



Campbell Transportation Company, Inc.

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MEMO

TO: All Campbell Transportation Company Employees

FROM: Peter Stephaich

SUBJECT: Organizational Announcement

DATE: December 18, 2019

All,

I am pleased to announce that Kyle Buese will be promoted to the role of President effective January 1, 2020. Kyle has been the Executive Vice President of Operations for Campbell Transportation for the past year. He will be replacing Mike Monahan who is retiring as President.

The promotion of Kyle to the role of President is part of the long-term succession plan for the company. We worked to ensure that Campbell had a smooth transition with Mike's retirement. Kyle brings a consistent leadership style and set of skills that will continue to ensure the company remains focused on its proven record of success. Our commitment to safe operations, excellent customer service and continued growth will remain the focus for our company.

Mike Monahan is retiring after 8 successful years as President at Campbell. He commented that he is very proud of all of the employees at Campbell and their constant focus on safety and the successful growth of the company. Mike will stay on as a member of the Board of Directors of Campbell.

Please join me in congratulating Kyle on his new role. Dan Kulbieda, Dan Lacek, Eric Vowcheck, Rich Kreider, Todd Williams, and Gary Statler will report to Kyle.

Peter Stephaich