



CORPORATE SOCIAL RESPONSIBILITY REPORT



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THE CTS WAY

When CTS began in 1985 as a single-truck operation doing cartage work for paper mills in the Green Bay area, it was impossible to know what a leader the company would become in Midwest regional transportation services. But here we are 30+ years later with a fleet of 115 trucks, providing exceptional, predictable transportation and logistics solutions in Wisconsin, Minnesota, Illinois, Iowa and Michigan.

Our vision – to recognize people who do the right thing so they know their impact on

the success of the company – is what sets us apart and makes us stand out as a leader in the trucking industry. Our employees are continually acknowledged for doing their jobs well. From the top down, we do what we say we're going to do, when we say we're going to do it. We take a no-frills approach to finding solutions and overcoming obstacles, and exceptional service is our number one priority. We strive for mutual respect between management and driving professionals, and our employees pass that same level of professionalism on to the customer.

INVESTMENTS WE HAVE MADE OVER THE LAST DECADE

- 1 ON-SITE CNG STATION**
Completed in March 2020. Has 4 fast-fill spots, 54 slow-fill spots.
- 2 CNG EQUIPMENT**
Purchased first CNG truck in August 2013; fleet has 115 CNG trucks as of 2022.
- 3 LYTX DRIVE CAM**
Implemented in September 2015. All trucks have inward and outward facing cameras used for driver coaching and accident mitigation.
- 4 BLACKBERRY RADAR**
Signed contract in January 2018 with Blackberry Radar devices. Complete GPS tracking for containers and equipment.
- 5 810 TRAILERS**
Company tractor/trailer ratio of 8:1.



**ABOVE
AVERAGE**

**PAY &
BENEFITS**

WHAT WE OFFER

- Home daily
- Above-average pay
- Above-average benefits
- Environmentally conscious
- Family Centered
- Safety is non-negotiable
- Supported by a financially strong parent company
- Always thinking outside the box
- Part of an organization of companies employing 4,000+



“



– Curt Reitz, President

LETTER FROM THE PRESIDENT

Now that you've chosen to be CTS Strong, we want you to know that it's our commitment to put you, our employee and partner, first. We hold ourselves to high standards, and professionalism is a top priority. We want to be your career partner, the place from where you retire.

CTS is at the forefront of change in the trucking industry, and it begins with management. We're known for mutual respect and courteous, professional interactions. As the proud son of a truck driver, I know how important it is for a driver to feel respected and feel like their contributions matter. That's why I make it known that I – and others in management – will treat you and other CTS drivers with the same respect I extend to our customers. It's also why I make decisions based on what will be best for our drivers.

I want you to be able to provide for yourself and your family – both financially and with your presence. Our regular, predictable work schedules mean you'll be able to spend more time with the people you love.

The other benefits we offer – like a pay for performance package, company contributions to your health insurance, and company-funded family events – are just some of the ways we give back to the people who keep this company running.

We are here to prove that a trucking company CAN treat its employees with the respectful professionalism they deserve and continue to be profitable. I want you to know that I'm here to answer questions or field concerns, and so are other members of the management team. Our doors are always open.



EST. 1986
4,512 EMPLOYEES

The Cox Group



PARENT COMPANY
WAREHOUSE SERVICES, INC.



21.2M SQFT
WAREHOUSE SPACE

28k sqft cold storage

456,443 KWH

Renewable Energy produced
with Solar Panel Initiative

19.3% REDUCTION

CO2 emissions

50-ACRE REFORESTATION
PROJECT

20,000 seedlings planted

COMPUTER RECYCLING

3.86 tons kept out of landfills

PALLET-RECYCLING
PROGRAM

47 tons recycled to mulch

35.25M TRANSPORT
MILES DRIVEN

- 3,200 Dry Van Trailers
- 625 Tractors
- 220 Dry Bulk Tankers
- 50 Refrigerated Trailers



OUR APPROACH

Years ago, when we caught wind of a new way to fuel our tractors that reduced emissions and paved the way for a greener future, it didn't take much to convince us that it was a win-win. Compressed Natural Gas (CNG) entered the scene.

CTS is a member of NGVAmerica, an organization striving to increase the natural gas vehicles on our roadways, while minimizing our carbon footprint. They say, "We can't have

clean air without clean trucks." And they're right.

The tremendous growth of Renewable Natural Gas (RNG) is also particularly exciting for our industry as this provides the potential for carbon-negative solutions for us to be especially proud of. More than half of all natural gas for on-road vehicles comes from a renewable source today, and this increasing trend will continue on into the future until reaching the goal of 100% renewable by the year 2050.

COMPLIANCE, SAFETY, ACCOUNTABILITY (CSA)

1

UNSAFE DRIVING

- Highest at 04/2020 at 33%
- Trending down since; currently at 3%

2

HOURS OF SERVICE

- Over threshold 1st half of 2020
- Trending down since; 6 months in mid-2021 so low it didn't register on scale

3

DRIVER FITNESS

- Has been at 0 recordable for 5 years straight

4

CONTROLLED SUBSTANCES

- Has been at 0 recordable for 5 years straight

5

VEHICLE MAINTENANCE

- 2021-2022 supply chain issues left out of service threshold higher than expected; early 2022 delivery of new trucks expected to lower threshold

6

CRASH INDICATOR

- Over threshold from 2018 until mid-2020, peaking at 85%
- Trending down since; currently at 6%

CTS prides itself on being a **STRONG** company with a strong commitment to our valued employees, customers, and safety. We believe there is nothing worth hurting ourselves or others for. There can be no compromise.

That's why we expect our driving professionals to Live, Embody, and Drive CTS **STRONG**.

“Drive CTS **STRONG**.” isn't just words on paper. It means dedicating yourself to taking responsibility and executing everyday actions that show you are committed to safety first – and always.

We need you to be safe – for yourself, your loved ones, your fellow driving professionals, our customers, and even those motorists who share the public roadways with you who may not share your same commitment to safety.

– Curt Reitz,
President



53% OF FLEET GARNERED AWARDS FOR SAFE DRIVING to qualify, drivers must not have any preventable accidents or incidents totaling over \$500 in damages.

PRESIDENT'S SAFE DRIVER CLUB

As of early 2022, CTS has 11 drivers in this esteemed club, which is not an easy one in which to attain and maintain membership.

To be eligible for the first year of membership in the President's Safe Driver Club, the driver must have 36 continuous months of service with the same employer as of March 31 of the nominating year. In addition, the driver must have no accidents and a clean Motor Vehicle Record indicating no traffic citations – whether on or off duty during those years.

The President's Safe Driver Club was established in 1996 by the Wisconsin Safety Management

Council as a means to recognize safe professional truck drivers in the State of Wisconsin who work for members of the Wisconsin Motor Carriers Association.

To be eligible for this award, a driver must be a full-time employee or permanent leased operator who lives and drives in Wisconsin, or a full-time employee or permanent leased operator reporting to, or being dispatched from, a terminal within the State of Wisconsin who drives a minimum of 10,000 miles on the public streets or highways of Wisconsin annually.





**53
MILLION**
MILES WITH
CNG POWERED
TRUCKS

ENVIRONMENT AND CNG

CTS employs just under 200 employees. We have drivers that are domiciled in Green Bay and throughout Wisconsin, the Upper Peninsula of Michigan, as well as Minnesota. Our drivers are home daily.

We bought our first CNG truck in August of 2013, and since that time we have replaced all of our diesel trucks with CNG trucks. We are currently servicing our customers with CNG-powered trucks on 100% of our company miles. To date we have run over 53

million miles with CNG-powered trucks, some of which have over 800,000 miles on them. We have some of the first 0Nox engine trucks and to date have over 9.3 million miles on our 26 0Nox engine trucks.

On March 11, 2020, we opened our private on-site CNG station which has four fast-fill dispensers and 54 slow-fill spots. We have pumped over 1.6 million gallons of CNG, with 1.4 million gallons of Renewable Natural Gas at our station.



BONUS

EARN \$250 TO \$750 PER QUARTER



OUR PEOPLE

The CTS Vision Statement reads: “We recognize people that do the right thing so they know their impact on the success of the organization.” What it boils down to is that we know we wouldn’t be anywhere without our team members – from those putting on the miles behind the wheel, to the mechanics in our shop, and lastly our team in the finance department and operations. Every role is important, and success comes when we work together.

This is why we are happy to offer some of the best benefits packages in the industry. Our team has access to a range of healthcare opportunities with the Bellin Clinic system for FREE, as well as industry-low insurance premiums when coupled with HRA discounts of up to \$40 per paycheck. Over the years we have sponsored an array of family-friendly events ranging from a day at the Shawano Racetrack to hosting a CTS family day at the movie theater. Every year, we put on some crowd favorites – the annual Pig Roast at Bay Beach and Family Christmas Party. We also offer profit sharing, whether the employee participates or not.

Since recognition is the primary cog in our wheel of success, we dole out driver awards based on quarterly performance as well as on a yearly basis. Drivers can earn a bonus of \$750, \$500, or \$250 per quarter by winning the Trainer of the Quarter, Road Board Driver of the Quarter, or Local Driver of the Quarter awards, respectively. The big prize is the Dennis Borowski Driver of the Year award, where the deserving driver is gifted \$10,000 and an extra week of paid vacation.

CTS DRIVING VALUES

- 1 SERVICE BEFORE SELF**
The team and customer’s needs are first and this is non-negotiable.
- 2 RESPOND QUICKLY AND DECISIVELY**
We choose to jump in and solve problems. Don’t let the fear of failure be a hindrance because you may be right. Our confidence will grow as we apply lessons learned going forward.
- 3 BREAK THROUGH BARRIERS**
We don’t let industry norms define how we solve problems. We lead the pack with our solutions.
- 4 WORK FOR THE TEAM**
Individual success is meaningless unless our CTS family wins as a whole. When our team wins, our families and customers are the beneficiaries.



VETERANS

CTS proudly recognizes those who have put in their time bravely serving our country. We realize that they have been away from family and friends for long enough, so they don't want a job that's going to keep them from the ones they love. With a variety of shifts originating in areas all over Wisconsin and Upper Michigan, driving for CTS means you will be home at the end of your work day.

Currently, 22% of our workforce has served or is serving in the US military, and we salute these team

members. Another way CTS shows gratitude for military services is by displaying memorabilia on 5 wrapped trucks and a military trailer. Each truck represents a branch of the military – Air Force, Army, Coast Guard, Marines, and Navy. CTS drivers volunteer their time to drive these trucks in a number of parades each year. For every loaded mile driven by any one of these trucks, 2 cents is donated to the Northeast Wisconsin Military Officers Club. In 2021 alone, CTS donated \$13,616 to be used and dispersed across various programs.





WRAPPED TRUCKS

Dating back to 2016, CTS has taken to wrapping a number of trucks supporting various organizations. It began with five military wrapped trucks, one for each branch of the military. It expanded to including one for the fire department and police force. Two cents for every loaded mile of each of these trucks was donated to a related organization that could benefit. To date, CTS has given a total of \$50,000 since 2017 to the Military Officers Club of Northeast Wisconsin for a number of veterans groups to benefit. In the same way, while our police and fire wrapped trucks were on the road, CTS donated to the Green Bay Police Department as well as the Green Bay Fire Department to fulfill some of their unmet needs.

In 2019 a new wave of trucks were wrapped in honor of each branch of the military, 5 in total. Other wrapped trucks that joined the fleet over the years were in support of Emergency Medical Services and America's Farmers.

**OVER
\$4,000**
HAS BEEN
DONATED TO
THE EMPLOYEE
RELIEF FUND

GIVING BACK

Over the years, CTS has found creative ways to engage the team while at the same time build the Employee Relief Fund. This fund is an employee-supported fund designed to provide temporary financial support for a fellow employee who falls on hard times.

It provides a gift that the employee experiencing a hardship does not have to pay back. Contributions to this fund began in 2016 and to date over \$4,000 has been

donated. CTS has been able to financially support two individuals through a payout from this fund.

Nothing seems out of bounds, as we have used this as an opportunity to have some fun while raising support for team members who truly need it. From a dunk tank, to pie in the face competitions, and 'Shorts Days', we embrace ideas that can satisfy a multitude of purposes.