



CORPORATE RESPONSIBILITY

REPORT 2024


PAPER TRANSPORT
papertransport.com

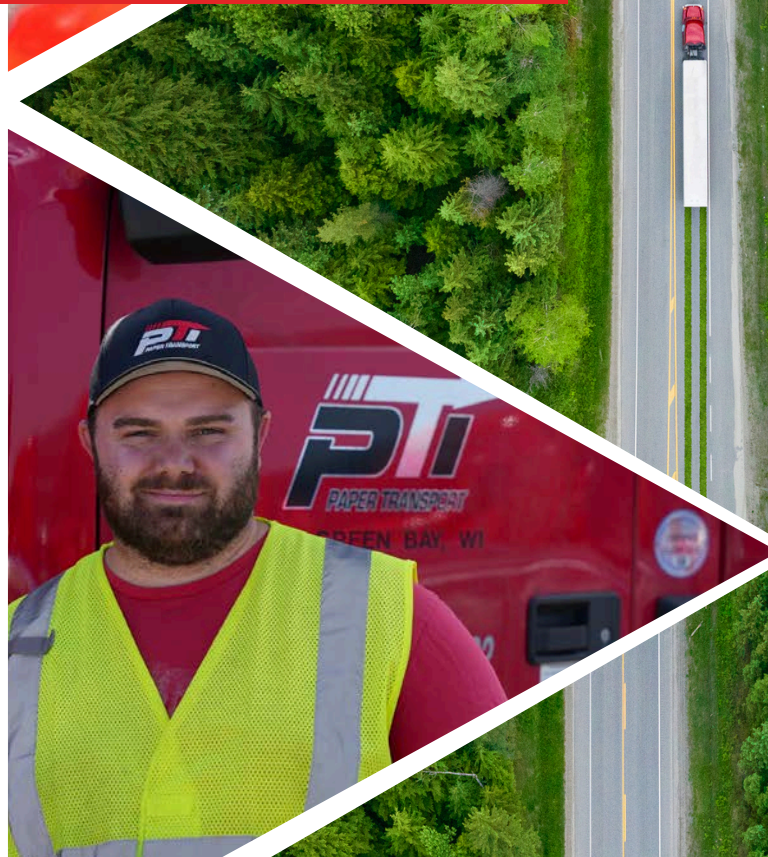


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Looking Ahead

Our commitment to reducing our environmental footprint, enhancing safety measures, and supporting the people who make our company thrive remains stronger than ever.





ABOUT US

A MESSAGE FROM OUR CEO

At Paper Transport (PTI), our purpose is clear: to build a great place to work—one where people feel valued, supported, and empowered to grow. This purpose is not just a statement but a guiding principle reflected in everything we do, from ensuring safety on the road to fostering lasting relationships and driving continuous improvement.

Safety

Safety is our foundation. We embrace a personal commitment to safety without expectation, knowing that every action we take impacts our team, our customers, and the communities we serve. At PTI, safety is not just a policy—it's a mindset that ensures we all go home safely daily.

Growth

Growth is our mindset. Every challenge presents an opportunity, and we encourage our people to pursue growth daily—whether through professional development, innovative problem-solving, or adopting new sustainability practices. By investing in our employees and embracing change, we remain at the forefront of the transportation industry.

Relationships

Relationships are our strength. Success is built on trust, and we strive to create relationships that matter—with our employees, customers, and community partners. These relationships allow us to collaborate, innovate, and deliver transportation solutions that make a real difference.

As we look ahead, we remain committed to reducing our environmental impact, prioritizing the well-being of our people, and strengthening our partnerships. Together, through safety, growth, and meaningful relationships, we will continue driving PTI forward as an industry leader and a great place to work.



Sincerely,

A handwritten signature in black ink that reads "Tyler Ellison".

Tyler Ellison, CEO

WHO WE ARE

What We Do

Since 1990, PTI has established a notable national presence, offering asset and non-asset solutions through strategic partnerships and versatile logistics capabilities across diverse industries.

As a Transport Topics Top 100 for-hire truckload carrier and Top 20 IMC, PTI excels in dedicated, one-way OTR, intermodal/drayage, and sustainability solutions.

DEDICATED		INTERMODAL	BROKERAGE	
Regional & OTR	Yard Management	Class 1 Rail	Truckload	
Shuttle & Short Haul	Renewable Natural Gas	Asset Drayage	Power Only	

Our Approach

What Drives You?® is what we're known for here at PTI. It's the question we ask every employee and customer. Why? It's because it's not just about what you do but why you do it. Knowing that allows us to help people get where they want to be sincerely.

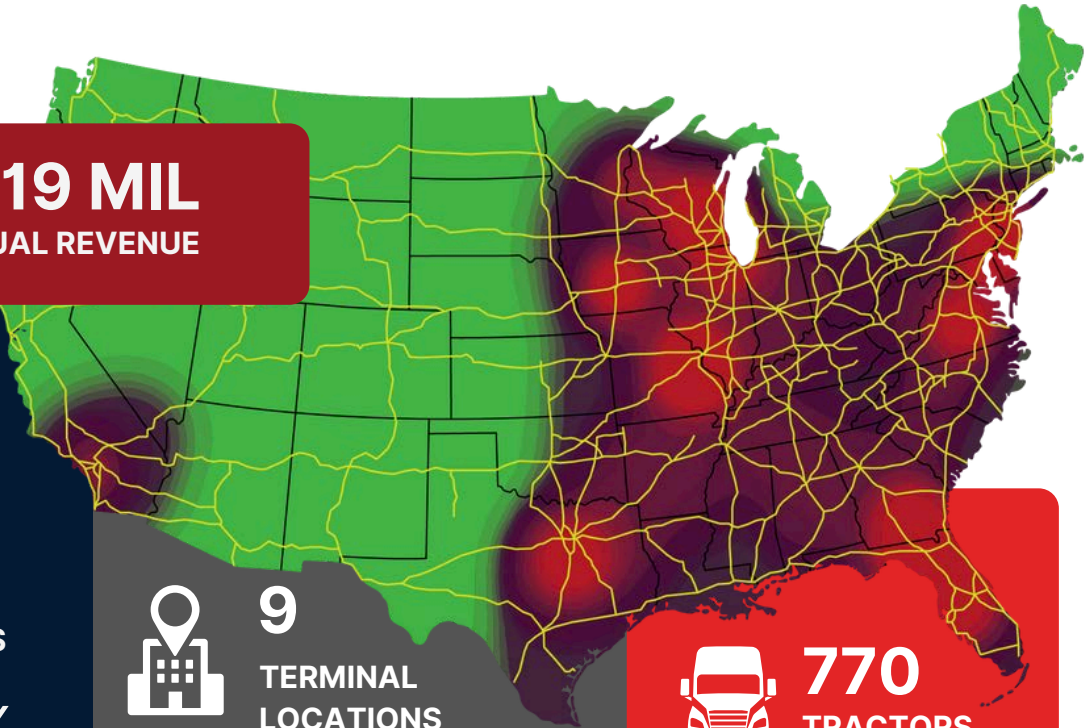
Due to this philosophy, the focus at our transportation company isn't just on hauling freight from here to there. It isn't just about completing a task and making money.

For us, the focus is people, and our purpose is to build a great place to work.

We recognize that every person's goals are different – they're motivated by something unique. We work with each team member to understand their goals, hopes, and dreams, ensuring the PTI family helps them succeed, be happy, and feel fulfilled.



COMPANY SNAPSHOT



\$219 MIL
ANNUAL REVENUE



820
COMPANY
DRIVERS



12
OWNER
OPERATORS



64.3%
DRIVER
TURNOVER



200
OFFICE
EMPLOYEES



19%
OFFICE
TURNOVER



9
TERMINAL
LOCATIONS



10
CUSTOMER ON-SITE
LOCATIONS



326
YARD LOCATIONS



1.1 MIL
FREIGHT MILES
PER WEEK



142K
INTERMODAL MILES
PER WEEK



770
TRACTORS



3.4
YEARS
AVERAGE
TRACTOR AGE



3K+
TRAILERS



7
YEARS
AVERAGE
TRAILER AGE

2024 MILESTONES & ACHIEVEMENTS

KBX Logistics/Georgia Pacific CPG Dedicated Carrier of the Year

This award marks the tenth time in our company's history that we've received this accolade from KBX Logistics/Georgia-Pacific, underscoring our consistent capacity and superior service.



Heavy Duty Trucking 2024 Top Green Fleet

Among the leading companies in the industry in sustainability, using tactics and strategies such as fuel efficiency and freight efficiency, alternative fuels, zero-emission options, and "green" facilities.

U.S. Environmental Protection Agency 2024 SmartWay Excellence Award & 2024 SmartWay High Performer Award

These awards credit outstanding environmental performance and leadership. The Environmental Protection Agency recognizes PTI for demonstrating superior environmental/efficient performance and freight sustainability leadership among Shipper and Truck Carrier Partners.

As part of the SmartWay® Transport Partnership, we are proud to contribute to significant environmental and economic savings, including CO2, NOx, and PM emissions reductions.



2024 CIO 100 Award

The CIO 100 Awards recognize 100 companies and their teams for using technology creatively to benefit their business. Companies are picked when they gain a competitive edge, streamline operations, fuel growth, or enhance customer relationships.



Sandeep Pulavarty, CIO



PTI Surpasses 70 Million Miles With Natural Gas

With our sustainability initiatives to further reduce fuel consumption and optimize operational efficiency, PTI surpassed 70 million miles of natural gas over 14 years.

PTI Opens First Dedicated Operation in California

In October 2024, PTI opened a dedicated Renewable Natural Gas operation in Southern California, marking its first asset-based operation west of the Rocky Mountains. This collaboration brings a new level of sustainability to transportation, and we are eager to see the positive impact it will have!



2024 TRANSPORT TOPICS

Top 100 For-Hire Carrier

93 ↑ 2023 RANK 98

Top Truckload/Dedicated Carrier

32

Top Intermodal/Drayage Carriers

19



ENVIRONMENTAL EFFORTS

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Renewable Natural Gas

In 2010, PTI became the first trucking company outside California to reduce emissions with Compressed Natural Gas (CNG). Since then, PTI has partnered with energy providers to provide shippers an alternative to fossil fuels through Renewable Natural Gas.

Renewable Natural Gas (RNG) is a biogas (biomethane) sourced from landfills, wastewater, food waste, and/or dairy manure. Capturing methane and using it as a fuel effectively removes it from entering the atmosphere.

Renewable Natural Gas (RNG) is the only fuel for heavy and medium-duty vehicles to deliver carbon-negative emissions and a clean air profile.

Our commitment to sustainability is reflected in our ambitious mileage goal:



Did you know?

Utilizing one RNG truck has the equivalent impact of removing three diesel trucks from the road.

By the end of 2024, PTI aimed to move 74 million miles with natural gas, preserving 11 million gallons of diesel fuel.

PTI surpassed this goal:

77,451,237
Miles of RNG/CNG Driven

12,492,102
Gallons of Diesel Displaced



Driver Sustainability Program

We understand that drivers play a significant role in vehicle efficiency, contributing up to 30% of its performance. To reflect this, we designed a compensation program where 7-8% of a driver's monthly income is tied to their ability to achieve strong MPG. This approach helps retain talented drivers, improves supply chain efficiency, and reduces diesel consumption.

We saved 114,285 gallons of annual fuel consumption through best-in-class efficiency by the end of 2024.



PTI'S MPG PERFORMANCE
8% BETTER
THAN INDUSTRY AVERAGE



540,567

gallons of diesel fuel saved vs. industry average



Empty Miles Reduction Program

Efficiency is at the heart of everything we do. PTI is dedicated to optimizing every mile through route optimization, backhaul load solicitation, and collaboration with our valued customers.

We loaded 80 percent of empty dedicated miles, converting 715,000 gallons of would-be burned empty miles into loaded miles by the end of 2024.



715,000

gallons of diesel fuel saved



OUR PEOPLE & COMMUNITY

CULTURE

Intentional Culture

Our culture is shaped by how we treat our customers and coworkers and the behaviors we prioritize. These key behaviors paint a vivid picture of our culture in action. By embodying them every day, we showcase our character as a growing company dedicated to building connections and enhancing the lives of our coworkers and customers.



“ Working here has been great. What sets Paper Transport apart is the collaborative nature of everyone working towards team goals, and everyone is helpful to everyone around you. There’s never been a moment where I’ve felt on my own, which is something different than what I’ve experienced at other places I’ve worked. There’s a lot of work, but we know how to have a good time while we get it done.”

- Emily Ness
Planner



SAFETY INITIATIVES

SAFETY

A PERSONAL COMMITMENT.

Safety starts with a personal commitment. Experience and training will only go so far - a commitment to safety will get you and everyone around you home safely.

Four Cornerstones of Safety

In 2018, our company embraced a Four Cornerstones safety approach. It focuses on four specific safety measures a driver has personal control over. These cornerstones have built the foundation of our safety efforts at PTI, allowing drivers to take ownership of their actions and help prevent safety events. Additionally, they empower our drivers to be safety champions with an obligation to help one another by calling out and correcting unsafe actions or conditions.



FOUR CORNERSTONES PLEDGE



I commit to always:

- Use 3 points of contact
- Wear my seatbelt
- Inspect my 5th wheel & handle
- Keep my cellphone out of reach

Red Rewards Program

At PTI, we value the dedication of our professional drivers in upholding our strong safety culture. That's why we developed Red Rewards, a performance-based incentive program. Drivers who rank in the top 25% on the safety portion of their scorecard earn a financial bonus. Safety scores are determined by key factors, including speed, hard braking, hours of service, accidents, cell phone usage, and inspections, ensuring exceptional safety performance is recognized and rewarded.



\$224,000

awarded to our drivers through Red Rewards

INVESTING IN OUR PEOPLE

Although PTI has over 1,000 team members, its supportive culture results in a family-like work environment where everyone is valued and recognized for their hard work. Without our employees, PTI would not be what it is today or be able to grow in the future.

Career Development

Our company is committed to the career development of our employees. We provide various opportunities, including access to resources that enhance skills, expand knowledge, and support career advancement. By cultivating a culture of continuous learning, we empower employees to achieve their personal and professional goals. Our belief in investing in our people ensures they feel valued, supported, and equipped to excel and contribute meaningfully to the organization's success.



Employee Referral Program

PTI understands the importance of hiring qualified talent, and we appreciate our employees' trusted recommendations. Through our referral program, employees can refer external candidates for open positions. When a referred candidate is hired, the referring employee is rewarded with a \$2,000 incentive as a token of our appreciation.



Online Training Catalogue

Our drivers and office employees can access online lessons and driving tutorials through open-source technology. The catalog also allows employees to take online courses on various topics such as critical thinking skills, creating positive change, leadership development, health and wellness, and more.





Drive Your Wellbeing Program

Built around three essential pillars of well-being, our dedicated registered nurse provides employees with resources to overcome financial stress, emotional concerns, and physical health issues. The program empowers our team to achieve their personal and professional life goals with confidence and support by addressing these barriers.

PTI offers a variety of additional services to support overall well-being, including an on-site gym at our De Pere location, employee clinics at two Wisconsin sites, company matches into your Health Savings Accounts, discounted fitness membership, reimbursements for local run/walk races, emergency travel assistance, debt management program, housing services, identity theft protection, student loan debt counseling, credit score support, and more!

Employee Engagement

We conduct surveys to gather valuable feedback and insights from our team. These surveys help us identify opportunities to enhance the employee experience. The results are reviewed with leadership and action plans are developed to foster a more engaged workforce. This ensures continuous growth and improvement across the company.

Driver Engagement Committee

At PTI, we deeply value our employees. This committee was established to foster open dialogue and explore ways to ensure every employee feels a true sense of belonging.



Employee Assistance Program

PTI offers employees and their families this confidential and free program because we are committed to helping all employees to reach their full potential -- both personally and professionally. Employees and their household members are eligible for counseling, work-life services, and legal and financial consultation.

DRIVE YOUR WELLBEING
PHYSICAL | EMOTIONAL | FINANCIAL

REGISTERED NURSE/COACH

FREE & CONFIDENTIAL SERVICES FOR EMPLOYEES

- Physical Fitness
- Nutrition Consult
- Ergonomic Assessments
- Disease Management
- Well-Being Coaching
- Sleep Better and Apnea
- Tobacco Cessation
- Monetary Incentives for Preventative Care

PTI cannot operate effectively without healthy employees. We are committed to providing our employees with the best resources so they can be their best selves.

INTERNSHIP PROGRAM

Our Internship Program makes a lasting impact on the future careers of young professionals. By providing hands-on experience and fostering business skill development, our program helps interns gain real-world knowledge. We actively seek dedicated individuals who are passionate about advancing their careers and offer them the resources, guidance, and opportunities necessary to thrive.

This program also creates a continuous source of top talent for our company. As interns gain valuable experience, they develop skills that set them up for long-term success. By the end of the program, many transition to full-time roles where their careers continue to grow by making significant contributions to PTI's success.



DIVERSITY & HUMAN RIGHTS

Paper Transport is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind.

Paper Transport is committed to building a great place to work for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at Paper Transport are based on business needs, job requirements, and individual qualifications, without regard to race, color, religion, sex (including gender identity),

national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factors.

Paper Transport will not tolerate discrimination or harassment based on any of these characteristics. Paper Transport believes that diversity and inclusion among our teammates are critical to our success as a national company, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.

COMMUNITY INVOLVEMENT

Since the beginning, PTI's community outreach efforts have always been focused on supporting organizations that provide services and resources directly to families and individuals, making sure they have the things they need to survive.



NEW Community Shelter

The NEW Community Shelter is the only homeless shelter in Brown County open year-round and provides refuge to homeless men and women. PTI gives their time and support, covering one meal a month at the shelter for years.



Paul's Pantry

Paul's Pantry is a local emergency food pantry that offers food, shelter, utilities, and other necessities for those in need in Northeastern Wisconsin. PTI participates in "Penny Wars" to raise money for the organization.



House of Hope

House of Hope Green Bay opens doors to stability, safety, and self-sufficiency for youth and their children experiencing homelessness. In 2024, they were recently on a mission to collect 50,000 diapers, and PTI staff contributed 6,496 diapers in support.



Big Brothers Big Sisters

BBBS is a non-profit organization that matches adult volunteers with children in need of positive role models. This summer, we sponsored a hole at their annual charity golf outing, which raised a total of \$73,000 this year.



The Red Cross

The Red Cross provides relief and support to those in crisis. Every year, we host a blood drive at our headquarters and donate to their relief programs. This year, we also donated to their “Sound the Alarm” event which raised money to install smoke detectors in the homes of financially burdened families.



The Salvation Army

The Salvation Army works to meet human needs through acts of service and donations. Each year we sponsor those who are in the “Silver Bells” program, which ensures the less fortunate elderly and cognitively disabled adults are able to celebrate Christmas.



Girl Scouts of America

Trucks Are For Girls Event - The Paper Transport team hosts local Girl Scouts to teach them more about jobs for women in the transportation industry. Girls who participate earn a STEM and Women in Trucking Badge.



Shop with a Cop

Elementary students are nominated by their school counselors to join an officer or department employee for breakfast, shopping, and gift wrapping on a Saturday morning in December. Paper Transport sponsored five children this year.



LOOKING AHEAD

LOOKING AHEAD

As we reflect on our journey, 2025 marks a significant milestone—35 years of Paper Transport driving progress, innovation, and sustainability in the transportation industry. What started as a vision has grown into a thriving company committed to positively impacting our environment, communities, and people.

In this pivotal year, we celebrate the strides we've made—surpassing key sustainability goals, expanding our Renewable Natural Gas (RNG) initiatives, and reinforcing our commitment to safety with cutting-edge technology. These achievements are a testament to our incredible team's dedication and our valued partners' trust.

As we look forward to the next 35 years, our vision is clear:



Lead in sustainability by driving 5 million miles powered by natural gas and preserving over 800,000 gallons of diesel fuel.



Enhance safety through continued investment in advanced truck specifications and innovative technology.



Deepen community impact, ensuring our growth is shared with the people and organizations around us.

Turning 35 is more than celebrating our past—it's a commitment to a brighter, more sustainable future. At PTI, we believe our success is measured by the miles we drive *and* the positive impact we create along the way.

Thank you for being part of this incredible journey. Let's drive forward with purpose and vision toward a more sustainable tomorrow.



800-317-3650
1250 Mid Valley Drive
De Pere, WI 54115
papertransport.com