



FreightMath Alliance Fall 2025 Meeting

KSM HQ – Indianapolis, IN

October 8, 2025



Welcome to KSM HQ

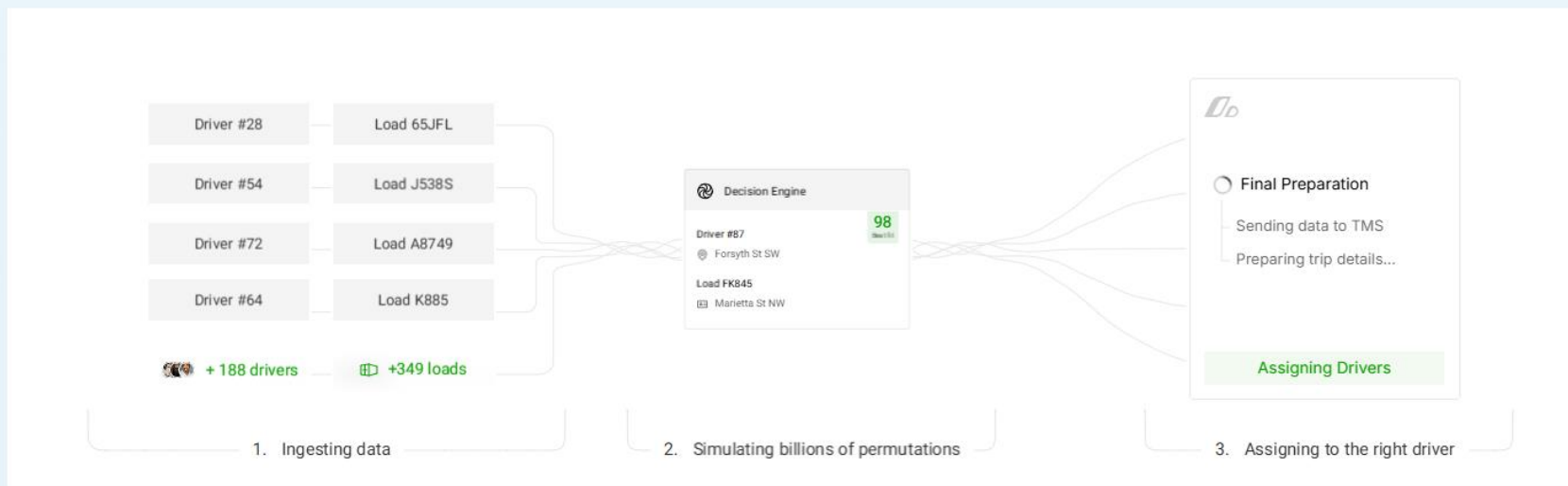
- Wi-Fi: KSM Guest Wifi (no password, just acknowledgement splash page)
- Quiet/phone space: If you need a quiet room or a quick call, flag our team—we'll get you set up.
- Participation: We'll pause for Q&A in each block; parking lot big questions on the whiteboard.

New Dinner Sponsor



Fleetline is the advantage
every fleet wants

Fleetline empowers your planners to be *proactive* rather than reactive, doing millions of calculations for hour to find the most profitable move for every truck.



Meeting Rules

- Antitrust guidelines
- Make sure to **Give** more than you **Take** (active participation includes both asking questions and sharing ideas).
 - No question is 'dumb'
 - Your suggestions are valuable!
- Please refrain from 'sidebar' conversations during meeting – they are distracting.
- Please turn off any audible notifications on your devices.
- If you 'Type Hard' please try 'Type Soft'.
- Agendas are a 'guideline' not a checklist – if a discussion generates additional value, we'll keep going!

FreightMath Alliance

Why we are here:

1. Improve the sophistication of carrier members.
2. Use data and technology to uncover additional margin & reduce risk.
3. Develop & foster a network of likeminded trucking executives.
4. Be pragmatic about the state of the industry, competitive market forces, and the future of truckload.

Roundtable Introductions

Quick Roundtable Intros

1. Name, Role, Company
2. Other than 'Market', your biggest challenge in your business.
3. Key item/takeaway you want to bring back home.
 - *E.g. "Current OTR MPG for members" – Paulius, Unlimited Carrier*

Market Check Forum

- Contract Freight
 - Win % versus last year
 - Rate increases/decreases
- Spot Freight
 - Rates on backhaul lanes
- Shipper feedback

FreightMath: New Features, Logic and Value!

FreightMath Feature Updates

Dave Dunst

Director of Carrier Intelligence

October 8th, 2025



Feature Status



Launched



Upcoming



Considering



Launched...

Fuel Estimation

Prestandard Costing

Trailer Pool Costing

Canadian Geography Support

Bill-To Overhead Hours Cost Override

Direct Pass-Through Costs

Summary Bill Revenue Distribution

Fuel Estimation

ISSUES

- Delayed capture of Breakthrough fuel
- Incorrect FSC on Order Invoice

SOLUTION

- Use historical lane based FSC
- Adjust based on DOE fuel rate change



Prestandard Costing

ISSUE

- Specific orders require additional costing

SOLUTION

- Manual or GL Defined costs pre-allocated



Trailer Pool Costing

ISSUE

- Trailer Pools are a risk/reward operation

SOLUTION

- Allocate Trailer Overhead Costs to specific orders using trailer pools



Canadian Geography

ISSUE

- Previously unable to calculate Canadian miles

SOLUTION

- Use Canadian FSA to calculate routes



Bill-to Cost Override

ISSUE

- Dedicated operations charged on order not assigned correct costing

SOLUTION

- Use TMS hours to determine overhead cost



OVERRIDE

Direct Pass-through Cost

ISSUE

- Escorts and other pass-throughs not being directly assigned to the order

SOLUTION

- Defined charge code revenue passed directly through to individual orders as cost



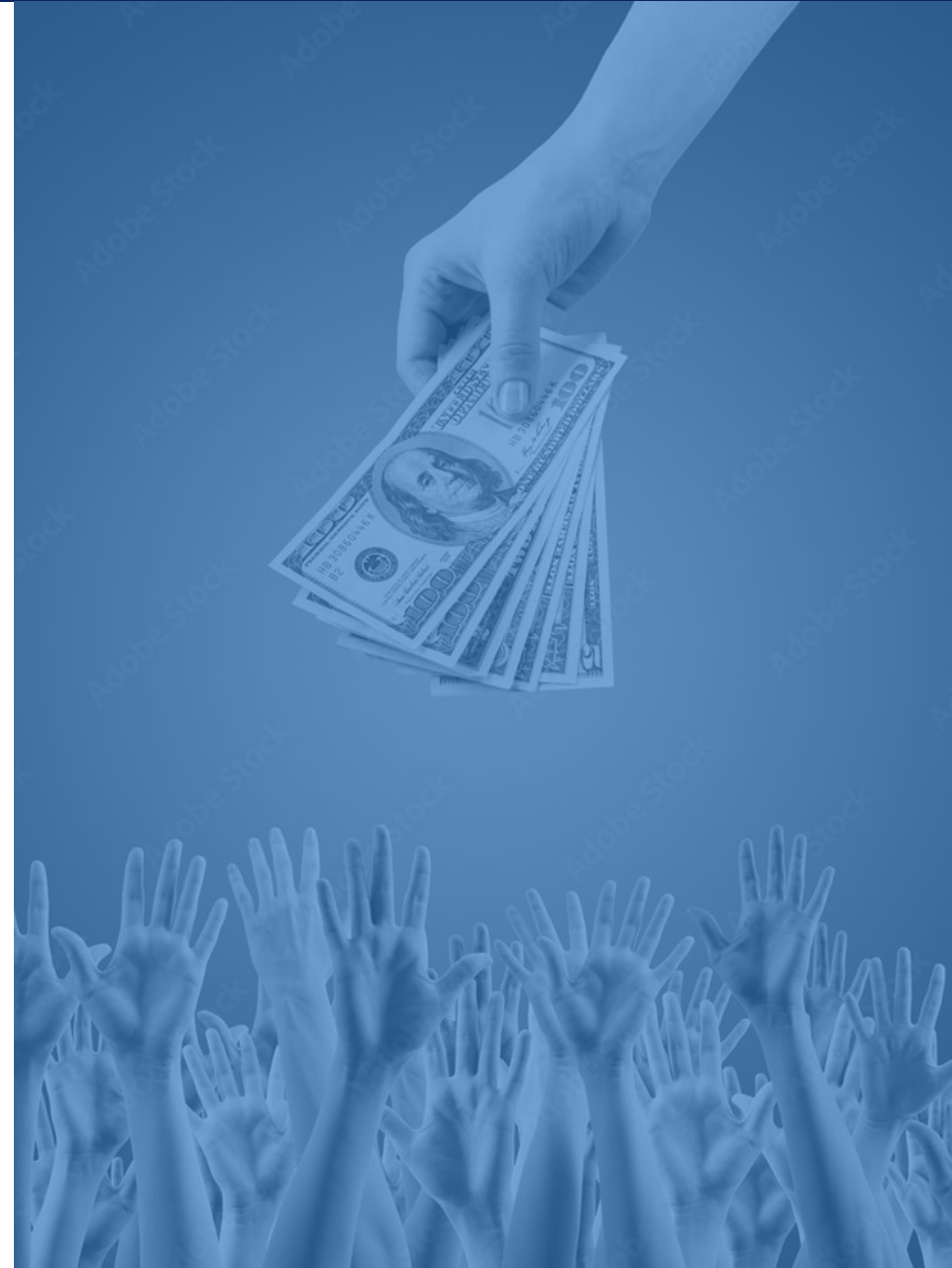
Summary Bill Revenue

ISSUE

- Summary Bill revenue not included in FreightMath calculations

SOLUTION

- Capture Summary Bill Invoices and distribute to defined orders (TMS dependent)



Upcoming ...

Order Level Freight Type Designation

Segment Level Costing

Empty Miles Assignment

LOH Band Analysis

FreightMath Rates

Order Level Freight Type

ISSUE

- Reefer carriers sometimes haul van freight

SOLUTION

- Identify the freight type at individual order level



Segment Level Costing

ISSUE

- Owner Operator Cost <> Company Driver cost

SOLUTION

- Cost each segment instead of the entire order



Empty Miles Assignment

ISSUE

- All empty miles assigned to “next” order

SOLUTION

- Allow client to choose 1 of three options
 1. “Next” Order
 2. “Prev” Order
 3. Ratio split between “Next” and “Prev”



LOH Band Analysis

ISSUE

- Length of Haul affects RPM

SOLUTION

- Group orders by Client defined LOH bands



FreightMath Rates

ISSUE

- DAT Rates are inaccurate

SOLUTION

- Use FreightMath data to generate real rates



Considering ...

Spot Quote – Find freight for my driver

Find freight for my driver

ISSUE

- Driver is out of network or needs to get home

SOLUTION

- Use existing client data AND RFP data to find good freight



Q&A

FreightMath Insights

KSMTA's 1st AI Agent

Jordan Nelson

Director of FreightMath

October 8th, 2025



Why we built this ...



Answer the question:
Why did OR change?



Leverage AI Technology



Add Clarity to your workflow



What is it ...

The Product:

- A weekly report of 10 curated insights identifying the biggest movers of OR from the past week
- A structured format in plain English
- Clear indication whether it had a positive or negative impact on the network

What is it ...

The Process:

- Deploy a custom algorithm to rank every Customer, Lane & Area's impact on weekly OR.
- Perform a secondary analysis to determine the main driver of each of the top 10 movers
- Use AI to narrate the data
- Securely distribute to your team

Intended Benefits



Increase speed
to insight



Organizational
alignment



Create focus &
accountability



Assist novice
FM users



The Future

- Expand scope of analysis
- Build Internal meeting agendas
- Incorporate into your FreightMath Dashboard
- Expand use of AI agents



What we need from you ...

Check your
email

What we need from you ...

Check your
email



Use it

What we need from you ...



FreightMath Insights Recap

The Product

- Weekly top ten list of biggest movers of OR
- Segmented by Customers, Lanes & Areas
- Accompanies current weekly FreightMath Notification email

Intended Benefits

- Highlight what changed
- Increase speed to insights
- Compliment FreightMath data through natural language
- Valuable to all levels of personnel

Q&A

FreightFit

Adam Smith

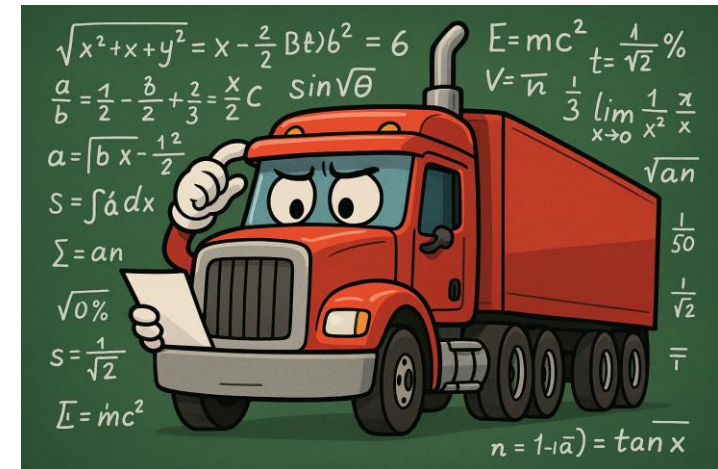
FreightMath Engineer

October 8th, 2025



FreightFit

- Traveling Salesman Problem
 - What is the best way to plan a group of loads, minimizing deadhead and maximizing margin?
 - 1,000 loads = 1,000,000 possible routes
- Constraints (Modifiers)
 - Deadhead
 - Minimum/Maximum Miles
 - Margin %
 - Lane Load Minimums
 - Area, Lane, Bill To Exclusions



FreightFit – Use Cases

- Fleet Right-Sizing
 - How many trucks do I *need*?
 - Overhead reductions
- Freight Overlay
 - Asset/Logistics
 - Bid Awards
 - Mergers & Acquisitions
- Ongoing Analysis



Fleet Right-Sizing

Asset Actual	Optimized	Difference
\$3,590,471	\$3,432,235	(\$158,236)
Total Revenue	Total Revenue	Revenue
1,761,497	1,548,601	-212,896
Total Miles	Total Miles	Miles
1,017	989	-29
LOH	LOH	LOH
101	59	-43
DH/Ld	DH/Ld	DH/Ld
1,561	1,479	-82
Loads	Load Count	Load Count
\$2.038	\$2.216	\$0.178
Rev/TM	Rev/TM	Rev/TM
223	197	-26
Tractor Count	Tractor Need	Tractor Need
\$1,160,044	\$1,255,092	\$95,048
Margin	Margin	Margin
32%	37%	4%
Margin %	Margin %	Margin %
(\$39,403)	\$145,645	\$185,048
Net Profit	Net Profit	Net Profit
101.1	95.8	
OR	OR	

Bill To	Actual Loads	Accepted Loads	Rejected Loads	Total Rev / Ld Mile	Total Rev / Load	LOH
⊕	142	119	23	\$1.749	\$1,804	1,031
⊕	62	53	9	\$1.847	\$1,594	863
⊕	10	2	8	\$1.860	\$2,065	1,110
⊕	58	52	6	\$1.630	\$1,605	985
⊕	44	38	6	\$2.369	\$2,567	1,083
⊕	58	54	4	\$1.775	\$1,479	833
⊕	6	3	3	\$1.644	\$1,964	1,195
⊕	4	2	2	\$1.628	\$2,217	1,362
Total	1,561	1,479	82	\$2.308	\$2,300	996

Path to profitability

Reducing tractor need

Line-by-line overhead costs

Which loads are first to cut?

Operation Overlay

Lane	Total Loads	Asset Actual	Accepted Loads	Difference	LH+F/LM	LH+F/Ld	LOH
	88	3	51	48	\$2.417	\$625	258
	12	2	12	10	\$3.080	\$2,270	737
	9		9	9	\$3.484	\$875	251
	27		8	8	\$2.330	\$870	373
	18	2	10	8	\$2.252	\$767	341
	8		8	8	\$3.395	\$1,918	565
	7		7	7	\$3.274	\$586	179
	7		6	6	\$3.033	\$1,738	573
	6		6	6	\$2.787	\$1,218	437
	8	2	8	6	\$3.395	\$1,773	522

Lane	Total Loads	Asset Actual	Accepted Loads	Difference	LH+F/LM	LH+F/Ld	LOH
	31	31	4	-27	\$2.387	\$1,215	509
	106	15	1	-14	\$2.244	\$1,528	681
	25	23	10	-13	\$2.990	\$1,066	356
	60	18	5	-13	\$3.026	\$1,549	512
	36	17	5	-12	\$3.249	\$1,272	391
	11	11	1	-10	\$2.407	\$1,600	665
	23	11	1	-10	\$2.152	\$1,940	901
	9	9	0	-9	\$2.577	\$2,006	778
	11	11	2	-9	\$2.582	\$1,452	562
	9	9	0	-9	\$2.320	\$1,021	440

Which logistics loads would fit on the assets?

Which asset loads should move to logistics?

M&A: does this carrier's freight fit in my network?

Bid Awards

Ongoing Analysis

Accepted	Total Revenue	Loads	Total Rev / Ld Mile	Total Rev / Load	LOH	%
▼						
Y	\$3,536,490	1,531	\$2.324	\$2,310	994	98.1%
N	\$53,162	30	\$1.590	\$1,772	1,115	1.9%

Lane ID	Actual Loads	Accepted Loads	Rejected Loads	Total Rev / Ld Mile	Total Rev / Load	LOH
⊕	13	10	3	\$2.433	\$1,520	625
⊕	1	0	1	\$1.719	\$1,600	931
⊕	1	0	1	\$1.154	\$1,525	1,322
⊕	1	0	1	\$1.879	\$840	447
⊕	1	0	1	\$1.698	\$2,100	1,237
⊕	1	0	1	\$1.744	\$600	344
⊕	1	0	1	\$1.730	\$3,255	1,881
⊕	1	0	1	\$0.930	\$1,400	1,505
Total	1,561	1,531	30	\$2.308	\$2,300	996

Fewer constraints

Which loads are not contributing to overall profit?

FreightMath Dashboard

Adam Smith

FreightMath Engineer

October 8th, 2025



New Page: Field Selection

Row Selection

☒ Bill To
 ☐ Lane
 ☐ Orig Area
 ☒ Orig City
 ☐ Orig St/Prov
 ☐ Dest Area
 ☒ Dest City
 ☐ Dest St/Prov

Value Selection

☐ Op Loaded Miles/Load
 ☐ Billable Miles
 ☐ Billable Miles/Load
 ☐ DH Miles
 ☒ DH Miles/Load
 ☐ Relay Miles
 ☐ Relay Miles/Load
 ☐ DH Perc

Bill To

All

Lane

All

Orig Area

IL-CHI

Dest Area

All

Planner ID

All

Order Division

All

Orig City

All

Dest City

All

Orig Location ID

All

Dest Location ID

All

Orig State/Province

All

Dest State/Province

All

Bill To	Orig City	Dest City	Loads	Total Revenue/Load	Total Cost/Load	Trailer Pool/Load	Loaded Tolls/Load	DH Miles/Load
			121	\$1,046	\$965	\$20	\$6	65
			61	\$3,161	\$2,489	\$48	\$0	56
			18	\$1,372	\$1,353	\$8	\$37	76
			17	\$695	\$537	\$12	\$0	36
			16	\$845	\$911	\$101	\$29	82
			13	\$995	\$1,025	\$31	\$0	75
			11	\$1,629	\$1,555	\$50	\$173	45
			11	\$1,425	\$936	\$9	\$0	80

Row Selection
Value Selection
Filters

FreightMath RFP Automation

Simplify and accelerate your Bid generation process

Pete Richards

Junior Developer

October 8, 2025



The Challenge



Manual RFP-to-Bid processing is time-consuming



Different RFP formats require re-work



Risk of errors in data mapping and calculations



Delays in responding to customers

Our Solution

- FreightMath RFP Automation
 - Upload your RFP file (Excel or CSV)
 - Automated mapping to our standardized template fields
 - Automated enrichment (mileage, tolls, etc.)
 - Custom PIT file generated with populated BID sheet
 - Receive email with secure download link
 - Automatic upload to your secure SharePoint site

Workflow Overview

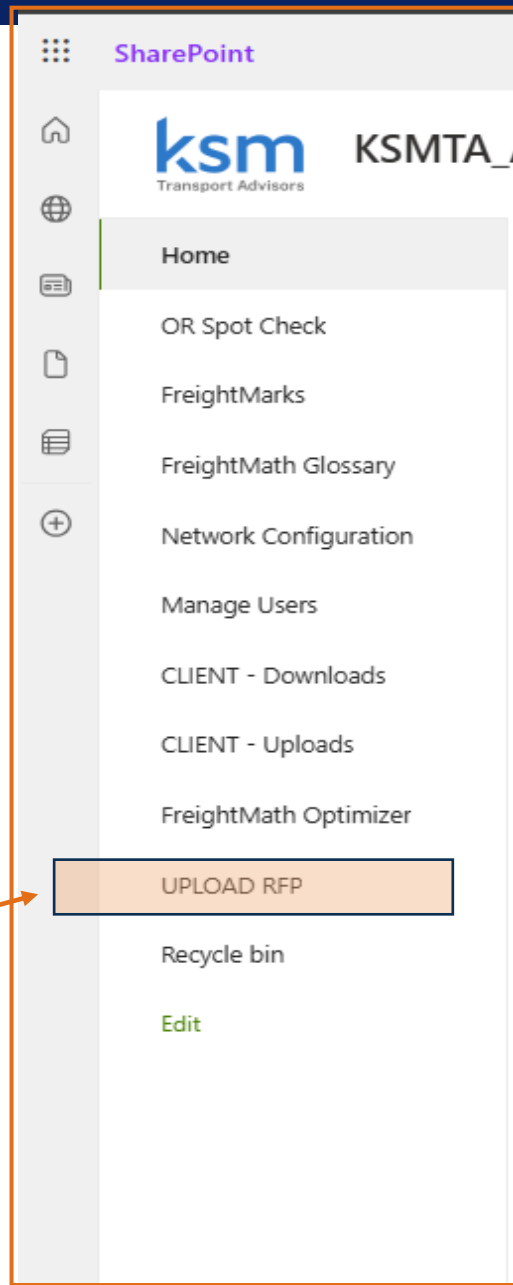
- Navigate to the FreightMath RFP Automation application
- Sign in with your KSM Microsoft Credentials
- Upload RFP → Excel or CSV from customer
- Confirm Customer & IDs
- Map Fields → Guided wizard ensures accuracy
- Generate PIT → Automated calculations + file export
- Access PIT → via SharePoint or email link

Navigate to the FM RFP Automation App

Access your
SharePoint site

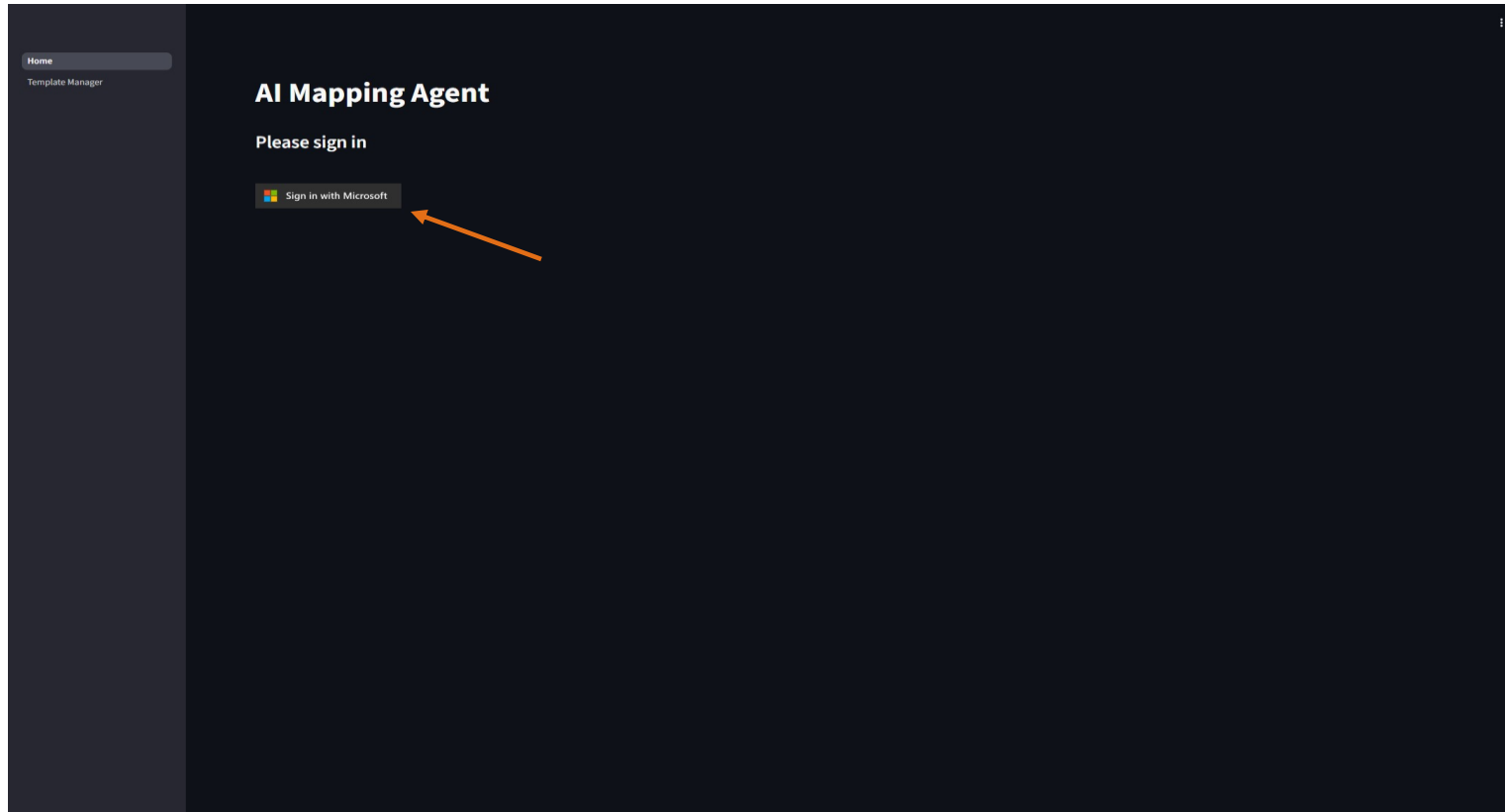
Find the Navigation
Menu on the left

Select "UPLOAD RFP"



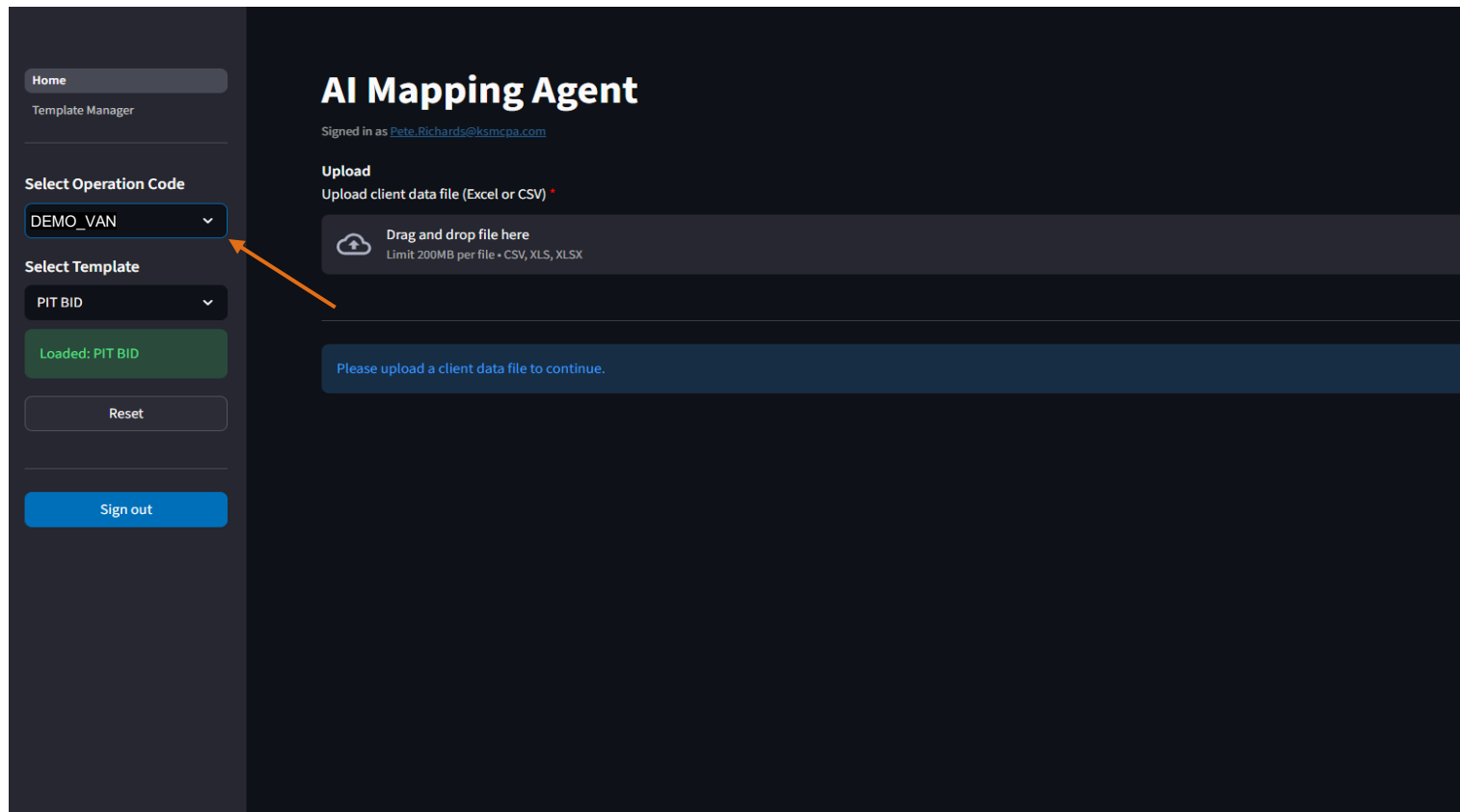
Sign In

- Click “Sign in with Microsoft”
- Use your KSM Microsoft credentials to sign in



Select your Operation Code

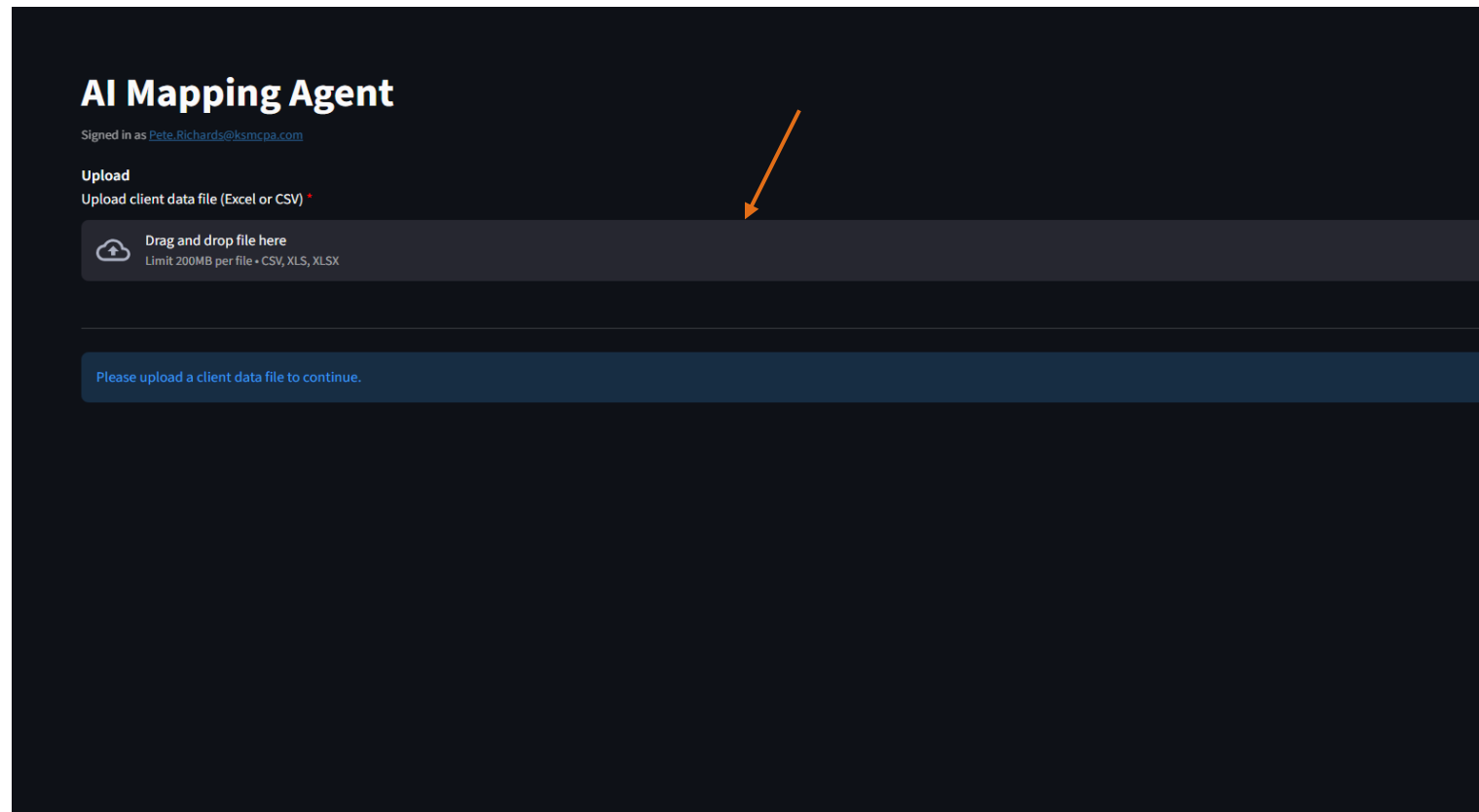
- Use the “Select Operation Code” dropdown to select your preferred operation if you have more than one



The screenshot displays the 'AI Mapping Agent' web interface. On the left sidebar, under the 'Template Manager' section, there is a 'Select Operation Code' dropdown menu currently set to 'DEMO_VAN'. Below it is a 'Select Template' dropdown menu set to 'PIT BID', followed by a green status bar indicating 'Loaded: PIT BID'. At the bottom of the sidebar are 'Reset' and 'Sign out' buttons. The main content area shows the 'AI Mapping Agent' title, the user 'Pete.Richards@ksmcpa.com', and an 'Upload' section with a file upload area and a message: 'Please upload a client data file to continue.' An orange arrow points from the 'DEMO_VAN' dropdown in the sidebar to the 'Upload' section in the main area.

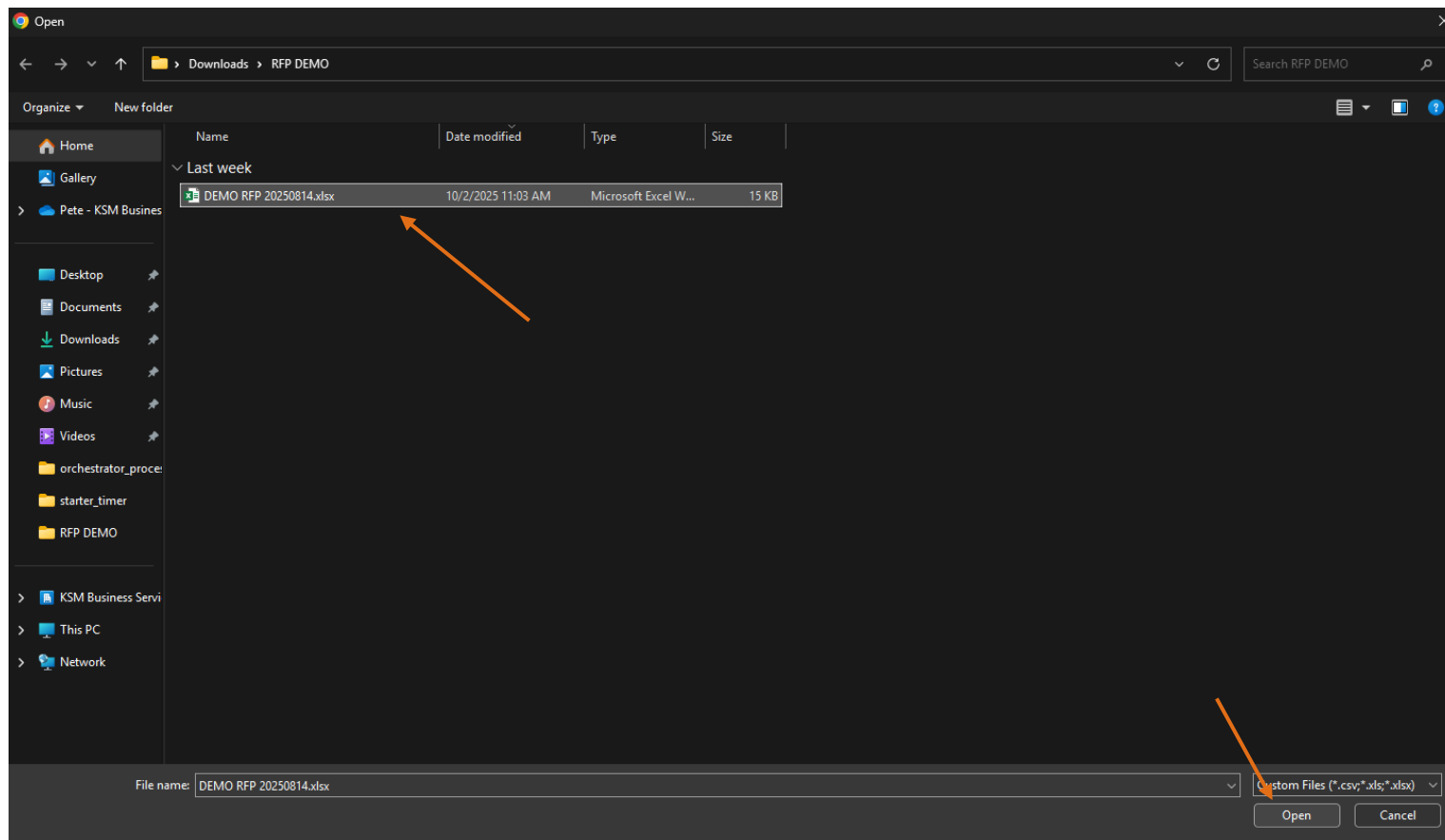
Upload your RFP File

- Select the “Drag and drop file here” field to open a file browser window



Upload your RFP File continued...

- Locate the RFP file you'd like to upload and double click it or select it and click "Open"



Preview Your Uploaded File

- View a 5-row preview of the file you uploaded
- If the file has multiple sheets, you can select the correct one from the “Sheet selection” dropdown menu

Upload client data file (Excel or CSV) *

Drag and drop file here
Limit 200MB per file • CSV, XLS, XLSX

DEMO RFP 20250814.xlsx 14.6KB

Sheet selection
Choose worksheet and preview data *

Source data preview – first 5 rows

	Mode	Lane #	Equipment	Orig_City	Orig_State	Orig_Zip	Dest_City	Dest_State	Dest_Zip	Annual Vol	Monthly Vol.	Contracted
0	Truckload	1	53' Dry Van	COOKEVILLE	TN	38506	OLIVE BRANCH / BYHALIA	MS	38654	522	44	294
1	Truckload	2	53' Dry Van	MUKWONAGO	WI	53149	OLIVE BRANCH / BYHALIA	MS	38654	292	25	659
2	Truckload	4	53' Dry Van	OLIVE BRANCH / BYHALIA	MS	38654	CHIPPEWA FALLS	WI	54729	166	14	847
3	Truckload	6	53' Dry Van	OLIVE BRANCH / BYHALIA	MS	38654	JANESVILLE	WI	53545	138	12	632
4	Truckload	7	53' Dry Van	OLIVE BRANCH / BYHALIA	MS	38654	MIAMI	FL	33101	123	11	1031

Customer selection
Select Customer and Customer ID *

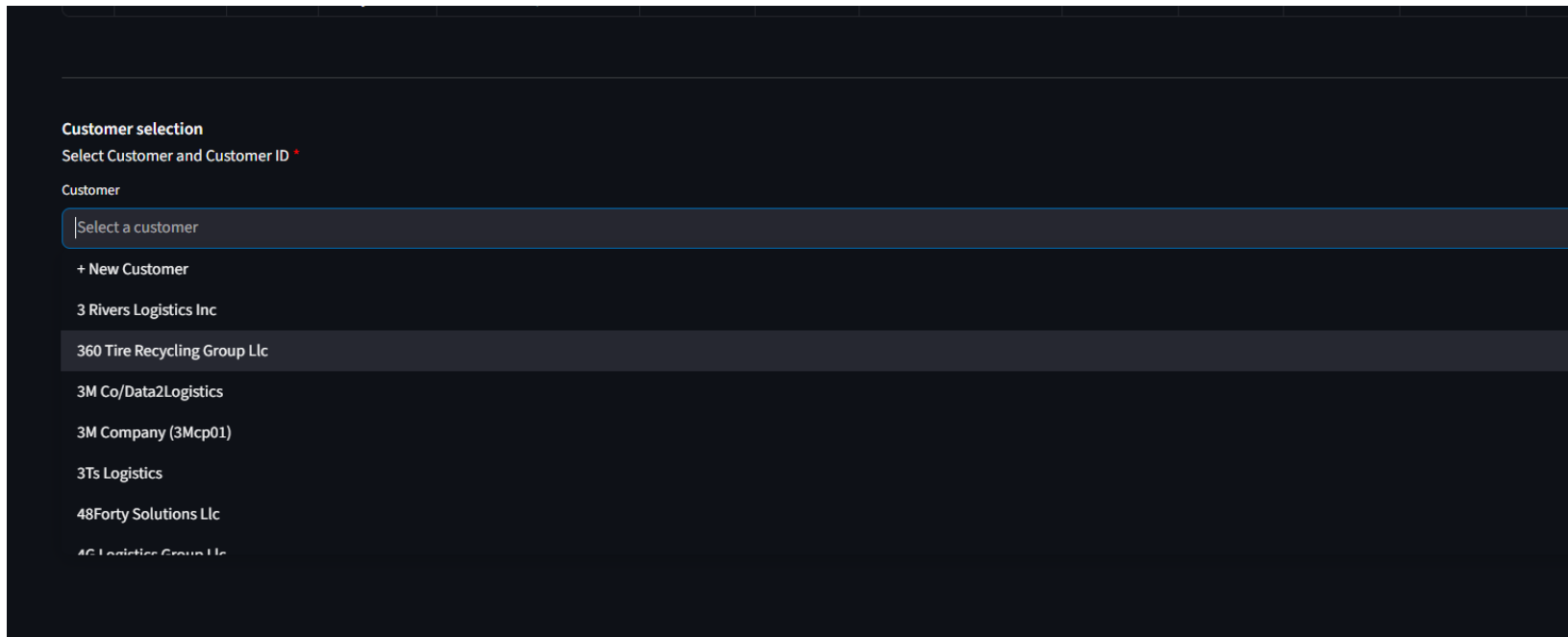
Customer

Select a customer

Select a customer to view ID options.

Select an Existing Customer or Create a New Customer

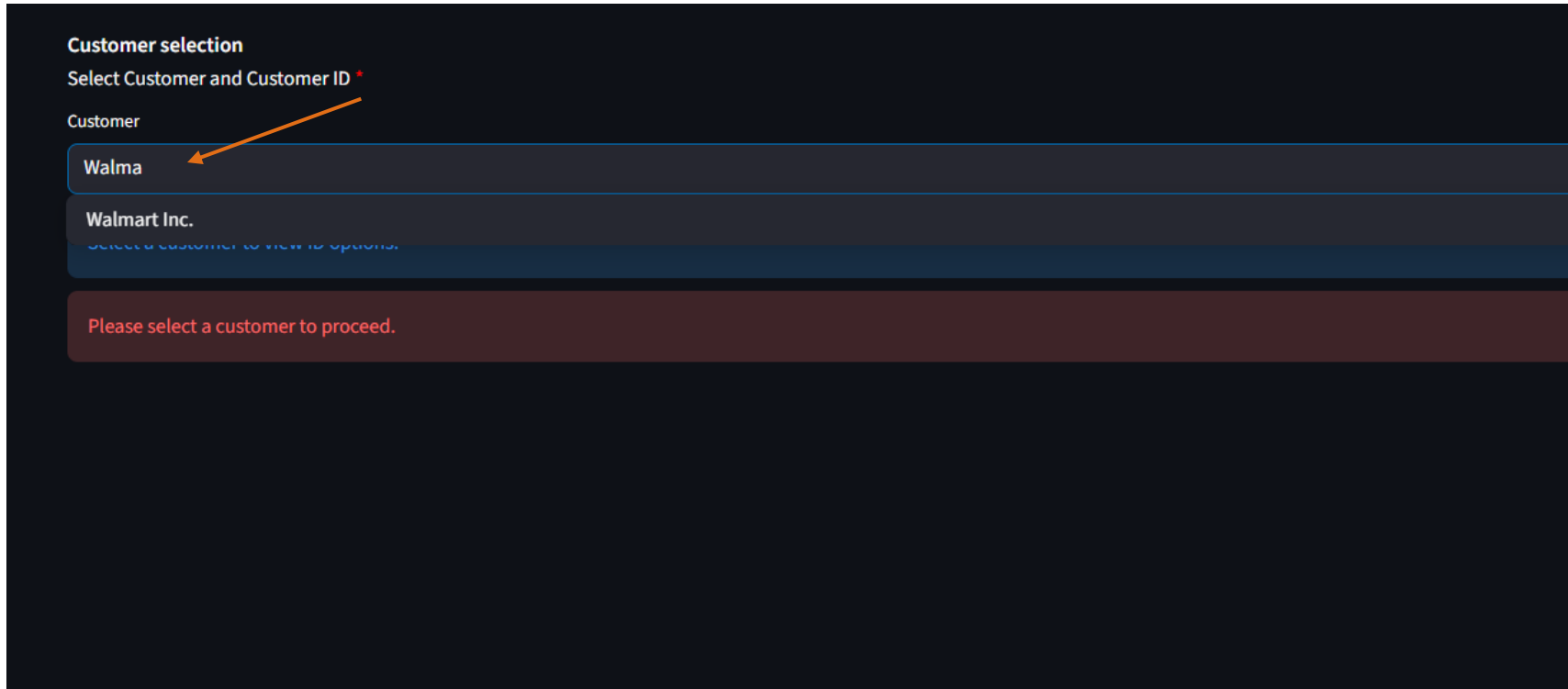
- Scroll down beneath the upload preview to the “Customer selection” section
- From the “Customer” dropdown, select an existing customer or use “+ New Customer” to create a new one for this Bid



The screenshot shows a dark-themed web interface for customer selection. At the top, the text 'Customer selection' is followed by a required field label 'Select Customer and Customer ID *'. Below this is a 'Customer' dropdown menu. The dropdown is open, showing a search bar with the placeholder 'Select a customer'. Below the search bar is a list of customer names: '+ New Customer', '3 Rivers Logistics Inc', '360 Tire Recycling Group LLC' (which is highlighted), '3M Co/Data2Logistics', '3M Company (3Mcp01)', '3Ts Logistics', '48Forty Solutions LLC', and '4G Logistics Group LLC'.

Select an Existing Customer

- Select an existing customer by scrolling through the list or searching in the text box



The screenshot shows a dark-themed user interface for customer selection. At the top, the text "Customer selection" is displayed, followed by the instruction "Select Customer and Customer ID *". Below this, a label "Customer" is positioned above a dropdown menu. The dropdown menu is open, showing two options: "Walma" and "Walmart Inc.". An orange arrow points to the "Walma" option. Below the dropdown menu, a red error message box contains the text "Please select a customer to proceed."

Customer selection
Select Customer and Customer ID *

Customer

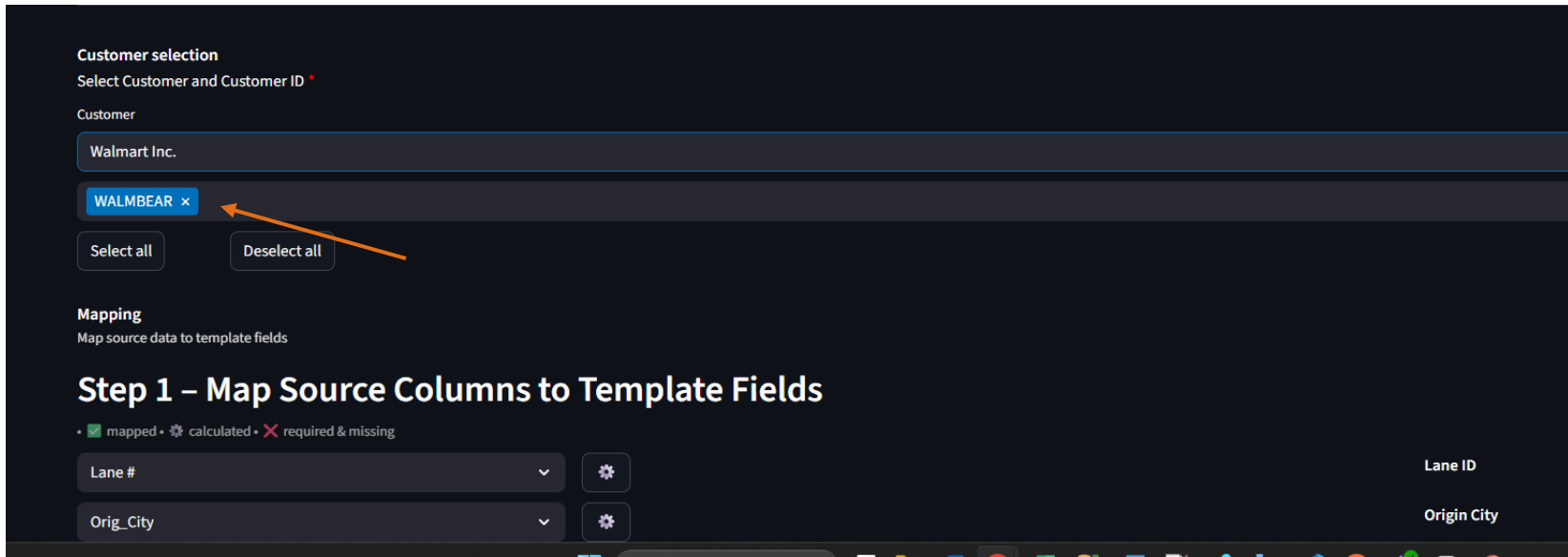
Walma

Walmart Inc.

Please select a customer to proceed.

Select an Existing Customer continued...

- Once you've selected an existing customer, you will need to select 1-5 BillTo IDs from the BillTo ID menu
- If only 1 BillTo ID exists for this Customer, it will be selected automatically
- If multiple BillTo IDs exist, choose at least 1 or up to 5



Customer selection
Select Customer and Customer ID *

Customer

Walmart Inc.

WALMBEAR x

Select all Deselect all

Mapping
Map source data to template fields

Step 1 – Map Source Columns to Template Fields

• ☒ mapped • ☐ calculated • ☒ required & missing

Lane # Lane ID

Orig_City Origin City

Create a New Customer

- You may also create a new customer for this Bid
- From the “Customer” dropdown, select “+ New Customer”
- You will then be prompted to enter a customer name
- **Customer creation from this app is temporary and will not be stored in our database**

The screenshot shows a dark-themed user interface. The top section is titled "Customer selection" with a subtitle "Select Customer and Customer ID *". It contains a "Customer" dropdown menu with the option "+ New Customer" selected, and a "Customer Name" text input field containing the text "DEMO". Below these fields is a blue message box that says "Selected customer has no Customer IDs." The bottom section is titled "Mapping" with a subtitle "Map source data to template fields". It features a legend with three items: a green square for "mapped", a gear icon for "calculated", and a red X for "required & missing". Below the legend is a table with a header row containing "Lane #" and "Lane ID".

Customer selection
Select Customer and Customer ID *

Customer

+ New Customer

Customer Name

DEMO

Selected customer has no Customer IDs.

Mapping
Map source data to template fields

Step 1 – Map Source Columns to Template Fields

• ☒ mapped • calculated • ☒ required & missing

Lane # Lane ID

Map RFP to Template

- Next, you will scroll down to the template mapping step
- These fields will be mapped automatically where possible
- Confirm the column headers from your uploaded file (on the left) are mapped to the correct template column headers on the right

Mapping
Map source data to template fields

Step 1 – Map Source Columns to Template Fields

■ mapped • ⚙ calculated • ✖ required & missing

Lane #	⚙	→	Lane ID	✓
Orig_City	⚙	→	Origin City	✓
Orig_State	⚙	→	Orig State	✓
Orig_Zip	⚙	→	Orig Zip (5 or 3)	✓
Dest_City	⚙	→	Destination City	✓
Dest_State	⚙	→	Dest State	✓
Dest_Zip	⚙	→	Dest Zip (5 or 3)	✓
Annual Vol	⚙	→	Bid Volume	✓
Truckload Flat Rate (\$)	⚙	→	LH Rate	✓
Contracted Miles	⚙	→	Bid Miles	✓
Equipment	⚙	→	Freight Type	✓
Mode	⚙	→	Temp Cat	✓
Fuel Surcharge (\$)	⚙	→	Breakthrough Fuel	✓
Mode	⚙		ADHOC_INFO1	Mode ✓
Lane #	⚙		ADHOC_INFO2	Lane # ✓

Validate Template Mappings

- Correct any incorrect mappings using the dropdown menus on the left
- The app will learn these corrections overtime and will begin to automatically adapt to your corrections

Dest_State	▼	⚙	Dest State	
Dest_Zip	▼	⚙	Dest Zip (5 or 3)	
Annual Vol	▼	⚙	Bid Volume	
Truckload Flat Rate (\$)	▼	⚙	LH Rate	
Dest_State	▼	⚙	Bid Miles	
Dest_Zip	▼	⚙	Freight Type	
Annual Vol	▼	⚙	Temp Cat	
Monthly Vol.	▼	⚙	Breakthrough Fuel	
Contracted Miles	▼	⚙	ADHOC_INFO1	Mode
Truckload Transit Days	▼	⚙	ADHOC_INFO2	Lane #
Truckload Flat Rate (\$)	▼	⚙	ADHOC_INFO3	Equipment
Fuel Surcharge (\$)	▼	⚙	ADHOC_INFO4	Orig_City
Equipment	▼	⚙	ADHOC_INFO5	Orig_State
Orig_City	▼	⚙	ADHOC_INFO6	Orig_Zip
Orig_State	▼	⚙		
Orig_Zip	▼	⚙		

Create a Formula with the Formula Builder

- Use the “⚙️” icon to access the Formula Builder
- This allows you to use multiple columns to calculate values that you map to the template
- For example, I want the “Fuel Surcharge” from my uploaded file to be mapped to the template’s “Breakthrough Fuel” column on a per mile basis

The screenshot displays the Formula Builder interface. On the left, there is a list of columns from an uploaded file, each with a gear icon to its right. An orange arrow points to the gear icon for the 'Fuel Surcharge (\$)' column. On the right, there is a list of columns from a template, each with a green checkmark to its right. The columns are as follows:

Column Name	Icon
Annual Vol	⚙️
Truckload Flat Rate (\$)	⚙️
Contracted Miles	⚙️
Equipment	⚙️
Mode	⚙️
Fuel Surcharge (\$)	⚙️
Mode	⚙️
Lane #	⚙️
Equipment	⚙️
Orig_City	⚙️
Orig_State	⚙️
Orig_Zip	⚙️
Dest_City	⚙️

Column Name	Icon	
Bid Volume	✓	
LH Rate	✓	
Bid Miles	✓	
Freight Type	✓	
Temp Cat	✓	
Breakthrough Fuel	✓	
ADHOC_INFO1	Mode	✓
ADHOC_INFO2	Lane #	✓
ADHOC_INFO3	Equipment	✓
ADHOC_INFO4	Orig_City	✓
ADHOC_INFO5	Orig_State	✓
ADHOC_INFO6	Orig_Zip	✓
ADHOC_INFO7	Dest_City	✓

Create a Formula with the Formula Builder continued...

- To accomplish this, I will use the Formula Builder to divide the “Fuel Surcharge” value by the “Contracted Miles” value for each record

Build Formula for 'Breakthrough Fuel'

Click a token or type directly:

Mode Lane # Equipment Orig_City Orig_State
Orig_Zip Dest_City Dest_State Dest_Zip Annual Vol
Monthly Vol. Contracted Miles Truckload Transit Days
Truckload Flat Rate (\$) Fuel Surcharge (\$) +
- * / ()

Formula

`df['Fuel Surcharge ($)'] / df['Contracted Miles']`

	Result
0	0.45
1	0.45
2	0.45
3	0.45
4	0.45

Clear Save

Confirm Your Formula Is Applied

- Confirm you've saved your formula by looking at the mapping section

Truckload Flat Rate (\$)	⌵	⚙				LH Rate	✓
Contracted Miles	⌵	⚙				Bid Miles	✓
Equipment	⌵	⚙				Freight Type	✓
Mode	⌵	⚙				Temp Cat	✓
Fuel Surcharge (\$)	⌵	⚙	Fuel Surcharge (\$) / Contracted Miles	×	Forget suggestion	Breakthrough Fuel	⚙
Mode	⌵	⚙				ADHOC_INFO1	Mode ✓
Lane #	⌵	⚙				ADHOC_INFO2	Lane # ✓
Equipment	⌵	⚙				ADHOC_INFO3	Equipment ✓
Orig_City	⌵	⚙				ADHOC_INFO4	Orig_City ✓
Orig_State	⌵	⚙				ADHOC_INFO5	Orig_State ✓
Orig_Zip	⌵	⚙				ADHOC_INFO6	Orig_Zip ✓
Dest_City	⌵	⚙				ADHOC_INFO7	Dest_City ✓
Dest_State	⌵	⚙				ADHOC_INFO8	Dest_State ✓

Confirm Header Mapping

- When you've finished mapping your uploaded file's column headers to the template column headers, click the "Confirm Header Mapping" button at the bottom of the page

The screenshot displays a dark-themed interface for confirming header mappings. It features a vertical list of template column headers on the left, each with a dropdown arrow and a gear icon to its right. The headers are: Mode, Lane #, Equipment, Orig_City, Orig_State, Orig_Zip, Dest_City, Dest_State, Dest_Zip, and an empty row. At the bottom of the interface, there are two buttons: a blue 'Confirm Header Mapping' button and a grey 'Download mapped CSV' button. An orange arrow points to the 'Confirm Header Mapping' button.

Confirm Mapped Data

- You'll see a new preview table with your data mapped to our template (including the calculated fields) and an option to return to the mapping step if necessary.

selected customer has no customer id's.

[Back to mappings](#)

Step 2 - Generate PIT File

	Lane ID	Origin City	Orig State	Orig Zip (5 or 3)	Destination City	Dest State	Dest Zip (5 or 3)	Bid Volume	LH Rate	Bid Miles	Freight Type	Temp Cat	Breakthrough Fuel	Mode	Lane #	Equipment	Orig_City	Orig_S
0	1	COOKEVILLE	TN	38506	OLIVE BRANCH / BYHALIA	MS	38654	522	700	294	53' Dry Van	Truckload	0.45	Truckload	1	53' Dry Van	COOKEVILLE	TN
1	2	MUKWONAGO	WI	53149	OLIVE BRANCH / BYHALIA	MS	38654	292		659	53' Dry Van	Truckload	0.45	Truckload	2	53' Dry Van	MUKWONAGO	WI
2	4	OLIVE BRANCH / BYHALIA	MS	38654	CHIPPewa FALLS	WI	54729	166		847	53' Dry Van	Truckload	0.45	Truckload	4	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
3	6	OLIVE BRANCH / BYHALIA	MS	38654	JANESVILLE	WI	53545	138		632	53' Dry Van	Truckload	0.45	Truckload	6	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
4	7	OLIVE BRANCH / BYHALIA	MS	38654	MIAMI	FL	33101	123		1031	53' Dry Van	Truckload	0.45	Truckload	7	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
5	8	OLIVE BRANCH / BYHALIA	MS	38654	WHITE HOUSE	TN	37188	112	700	238	53' Dry Van	Truckload	0.45	Truckload	8	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
6	9	SUN PRAIRIE	WI	53590	OLIVE BRANCH / BYHALIA	MS	38654	106		671	53' Dry Van	Truckload	0.45	Truckload	9	53' Dry Van	SUN PRAIRIE	WI
7	11	OLIVE BRANCH / BYHALIA	MS	38654	MEMPHIS	TN	37501	95	350	8	53' Dry Van	Truckload	0.45	Truckload	11	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
8	12	JACKSON	MS	39209	OLIVE BRANCH / BYHALIA	MS	38654	90	500	205	53' Dry Van	Truckload	0.45	Truckload	12	53' Dry Van	JACKSON	MS
9	13	OLIVE BRANCH / BYHALIA	MS	38654	FORT WORTH	TX	76116	89	1490	513	53' Dry Van	Truckload	0.45	Truckload	13	53' Dry Van	OLIVE BRANCH / BYHALIA	MS

[Generate PIT](#)

Confirm Mapped Data

- Once you've confirmed your data is mapped correctly, click "Generate PIT"

Selected customer has no Customer IDs.

[Back to mappings](#)

Step 2 - Generate PIT File

	Lane ID	Origin City	Orig State	Orig Zip (5 or 3)	Destination City	Dest State	Dest Zip (5 or 3)	Bid Volume	LH Rate	Bid Miles	Freight Type	Temp Cat	Breakthrough Fuel	Mode	Lane #	Equipment	Orig_City	Orig_S
0	1	COOKEVILLE	TN	38506	OLIVE BRANCH / BYHALIA	MS	38654	522	700	294	53' Dry Van	Truckload	0.45	Truckload	1	53' Dry Van	COOKEVILLE	TN
1	2	MUKWONAGO	WI	53149	OLIVE BRANCH / BYHALIA	MS	38654	292		659	53' Dry Van	Truckload	0.45	Truckload	2	53' Dry Van	MUKWONAGO	WI
2	4	OLIVE BRANCH / BYHALIA	MS	38654	CHIPPewa FALLS	WI	54729	166		847	53' Dry Van	Truckload	0.45	Truckload	4	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
3	6	OLIVE BRANCH / BYHALIA	MS	38654	JANESVILLE	WI	53545	138		632	53' Dry Van	Truckload	0.45	Truckload	6	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
4	7	OLIVE BRANCH / BYHALIA	MS	38654	MIAMI	FL	33101	123		1031	53' Dry Van	Truckload	0.45	Truckload	7	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
5	8	OLIVE BRANCH / BYHALIA	MS	38654	WHITE HOUSE	TN	37188	112	700	238	53' Dry Van	Truckload	0.45	Truckload	8	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
6	9	SUN PRAIRIE	WI	53590	OLIVE BRANCH / BYHALIA	MS	38654	106		671	53' Dry Van	Truckload	0.45	Truckload	9	53' Dry Van	SUN PRAIRIE	WI
7	11	OLIVE BRANCH / BYHALIA	MS	38654	MEMPHIS	TN	37501	95	350	8	53' Dry Van	Truckload	0.45	Truckload	11	53' Dry Van	OLIVE BRANCH / BYHALIA	MS
8	12	JACKSON	MS	39209	OLIVE BRANCH / BYHALIA	MS	38654	90	500	205	53' Dry Van	Truckload	0.45	Truckload	12	53' Dry Van	JACKSON	MS
9	13	OLIVE BRANCH / BYHALIA	MS	38654	FORT WORTH	TX	76116	89	1490	513	53' Dry Van	Truckload	0.45	Truckload	13	53' Dry Van	OLIVE BRANCH / BYHALIA	MS

[Generate PIT](#) ←

Generate PIT

- You will see two new messages and a button that takes you to your SharePoint folder
 - Our intelligent geography resolution process will determine the appropriate postal codes with the provided data
 - With this information we collect mileage and tolls, which usually takes about 5-10 minutes, but can take over 30 minutes if your RFP has several thousand records
- You do not need to keep the app open while this process completes

Step 2 - Generate PIT File

	Lane ID	Origin City	Orig State	Orig Zip (5 or 3)	Destination City	Dest State	Dest Zip (5 or 3)	Bid Volume	LH Rate	Bid Miles	Freight Type	Temp Cat	Breakthrough Fuel	Mode	Lane #	Equipment	
9	13	OLIVE BRANCH / BYHALIA	MS	38654	FORT WORTH	TX	76116	89	1490	513	53' Dry Van	Truckload	0.45	Truckload	13	53' Dry Van	0
10	14	OLIVE BRANCH / BYHALIA	MS	38654	NORTH LAS VEGAS	NV	89081	83		1612	53' Dry Van	Truckload	0.45	Truckload	14	53' Dry Van	0
11	15	OLIVE BRANCH / BYHALIA	MS	38654	SIKESTON	MO	63801	79	700	162	53' Dry Van	Truckload	0.45	Truckload	15	53' Dry Van	0
12	16	OLIVE BRANCH / BYHALIA	MS	38654	ANTIOCH	TN	37013	73	700	223	53' Dry Van	Truckload	0.45	Truckload	16	53' Dry Van	0
13	17	OLIVE BRANCH / BYHALIA	MS	38654	PLEASANT PRAIRIE	WI	53158	73		609	53' Dry Van	Truckload	0.45	Truckload	17	53' Dry Van	0
14	19	OLIVE BRANCH / BYHALIA	MS	38654	BURNSVILLE	MN	55306	70		831	53' Dry Van	Truckload	0.45	Truckload	19	53' Dry Van	0
15	20	OLIVE BRANCH / BYHALIA	MS	38654	DORAL	FL	33172	69		1034	53' Dry Van	Truckload	0.45	Truckload	20	53' Dry Van	0
16	21	OLIVE BRANCH / BYHALIA	MS	38654	FORT MILL	SC	29715	68	1650	617	53' Dry Van	Truckload	0.45	Truckload	21	53' Dry Van	0
17	22	OLIVE BRANCH / BYHALIA	MS	38654	ARLINGTON	TX	76001	67	1442	503	53' Dry Van	Truckload	0.45	Truckload	22	53' Dry Van	0
18	23	OLIVE BRANCH / BYHALIA	MS	38654	WADSWORTH	OH	44281	62		701	53' Dry Van	Truckload	0.45	Truckload	23	53' Dry Van	0

Generate PIT

☐ Gathering mileage and toll data...

You'll receive an email notification when the process is complete...

Open SharePoint folder

PIT Generation and Upload to SharePoint

- After mileage and toll collection is complete, our process will begin generating your PIT
 - This takes about 5 minutes
- The email notification will contain a link directly to the uploaded file on your SharePoint site

	Lane ID	Origin City	Orig State	Orig Zip (5 or 3)	Destination City	Dest State	Dest Zip (5 or 3)	Bid Volume	LH Rate	Bid Miles	Freight Type	Temp Cat	Breakthrough Fuel	Mode	Lane #	Equipment	Orig_City
0	1	COOKEVILLE	TN	38506	OLIVE BRANCH / BYHALIA	MS	38654	522	700	294	53' Dry Van	Truckload	0.45	Truckload	1	53' Dry Van	COOKEVILLE
1	2	MUKWONAGO	WI	53149	OLIVE BRANCH / BYHALIA	MS	38654	292		659	53' Dry Van	Truckload	0.45	Truckload	2	53' Dry Van	MUKWONAGO
2	4	OLIVE BRANCH / BYHALIA	MS	38654	CHIPPewa FALLS	WI	54729	166		847	53' Dry Van	Truckload	0.45	Truckload	4	53' Dry Van	OLIVE BRANCH / BYHALIA
3	6	OLIVE BRANCH / BYHALIA	MS	38654	JANESVILLE	WI	53545	138		632	53' Dry Van	Truckload	0.45	Truckload	6	53' Dry Van	OLIVE BRANCH / BYHALIA
4	7	OLIVE BRANCH / BYHALIA	MS	38654	MIAMI	FL	33101	123		1031	53' Dry Van	Truckload	0.45	Truckload	7	53' Dry Van	OLIVE BRANCH / BYHALIA
5	8	OLIVE BRANCH / BYHALIA	MS	38654	WHITE HOUSE	TN	37188	112	700	238	53' Dry Van	Truckload	0.45	Truckload	8	53' Dry Van	OLIVE BRANCH / BYHALIA
6	9	SUN PRAIRIE	WI	53590	OLIVE BRANCH / BYHALIA	MS	38654	106		671	53' Dry Van	Truckload	0.45	Truckload	9	53' Dry Van	SUN PRAIRIE
7	11	OLIVE BRANCH / BYHALIA	MS	38654	MEMPHIS	TN	37501	95	350	8	53' Dry Van	Truckload	0.45	Truckload	11	53' Dry Van	OLIVE BRANCH / BYHALIA
8	12	JACKSON	MS	39209	OLIVE BRANCH / BYHALIA	MS	38654	90	500	205	53' Dry Van	Truckload	0.45	Truckload	12	53' Dry Van	JACKSON
9	13	OLIVE BRANCH / BYHALIA	MS	38654	FORT WORTH	TX	76116	89	1490	513	53' Dry Van	Truckload	0.45	Truckload	13	53' Dry Van	OLIVE BRANCH / BYHALIA

Your PIT is being created and will be uploaded to your SharePoint site in ~5 minutes.

Open SharePoint folder

Download mapped CSV

Key Benefits

- 🕒 Faster response to RFPs
- ✅ Consistent, accurate Bids
- 🧠 Applies your FreightMath data and actual freight network to determine accurate bid prices
- 🔒 Secure process (Azure AD + SQL logging)
- 📈 Improved win rate through timely submissions

Q&A

MapLedger + FreightMarks

MapLedger

Chris Henry
COO

October 8th, 2025



MapLedger

- **Goal(s):**
 - Automation of collection, mapping, standardization and aggregation of GL data.
 - Improve the accuracy of FreightMath results.
 - Improve the credibility of FreightMarks benchmarks.

MapLedger

- **Key Features:**
 - Multi-entity
 - AI & ML-based mapping to improve standardization.
 - Dynamic allocation of GL data to defined 'Operations' (Networks)
 - Integration of FreightMath data for allocation purposes
 - Ability to collect ad hoc 'non-database' statistics.
 - API integration with key accounting platforms.

MapLedger

- **Roadmap**
 - Beta version for CFO group in January
 - Production by March

FreightMarks

Chris Henry
COO

October 8th, 2025



FreightMarks

- Introduced at beginning of 2025
- Positive response from clients
- Roadmap
 - AI-enhanced analysis
 - More granularity for peer comparison
 - Geo region
 - Size
 - Length of Haul
- Rate benchmarks

Revenue

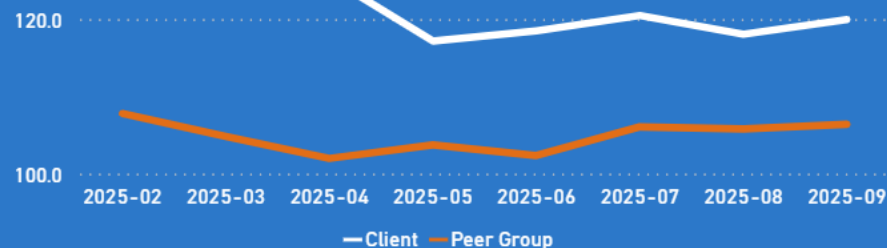
Miles

Other

Profit

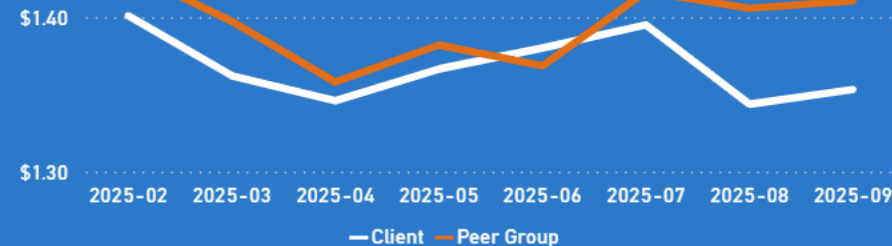
Operating Ratio
119.9

Peer Group: 106.4



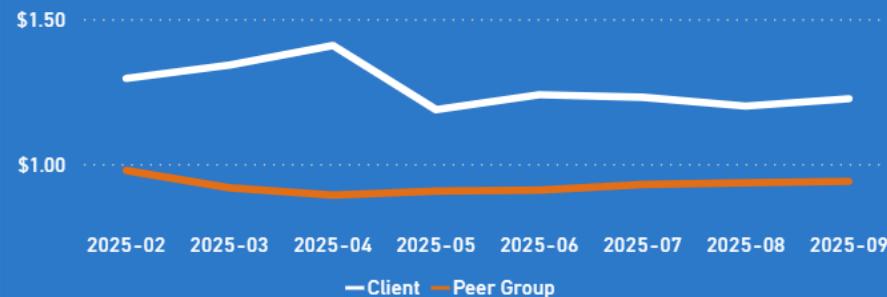
Variable Cost / Total Mile
\$1.353

Peer Group: \$1.410



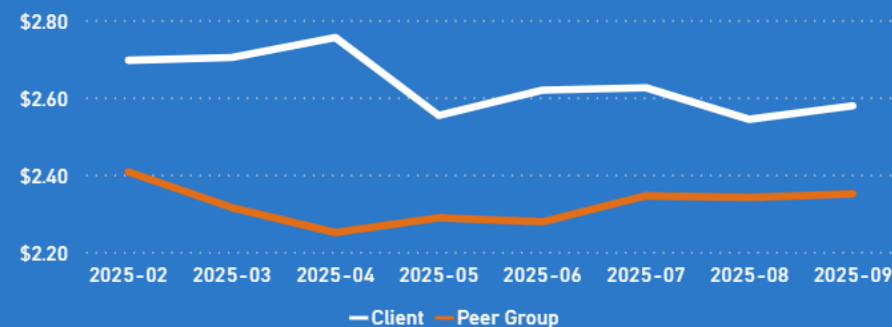
Overhead Cost / Total Mile
\$1.225

Peer Group: \$0.940



Total Cost / Total Mile
\$2.578

Peer Group: \$2.350



**FreightMath Measures
Represent OTR Networks
Only

The data in Power BI has been
updated recently, select 'Refresh'
to see it on your add-in.

Refresh

Cost Drivers

Driver Expenses

Equipment Costs

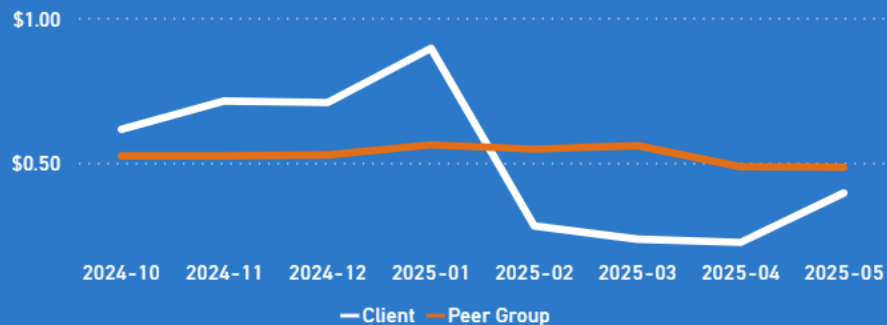
Maintenance

Other Expenses

SG&A

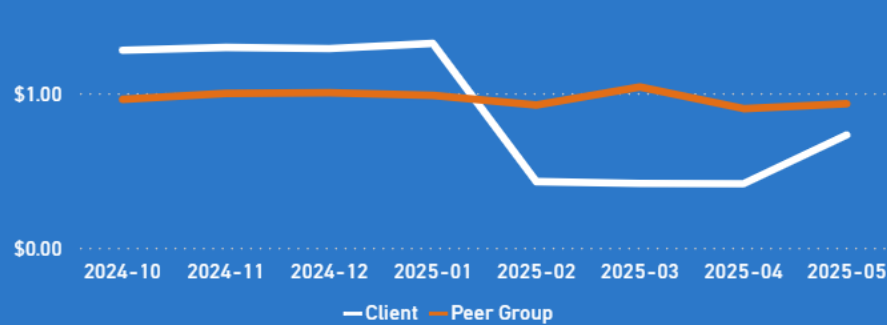
Fuel Cost
\$0.396

Peer Group: \$0.484



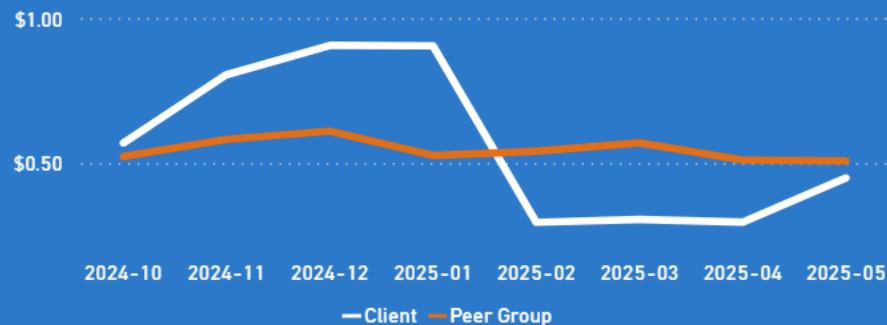
Total Driver Comp
\$0.729

Peer Group: \$0.931



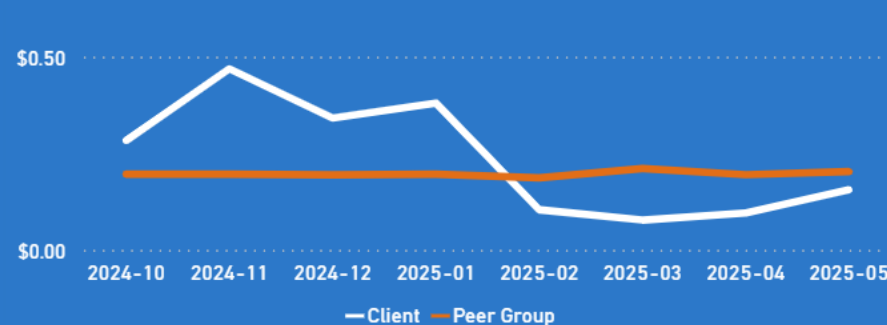
Tractor & Trailer Fixed Cost
\$0.448

Peer Group: \$0.507



Total Maintenance Cost
\$0.155

Peer Group: \$0.202



The data in Power BI has been updated recently, select 'Refresh' to see it on your add-in.

Refresh

Cost Drivers

Driver Expenses

Equipment Costs

Maintenance

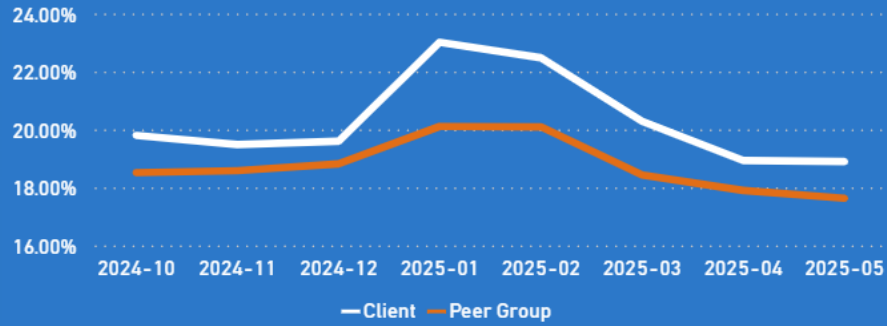
Other Expenses

SG&A

**GL Costs as a Percent of
GL Reported Revenue

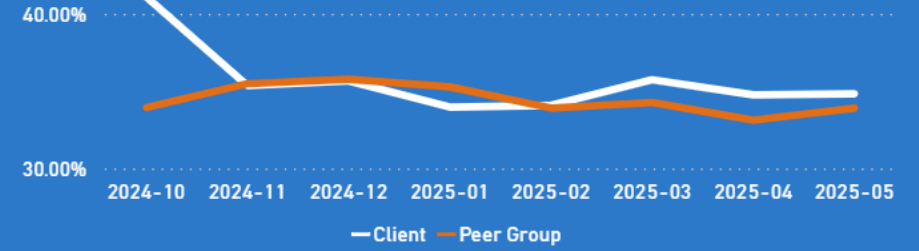
Fuel Cost
18.89%

Peer Group: 17.62%



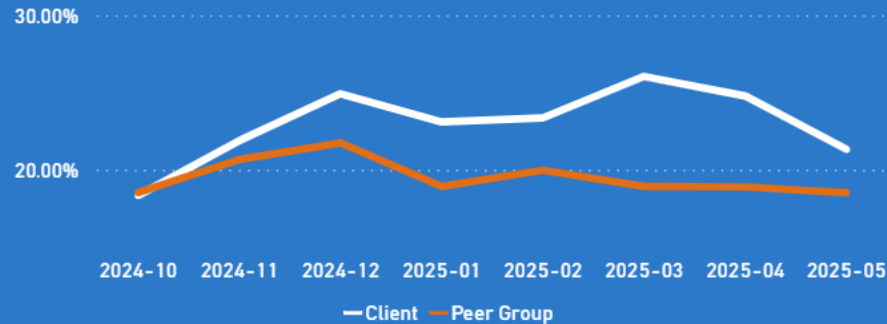
Total Driver Comp
34.82%

Peer Group: 33.90%



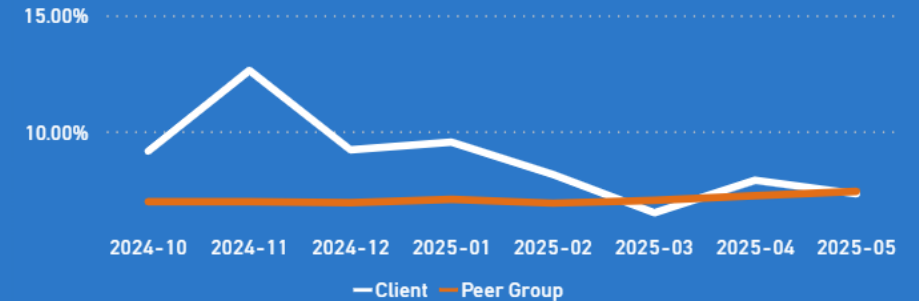
Tractor & Trailer Fixed Cost
21.31%

Peer Group: 18.51%



Tractor & Trailer Maintenance
7.29%

Peer Group: 7.40%



The data in Power BI has been updated recently, select 'Refresh' to see it on your add-in.

Refresh

Q&A

15 MIN BREAK

Winning Profitable Freight with BidRight

Nussbaum Technology: For Carriers – By Carriers

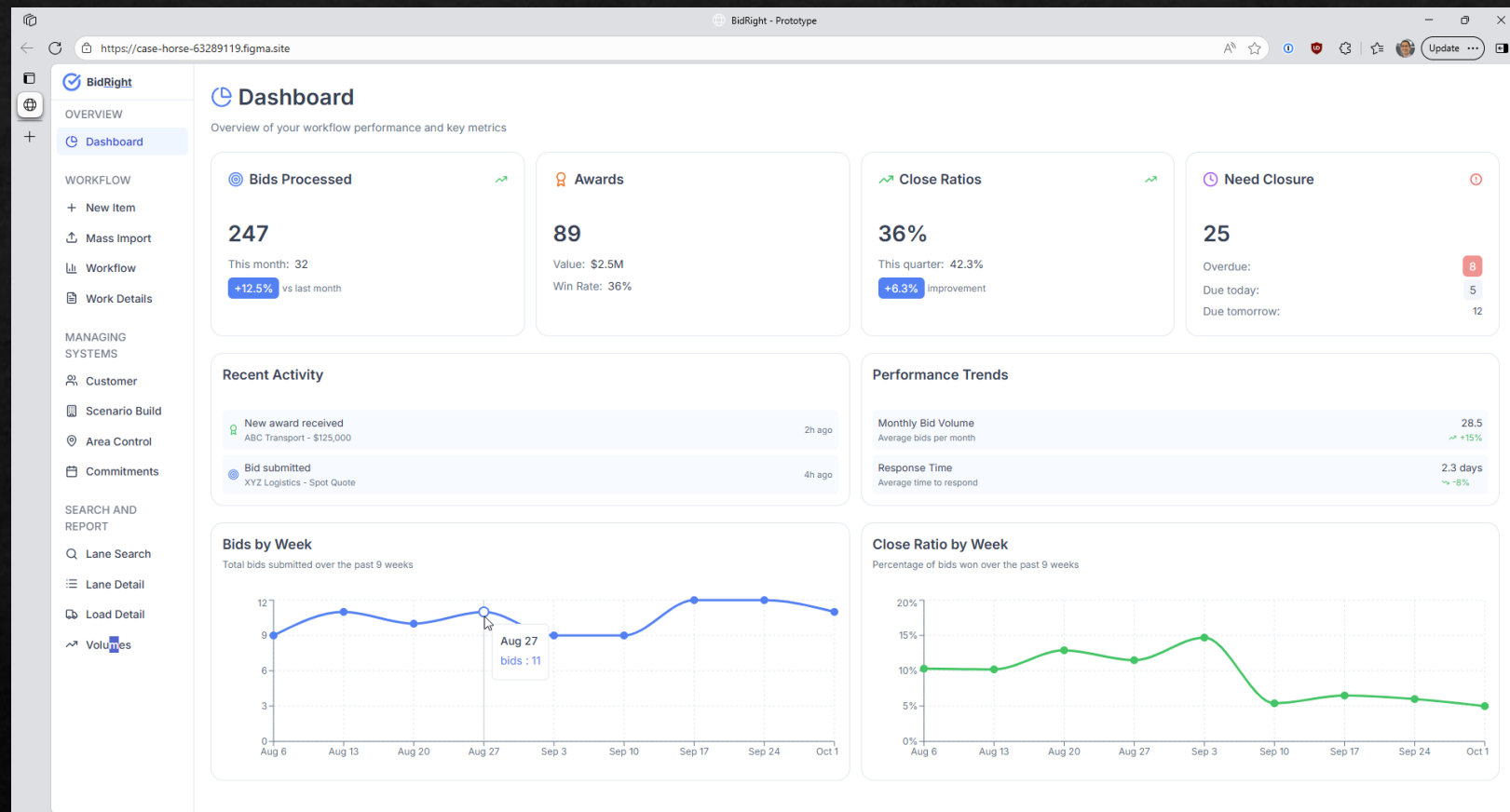
TYLER DIETRICH – PRESIDENT





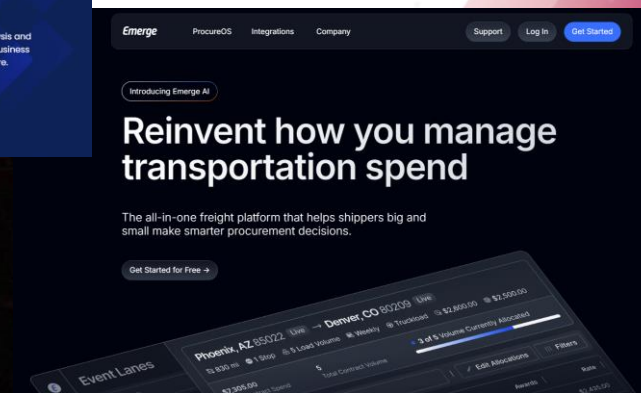
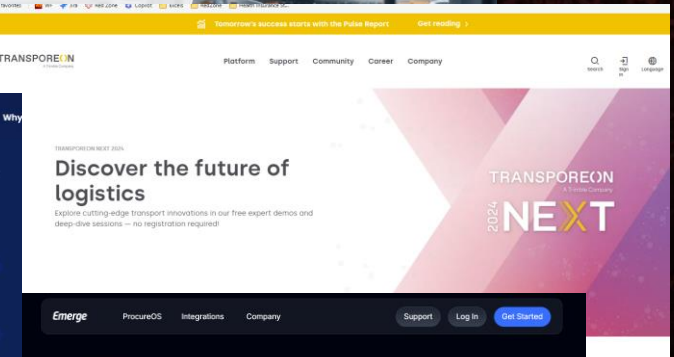
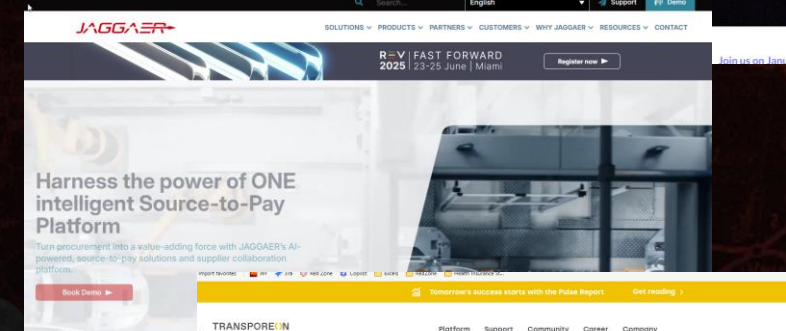
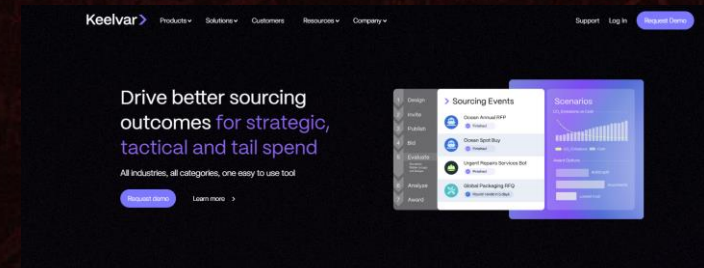
A bidding machine, a pricing tool and a freight network designer.

Get the right **Rates**,
on the right **Lanes**,
with the right **Customers**.



Challenge #1 – Bidding Process

- Complex Bid Platforms
 - Jaggaer, Keelvar, Transporeon, Emerge, Transplace, JDA, Iceberg, Pando, Coupa...
- Some bids are upwards of 20,000 lanes
 - Data entry is often manual and inconsistent—how do you find the errors without hours of scanning?



#2 – Pricing Challenges

- Pricing enough lanes to build the network
- RFP's – Very low win ratios
 - ~1% win ratios on new business
- Getting enough information needed to rate each lane
 - Load info, pickup/delivery info, market rates, historical context

#3 – Strategy and Alignment Challenges

- **Everyone's Goal:** A high velocity network with good rates in which drivers can get the home time they need.



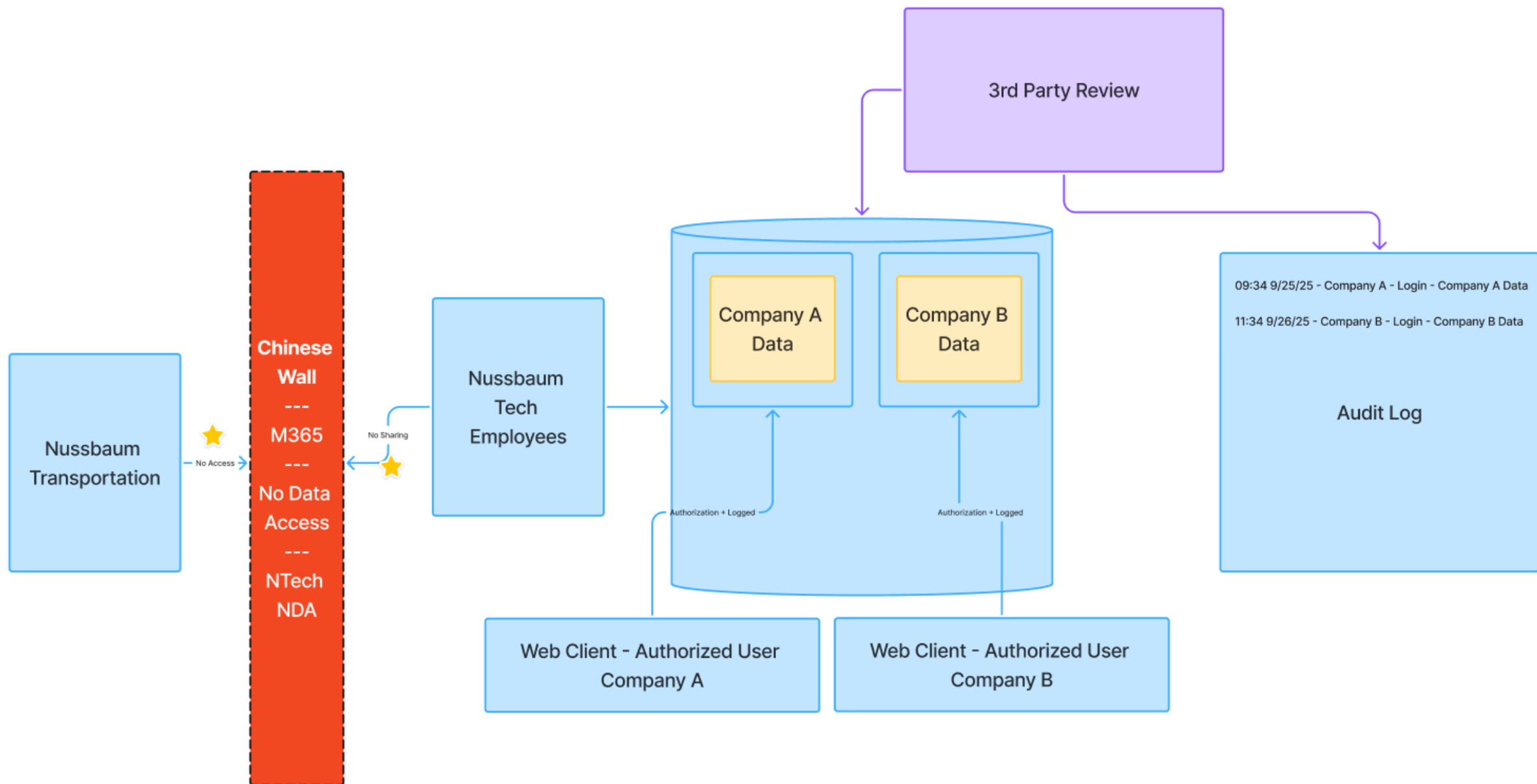
The Enemy - Disorganization

- Unbalanced networks
- Thin margins
- Struggle to pass along cost increases
- High inefficiency
- Shippers control the negotiations

Challenges:	Solutions:	Results:
#1 Bidding Process	Automation & Standardization	20x speed gain for general bidding 15x speed gain for operations review
#2 Pricing Intelligence	Lane Context & Strategy	Maintaining rates 5% higher than the market over the last 10 quarters
#3 Strategy Alignment	Strategy Tools & Store Your Own Data	- Industry-leading miles/truck and revenue/truck - Driver-friendly network - High level of network intentionality

Questions?

- **Nussbaum Technology**
 - **For Carriers by Carriers**
 - **Secure Data Infrastructure Plan**
 - Separated Client Data
 - Full audit log of logins and data access
 - Will be verified by 3rd Party routinely
 - Nussbaum Technology legally bound to not share any tactical or strategic data



Surviving the Freight Recession — Strategic Discussion

Surviving the Freight Recession

David Roush
President

October 8th, 2025



The Great Freight Recession

- When will the market turn in the carriers' favor
- Will the turn be Supply or Demand driven
- Pros and Cons of “banking” capacity for the turn

Surviving the Interim – Financial

- “Banking” Relationships
- Cash Generation and Preservation
- Receivables and Payables Levers
- “Parking” Tractors
- Other Levers

Surviving the Interim - FreightMath

- Know what is profitable and not and why
- Draw the “BOX” and operate within it – Freight and Drivers
- FreightFit your network
- FreightMarks Benchmarking
- How do you use FreightMath

Surviving the Interim – Broker Management

- Rate Improvements with Shippers are Difficult at Best
- Appoint and empower a “Director of Broker Improvement”
- Use a tool that provides pricing guidance and benchmarks
- Record and coach every offer and final rate and geography

Data Driven Operational Improvement— Results from Data

LUNCH

Increase in Breakthrough's Fuel Recovery Among Shippers

- **Question:** Are you experiencing increased adoption of BTF with your shippers?
- Driving a further wedge between Carriers and Shippers
- How BTF works at a high level: index source, lanes, cadence, true-up logic
- Impact on base linehaul vs. fuel components (and total economics)
- Margin risks for carriers: dilution of TRPM, volatility shifting to base rate
- Administrative hassles
- Importance of marking your BTF Shippers in FreightMath for deeper analysis.

Breakthrough's Fuel Recovery

- **Question:** Are you using the BTF (API)
- How BTF works at a high level: index source, lanes, cadence, true-up logic
- Impact on base linehaul vs. fuel components (and total economics)
- Margin risks for carriers: dilution of TRPM, volatility shifting to base rate
- Administrative hassles
- Importance of marking your BTF Shippers in FreightMath for deeper analysis.

Nussbaum's BTF Process

“Since shippers have begun using BTF, we have priced our linehaul to account for the difference in BTF compared to our traditional fuel surcharge table.”

Nussbaum's BTF Process

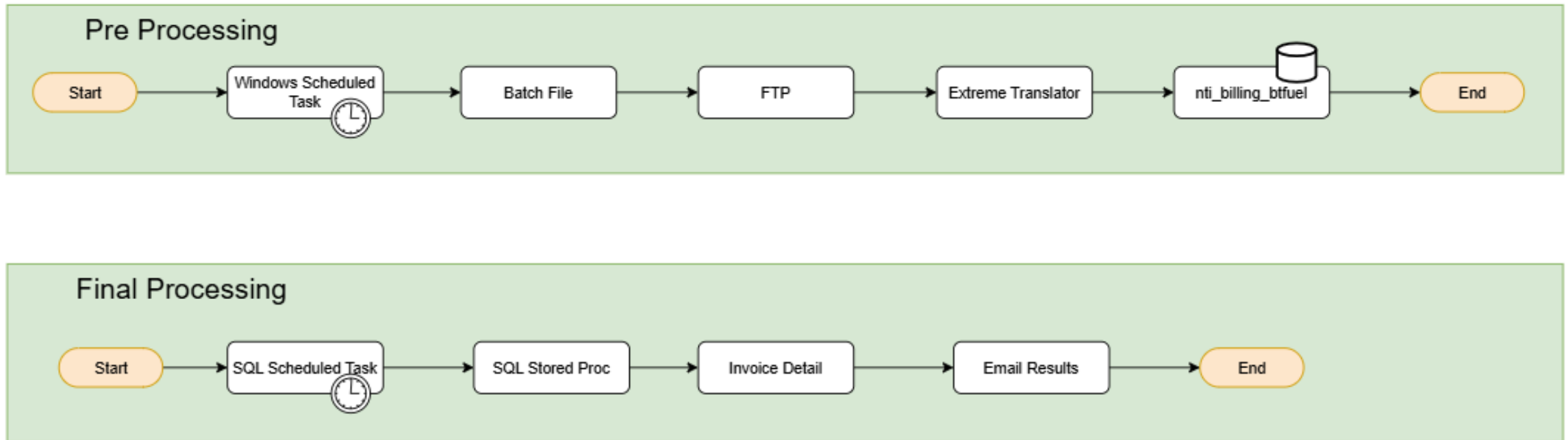
“We price all our customer’s freight against our standard Nussbaum FSC table and adjust linehaul rates accordingly (whether they are on BTF or using differing FSC assumptions). With current customers switching to BTF, we analyze the impact on the change and attempt to educate our customers so they understand that our linehaul will be reflective of their fuel changes.”

Nussbaum's BTF Process

“We've built a custom integration, so 95% of these are added automatically. There is a process that imports the fuel data, and another that executes a stored proc and adds the fuel to the load. Occasionally, this will error out and we have to manually add the fuel to the load.”

Nussbaum's BTF Process

Break Through Fuel Import Process



Nussbaum's BTF Process

“We use a flat FSC code, opposed to a per mile one that is used for most customers. However, this flat code is used for more than just BTF.”

Nussbaum's BTF Process

“We use a flat FSC code, opposed to a per mile one that is used for most customers. However, this flat code is used for more than just BTF.”

FreightMarks Benchmarks

Benchmarks: Open Discussion

- Which line item(s) on your P&L are experiencing inflation, deflation?
 - E.g. YoY Driver Comp is down for first time in 5+ years

Cost Drivers

Driver Expenses

Equipment Costs

Maintenance

Other Expenses

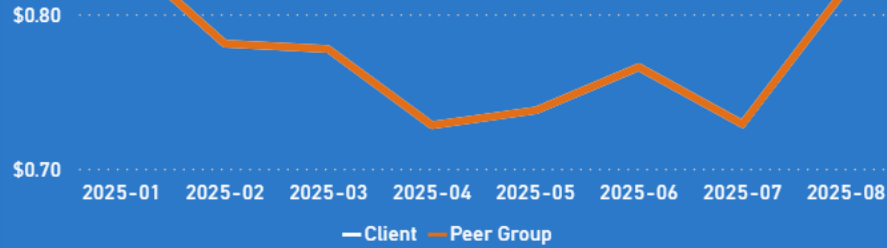
SG&A

Profit

Driver Wages

\$0.816

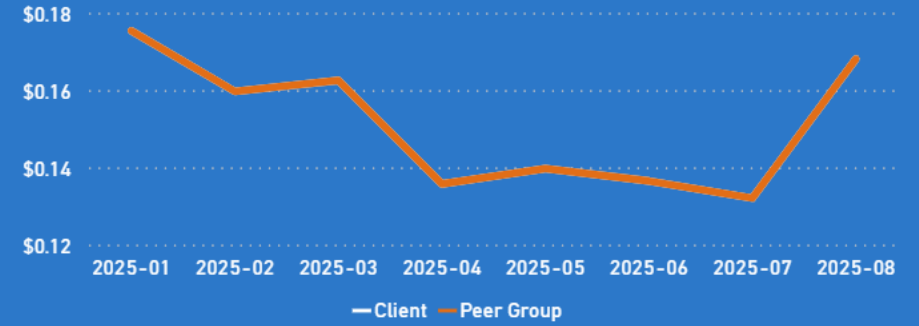
Peer Group: \$0.816



Driver Benefits & Payroll Taxes

\$0.168

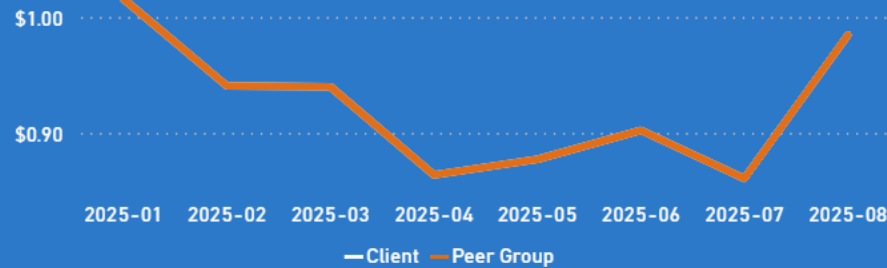
Peer Group: \$0.168



Total Driver Comp

\$0.984

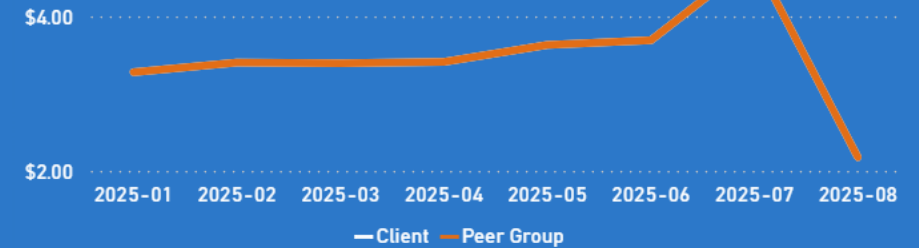
Peer Group: \$0.984



Purchased Transportation

\$2.175

Peer Group: \$2.175



The data in Power BI has been updated recently, select 'Refresh' to see it on your add-in.

Refresh

Cost Drivers

Driver Expenses

Equipment Costs

Maintenance

Other Expenses

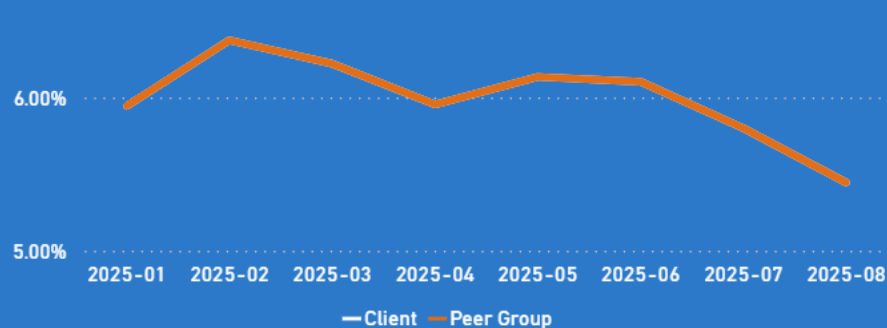
SG&A

Profit

Fixed Overhead

5.44%

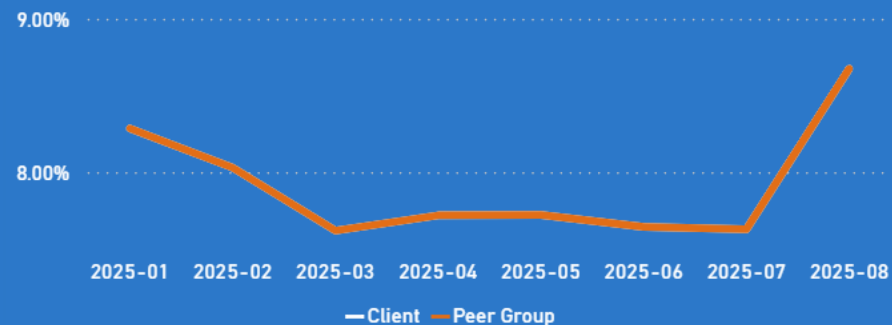
Peer Group: 5.44%



Non-Driver Wages & Benefits

8.67%

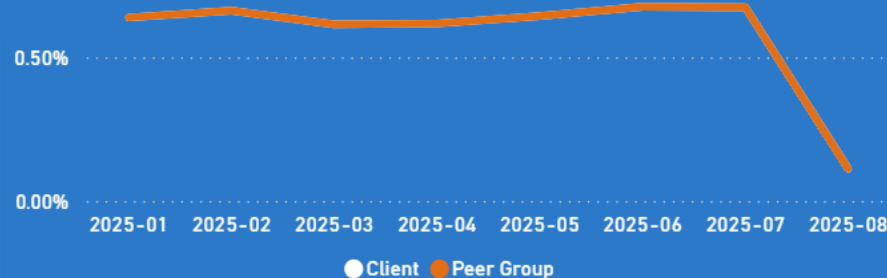
Peer Group: 8.67%



Agent Commissions

0.11%

Peer Group: 0.11%



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Cost Drivers

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Fixed Overhead

5.44%

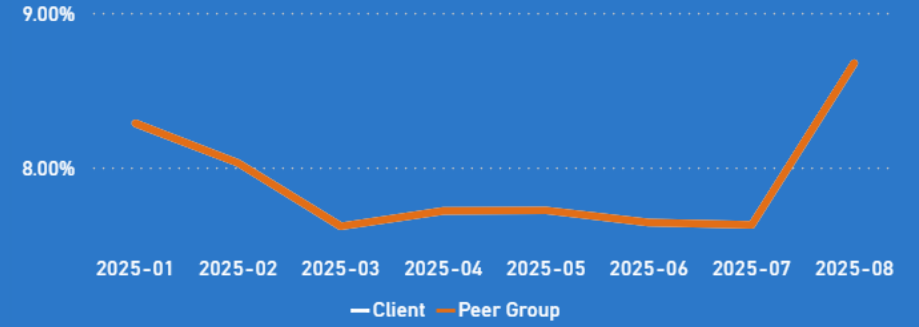
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Non-Driver Wages & Benefits

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Agent Commissions

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Peer Group: 0.11%



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Benchmarks: Open Discussion

- Which line item(s) on your P&L are experiencing inflation, deflation?
 - E.g. YoY Driver Comp is down for first time in 5+ years
 - Insurance renewals – most are reporting increases, but we aren't seeing in data (yet)

The Use of AI by Carriers

- Frequently asked question: What is a suitable non-driver count based on my current driver count? Answer: It Depends
- More important question: How productive are you current non-drivers?
- We have endless metrics to measure the productivity and proficiency of drivers. What about your support team?????
- “AI is Tsunami of Opportunity for some, or a Tsunami of Despair for others.”

The Use of AI by Carriers

- **What Are You Doing Now & What's Next?**
- **Answer format: “Doing it (pilot/production) / Planning / Not yet — blocker is ____”**
- **Use Cases**
 - Simple intercompany communication (more clearly conveying ideas)
 - Legal doc review (shipper contracts)
 - Pricing/RFP workflow
 - Ad hoc or ongoing Data Analysis
 - Risk assessments
 - Backoffice automation
 - Other??

The Use of AI by Carriers

- What tools are you using?
 - Open AI
 - Gemini (Google)
 - Microsoft Copilot
 - Claude
 - Grok
 - Trucking-specific vendors

Agentic Workflows & Models: From RPA to AI “Doers”

- **What this is:** LLM-powered agents that plan → call tools/APIs (interact with Legacy software) → read documents → act, with memory and guardrails, not just keystroke replay.
- Examples:
 - CH Robinson deploying agents to negotiate and book loads with carriers using natural language
 - Agents to automatically detect and adjust for known billing (invoice) issues with freight-payment companies
- Open AI just released ‘AgentKit’ and ‘Agent Builder’ to allow non-technical people to build and deploy agents.
- Other tools – N8N, Zapier etc.

BREAK

Fleetline Presentaton

FreighMath Alliance: Day 2

Takeaways from yesterday

Group A vs. B.

GROUP A

- Nina Eiland
- Joe Herman
- Dakota Kivi
- John Pemberton
- Clint Larson
- Abby Ryan
- Max Herbst
- Dominic Zastarskis
- Jason Schaftlein
- Dustin Huber
- Lance Ingerson
- Dale Carpenter
- Swan Webb
- Greg Vaccaro
- Paulius Obeliunas
- Travis Nelson
- Nicki Drentlaw
- Derrick Walls

GROUP B

- Jack Barton
- Eamonn Clarke
- John Dunard
- Carey Pritt
- Jake Von Feldt
- Gedas Poviliunas
- Gregg Ryan
- Kyle Johnson
- Matt Ojanen
- Colt Mcleod
- Wesley Everman
- Dillon Hodel
- Douglas Knepp
- David Cadotte
- Sarah Heffington
- Tim Chrulski

Benchmarks: Open Discussion

- Which line item(s) on your P&L are experiencing inflation, deflation?
 - E.g. YoY Driver Comp is down for first time in 5+ years

Cost Drivers

Driver Expenses

Equipment Costs

Maintenance

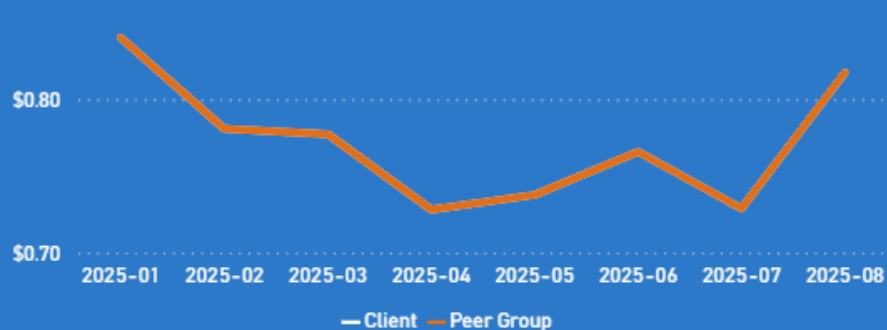
Other Expenses

SG&A

Profit

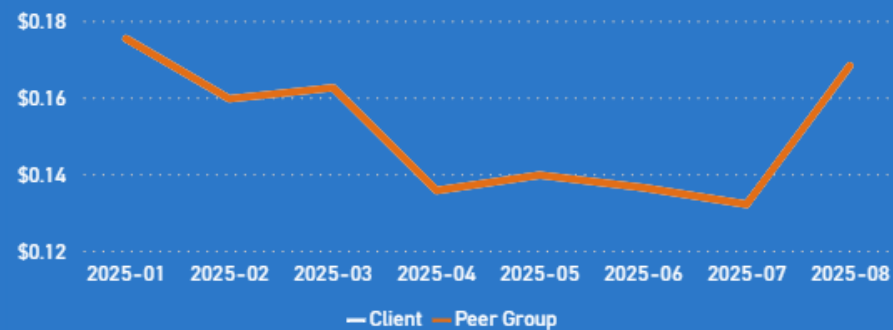
Driver Wages
\$0.817

Peer Group: \$0.817



Driver Benefits & Payroll Taxes
\$0.168

Peer Group: \$0.168



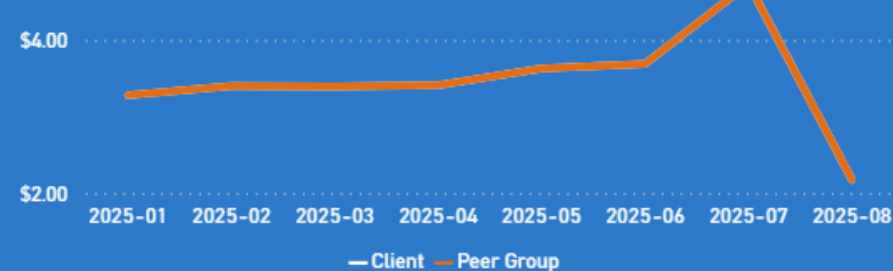
Total Driver Comp
\$0.986

Peer Group: \$0.986



Purchased Transportation
\$2.175

Peer Group: \$2.175



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Other Expenses

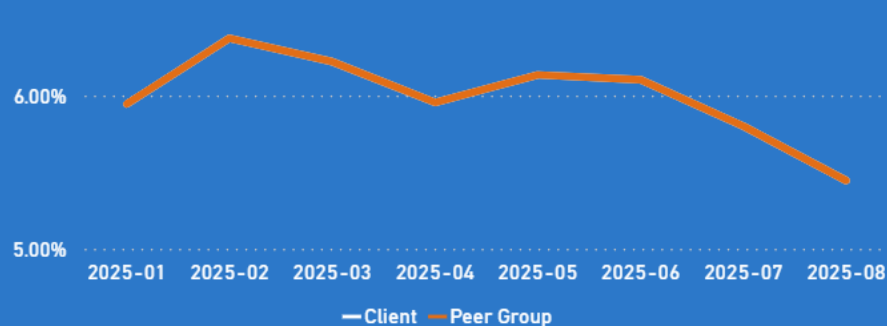
SG&A

Profit

Fixed Overhead

5.44%

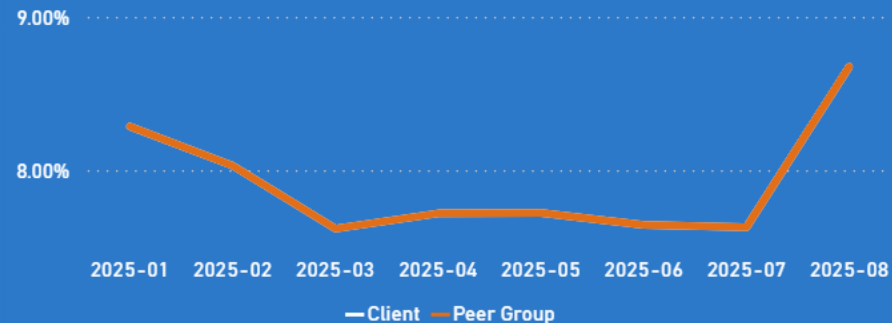
Peer Group: 5.44%



Non-Driver Wages & Benefits

8.67%

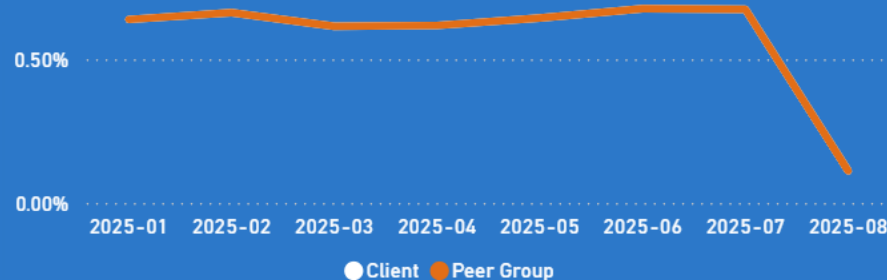
Peer Group: 8.67%



Agent Commissions

0.11%

Peer Group: 0.11%



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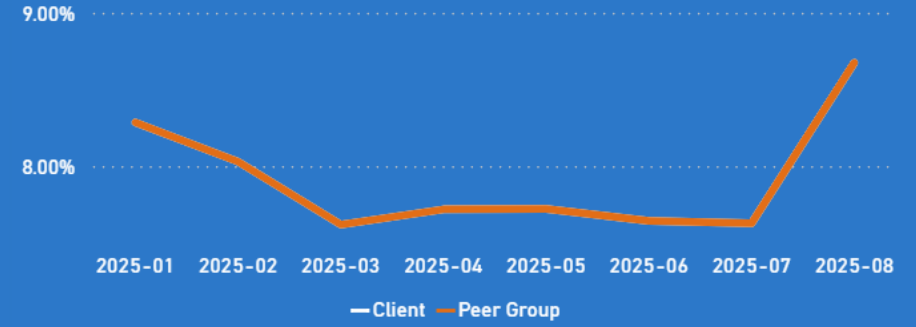
Peer Group: 5.44%



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Incentive-Based Compensation: Choosing the right models

- **Purpose:** Align incentives with performance and operational goals.
 - Which models (OR-tied, fuel efficiency, safety scores) work?
 - Competing with other industries
 - Balancing fairness and motivation across departments
 - Rollout challenges and change management
 - *Outcome:* Identify 2–3 pilot-ready incentive structures.

Fuel Best Practices & Innovation

- Round the Room: recent wins driving fuel efficiency
- Behavioral drivers: idling, throttle/speed, route optimization
- Technology: telematics, AI-driven routing, fuel hedging
- Driver engagement and training
- Outcome: Actionable best practices & tool list.

Maintenance Best Practices & Innovation

- Benchmarking maintenance costs effectively
- Innovations: predictive maintenance, onboard diagnostics, telematics
- Tying maintenance to safety and profitability



Thank you.

The information presented herein is general in nature and should not be acted upon without the advice of a professional.

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