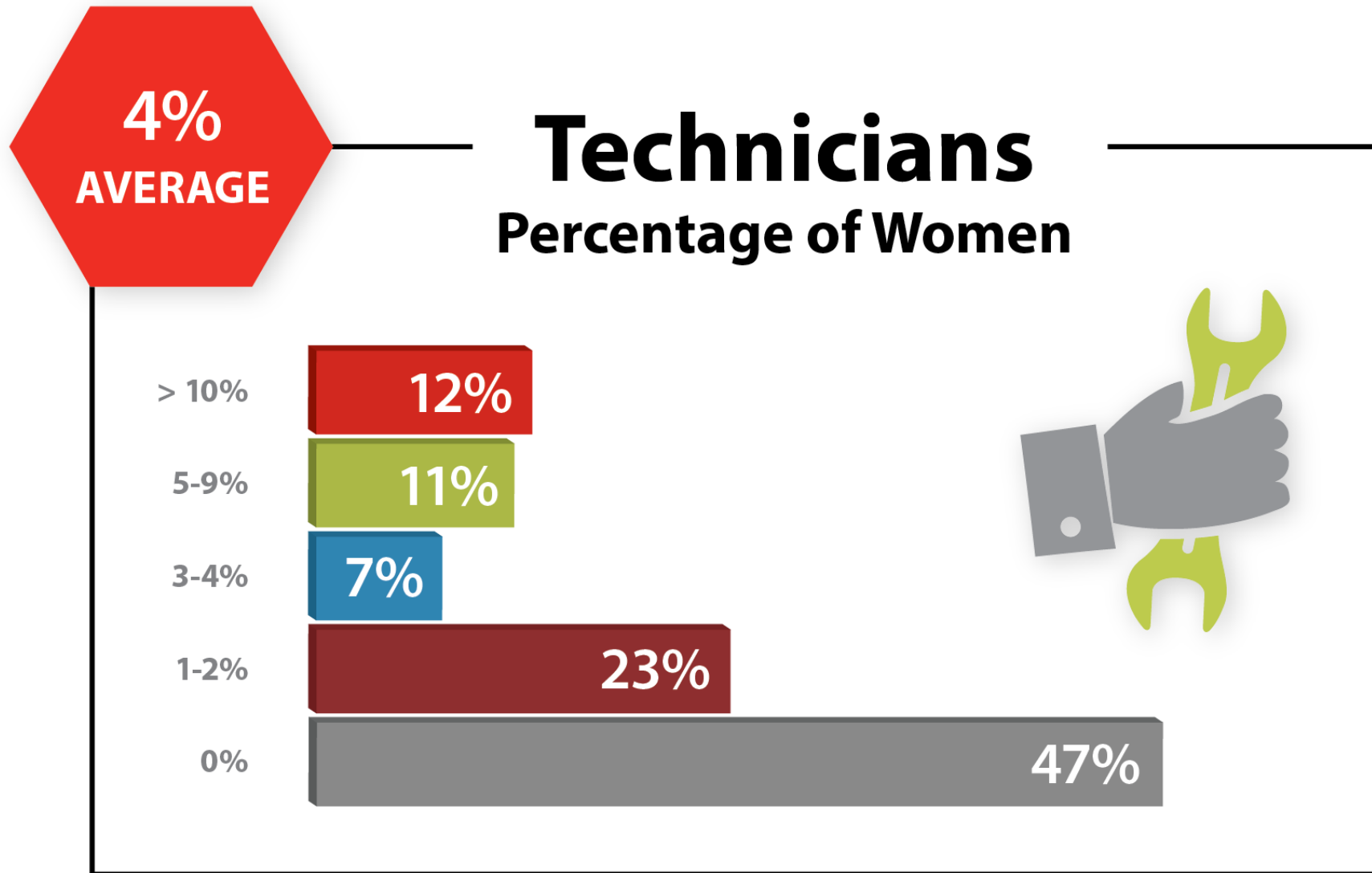
Company Leaders

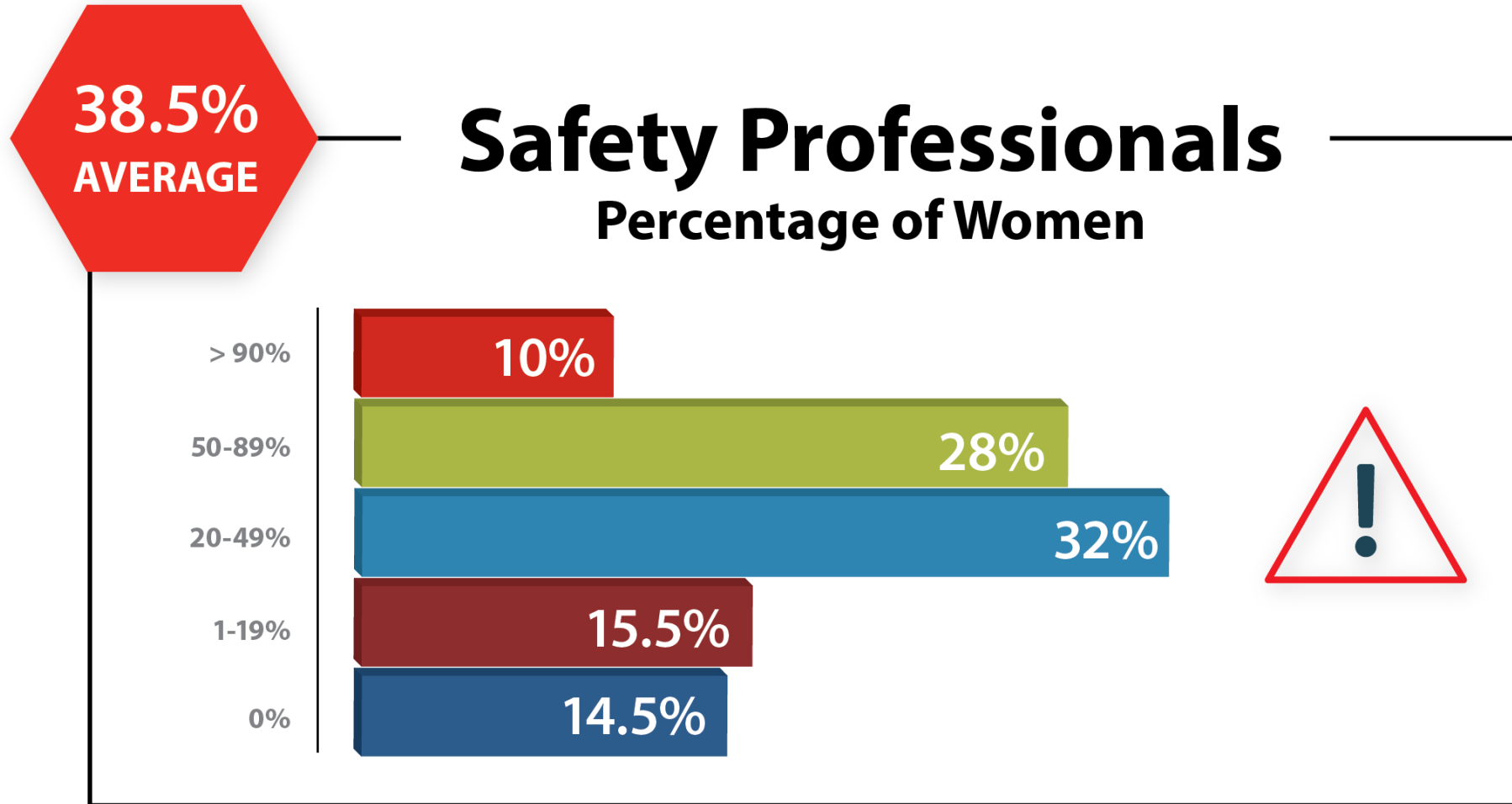
Percentage of Women





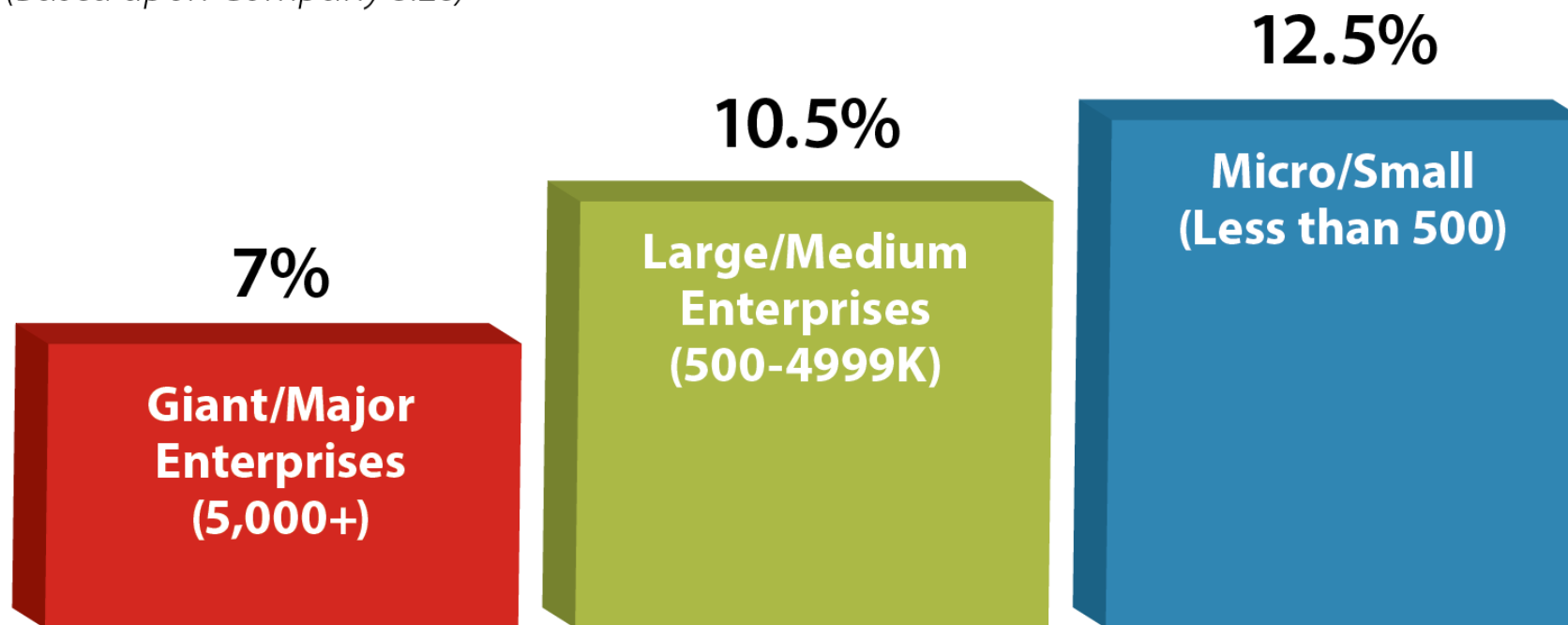




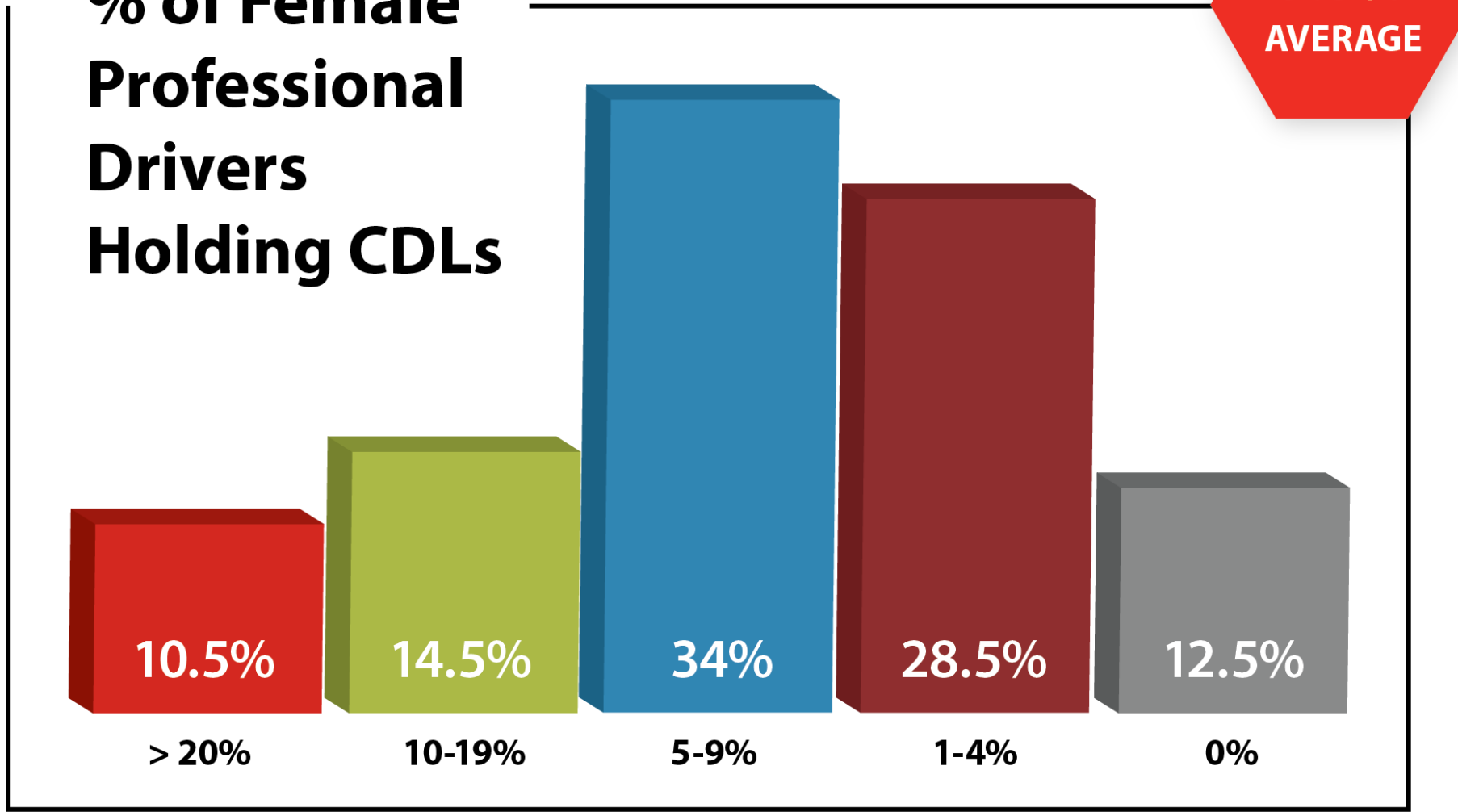


% of Female Professional Drivers Holding CDLs

(Based upon Company Size)



% of Female Professional Drivers Holding CDLs



Dispatchers

Percentage of Women

38.5%
AVERAGE

