ENVIRONMENTAL SOCIAL GOVERNANCE
2021 Report
Cautionary Statement Concerning Forward-Looking Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended and Section 21E of the Securities Exchange Act of 1934, as amended. Such forward-looking statements are made pursuant to the provisions of the Private Securities Litigation Reform Act of 1995. These statements generally may be identified by their use of terms or phrases such as “seeks,” “expects,” “estimates,” “anticipates,” “projects,” “believes,” “hopes,” “plans,” “goals,” “intends,” “may,” “might,” “likely,” “will,” “should,” “would,” “could,” “potential,” “predict,” “continue,” “strategy,” “future” and terms or phrases of similar substance. Forward-looking statements are based upon the current beliefs and expectations of our management and are inherently subject to risks and uncertainties, including the impacts and duration of the COVID-19 pandemic. In addition, there are other risks, some of which cannot be predicted or quantified, which could cause future events and actual results to differ materially from those set forth in, contemplated by, or underlying the forward-looking statements. Accordingly, actual results may differ materially from those set forth in the forward-looking statements. Readers should review and consider the factors that may affect future results and other disclosures by the Company in its press releases, Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and other filings with the Securities and Exchange Commission. Any forward-looking statement speaks only as of the date on which it is made. We disclaim any obligation to update or revise any forward-looking statements to reflect actual results or changes in the factors affecting the forward-looking information, except as required by law. In light of these risks and uncertainties, the forward-looking events and circumstances discussed in this report might not occur. All forward-looking statements attributable to us, or persons acting on our behalf, are expressly qualified in their entirety by this cautionary statement.

References to the “Company,” “we,” “us,” “our” and words of similar expression refer to USA Truck Inc. and its subsidiaries.
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2021 ESG Report
Who We Are and What We Do

USA Truck provides comprehensive capacity solutions to a broad and diverse customer base throughout North America. Our Trucking and USAT Logistics operating segments blend an extensive portfolio of asset and asset-light services, offering a balanced approach to supply chain management including customized truckload, dedicated contract carriage, intermodal and third-party logistics freight management services.

2020 Business Results

<table>
<thead>
<tr>
<th>Operating Revenue by Segment</th>
<th>Operating Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>2020</td>
</tr>
<tr>
<td>$375.6</td>
<td>$551.1 M</td>
</tr>
<tr>
<td>$147.0</td>
<td>$12.9 M</td>
</tr>
<tr>
<td>$169.5</td>
<td>$2.3 M</td>
</tr>
</tbody>
</table>

Industry Recognition

Our Business

- 2,000+ Tractors
- 6,200+ Trailers
- 2,000+ Team Members
- 10 Service Facilities
Our Mission

USA Truck is driven to be a premier North American transportation solutions provider that improves the lives of team members, customers, industry partners, and our communities. We promote a culture of trust in a safe, fun, and friendly environment where people grow and thrive.

Our Values

**Accountability**
- We accept responsibility for our actions
- We make and support business decisions through experience and good judgment
- We realize that safety beats ROI

**Commitment**
- We are passionate about solving problems
- We are intensely focused on serving our clients and helping them achieve their business objectives
- We do what we say we are going to do
- As individuals and as an organization, we create value

**Integrity**
- We act with honesty and integrity; demonstrate fairness, openness, and clear boundaries in all our interactions, behaviors, and practices within the organization and with our guests, stakeholders, and the wider community
- Our actions reflect safety as the highest priority

**Teamwork**
- We are supportive of each other’s efforts and loyal to one another
- We are driven by collaboration, respect, communication, and accountability
- Together, everyone achieves more

**Trust**
- We are widely trusted, direct, truthful, and present the unvarnished truth in an appropriate and helpful manner
- We keep confidences, admit mistakes, and never misrepresent for personal gain
Importance of ESG

A common phrase we use at USA Truck is “how we get results is just as important as the results themselves.” And when it comes to evaluating enterprise performance, this same principle applies — that companies should achieve results in an ethically balanced and well governed way. We affirm our support for the principles that continue to gain popular support but represent an ethos that USA Truck has always espoused; that our Environmental, Social, and Governance stewardship is a responsibility we take seriously.

The history of USA Truck in these important areas is one of leading from the front. We hope all stakeholders find in these pages a reflection of a time honored and ongoing commitment to ensure the sustainability of our planet, society, and our Company. The ultimate measure of USA Truck’s success as a business will be its long-term viability which we believe is best accomplished when done in harmony with these considerations.

While this report offers a sampling of ways we exemplify these principles every day, we believe we can do more. As time goes on we expect to enhance our efforts toward sustainability and commit to do all we reasonably can to fulfill our responsibilities as an industry and community leader.

James Reed
President & CEO
Environmental Key Messages

Taking recycling and conservation seriously

3,446
Metric Tons of CO₂ Reduction

85
Tons of Metal Recycled

- Recycled all metal cores from truck repairs
- Used bulk oil remanufactured into new oil
- Oil filters crushed on site and recycled
- Batteries sent to be remanufactured
- Retired tires sent to an EPA-approved reclamation facility
- Testing solar battery charging capabilities
- Deploying low-rolling resistance tires

Note: Environmental metrics as of YE 2020
Facility Environmental Initiatives

Initiatives

✓ Replaced incandescent lighting with LED to reduce electricity usage
✓ Implemented facility-wide smart chargers, with auto shut-off of battery charging for reduced electrical usage
✓ Recycling of e-waste
✓ Recycling of paper waste
Our Fleet

Fuel Efficiency

★ Tightened tractor to trailer gaps through frame length reduction to optimize fuel economy by reducing aero drag
★ Installed wheel and chassis aerodynamic devices to optimize fuel economy by reducing aero drag
★ Partnered with engine and transmission manufacturers to optimize vehicle parameter settings for fuel economy
★ Implemented full fleet automatic transmissions for fuel economy and driver comfort
★ Installed trailer skirts to maintain aerodynamic advantage and increase fuel economy

Safety

★ Outfitted tractors with blind spot detection and notification systems
★ Implemented critical event recorders fleetwide
★ Deployed an air release fifth wheel to reduce worker strain and fatigue
★ Implemented air disk brakes on steer axles to reduce stopping distances
★ Moved to full LED lighting on trailers
Safety Through Technology

Protecting our drivers and the public

- Tractor on board systems equipped with tablet device including e-logs
- Critical event recorders

Safety Alert Monitoring

- Fatigue Management
- ESPar Auxiliary Heater
- Front Axle Disk Brakes
- Event Recorder with ACTi Vision Technology
- Side Object Detection
- Lane Departure Warning
- CSA Monitoring
- Behavior Based Coaching/Training
- Traction Control
- Cruise Control Canceling
- Increased Traction through Aerodynamic Management
- SmartWay Certified Tires

Electronic Logging Device ELD

- GPS Dynamic Routing
- Real Time MVR Monitoring
- Real Time Speed Violation Notification
- APU/EPU/Idle Control
- Stop Start System
- Fatigue Management
- Roll Stability

Hard Braking Notification

- DVIR Management
- In-Cab Communication Device with Screen Blanking
- Real Time Engine Fault Code Notification
- Trailer Tracking
- Auto Inflation on Trailer Tires

Event Recorder

- Real Time MVR Monitoring
- Real Time Engine Fault Code Notification
- Trailer Tracking
- Auto Inflation on Trailer Tires

Driver HUB

- Real Time Speed Violation Notification
- APU/EPU/Idle Control
- Stop Start System
- Fatigue Management
- Roll Stability

2021 ESG Report
Social Key Messages

Recognizing responsibility as a corporate citizen

- Diversity, equity, and inclusion training for team members company-wide
- Percentage of profits donated to charitable organizations annually
- Dedicated to improving the quality of our team members’ lives and their experience at USA Truck
Diversity & Inclusion

USA Truck recognizes and appreciates the unique experiences, perspectives, and viewpoints of all employees and will utilize these differences to shape our workforce.

✓ Employee led Diversity & Inclusion Council formed in 2020
✓ Monthly cultural awareness and education programs
✓ Quarterly diversity training events and guest speakers
✓ Our CEO leads the American Trucking Associations’ Diversity & Inclusion Committee
Community Involvement

★ Annual Volunteer Day is provided to all employees to engage with their local community
★ Monthly giving campaigns to support local organizations
★ Disaster relief response programs to assist communities in need
★ Donation of salvage freight to local charities
Driver Experience

- Launched shuttle program to provide more home time for our drivers
- Created dedicated jobs that pay $100k+ per year in select markets
- Launched pet insurance as a benefit
- Partnered with WorkHound which allows our employees to provide anonymous realtime feedback
- Simplified driver pay structure to include regular pay increases

USA Truck Announces Increased Dedicated Driver Salary in Select Markets

8/7/2021

VAN BUREN, AR / ACCESSWIRE / June 7, 2021 / USA Truck, Inc. (NASDAQ:USAH) announced today that, effective June 13, 2021, it has raised the bar in its dedicated driver pay to include $104,000 annually salary for Dedicated Driving solutions in select markets.

Ron Guin, EVP and Chief Commercial Officer, says: "It’s great to see our Company continue to improve the lives of our employees, customers, and shareholders. There is a direct correlation of competitive pay to attract and retain our vital members with service and profitability. Our team is focused on providing capacity solutions to our customers by bringing top drivers into our organization. We are pleased to announce this driver salary increase.”

USA Truck has made numerous improvements to driver compensation in 2021. The improvements are focused on improving the lives of USA Truck drivers and their families. Changes have included lowered healthcare premiums, increased life insurance, which paid holidays, improved paid time off, added bereavement pay, and increased per diem. Additionally, the Company has focused on creating jobs that match the lifestyle sought by drivers.

Company spokesperson, Diana R. Shadduck, said: “We are excited to continue to invest in our drivers and results in our company’s dedication to service and support through competitive benefits and a dynamic group of customer services and driver support.”
Driver Experience

We empower our drivers to plan their workflow through our driver loadboard which:

✓ Improves load planning
✓ Increases productivity
✓ Increases driver satisfaction
✓ Creates more home time

We continue to provide innovative ways to improve our driver experience, and recently received Commerical Carrier Journal’s Innovator of the Year award for 2021.
Responsiveness to Employee Feedback

In response to feedback received through WorkHound we remodeled our terminal driver facilities to provide more comfort to our drivers when they are away from home. In addition we added low-cost coverage for a total pet plan as well as other employee focused initiatives.

Pet plan highlights

* Discounted pet products, prescriptions and preventatives
* Veterinary discount plan
* 24/7 pet help line
* Lost pet recovery service
Veteran Built, Veteran Proud

Our heritage runs deep around Veterans and creating an environment for them to grow and thrive

We actively recruit transitioning Veterans for office, maintenance, and driving careers.

- Leverage the military driving skills waiver to transition military experience directly into our driver training program
- Support team members as they fulfill National Guard and Reserve commitments
- Employer Support of the Guard and Reserve (“ESGR”) presented USA Truck with a 2021 award recognizing its exemplary support for its National Guard and Reserve employees
- Provide service recognition on driver’s trucks to honor their military service

In addition to serving our customers as one of the nation’s largest capacity solutions providers, we are also deeply committed to supporting our nation’s military veterans.

USA Truck’s distinctive bar and star logo is a tribute to our nation’s military from one of our company’s founders, Robert Powell, a former military aviator.
As an organization, Truckers Against Trafficking (“TAT”) works to educate, equip, empower, and mobilize the truck, bus, and energy industries to combat human trafficking as part of their regular jobs.

Through the training and programs TAT offers, our drivers are trained to recognize the signs of human trafficking and what to do if someone suspects it is occurring.

We partnered with Truckers Against Trafficking to ensure our drivers are part of the solution.
USA Truck Network of Women

The mission of USA Truck Network of Women ("U-NOW") is to provide diverse collaboration to inspire and elevate the power of women's voices within the organization. We encourage, educate, and empower team members to strive for success in higher leadership roles and recruit new members through community and social media outlets.

<table>
<thead>
<tr>
<th>Goals</th>
<th>Empowerment</th>
<th>Relevance</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>✓ Equip female leaders to make career decisions</td>
<td>✓ Diversify leadership</td>
</tr>
<tr>
<td></td>
<td>✓ Invest in training and mentoring programs</td>
<td>✓ Accountable, action, and alignment</td>
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<tr>
<td></td>
<td>✓ Increase awareness of gender pay/compensation gap opportunities</td>
<td></td>
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<tr>
<td>Recruiting and Retention</td>
<td>✓ Update internal recruitment process</td>
<td></td>
</tr>
<tr>
<td></td>
<td>✓ Attract and retain female talent</td>
<td></td>
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<tr>
<td></td>
<td>✓ Disrupt societal norms and gender divergence</td>
<td></td>
</tr>
<tr>
<td>Support</td>
<td>✓ Promote a supportive environment “free space”</td>
<td></td>
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<tr>
<td></td>
<td>✓ Embrace modern work practices</td>
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2021 ESG Report
Governance Key Messages

The Board of Directors and its Committees

Gender & Diversity
★ Three of our seven directors are female or minority

Stockholder Rights
★ Proxy access
★ Majority vote policy for uncontested elections

Independence
★ Independent Chairman of the Board
★ Audit Committee, Executive Compensation Committee, and Nominating and Corporate Governance Committee comprised solely of independent directors
★ Six of seven directors are independent
★ Regular executive sessions of independent directors

Business Oversight
★ Annual enterprise risk assessment
★ Three audit committee members qualify as financial experts
## Executive Compensation

### Key Features of Our Executive Compensation Program

<table>
<thead>
<tr>
<th>Feature</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct link between pay and performance</td>
<td>Aligns business strategies with value creation</td>
</tr>
<tr>
<td>Clawback Policy</td>
<td>Recoup incentive-based compensation</td>
</tr>
<tr>
<td>Appropriate balance between short- and long-term compensation</td>
<td>Discourages short-term risk taking at the expense of long-term results</td>
</tr>
<tr>
<td>No repricing of stock options without stockholder approval</td>
<td></td>
</tr>
<tr>
<td>Independent compensation consultant</td>
<td>Retained by the Executive Compensation Committee</td>
</tr>
<tr>
<td>No payment of dividends on unvested awards</td>
<td></td>
</tr>
<tr>
<td>Double-trigger change-in-control provisions in all awards</td>
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<tr>
<td>One year minimum vesting periods</td>
<td></td>
</tr>
<tr>
<td>Equity Retention Policy</td>
<td></td>
</tr>
<tr>
<td>No excessive perquisites for executives</td>
<td></td>
</tr>
<tr>
<td>Anti-Hedging and Anti-Pledging Policy</td>
<td></td>
</tr>
<tr>
<td>No tax gross-ups on equity awards, severance or change-in-control payments</td>
<td></td>
</tr>
</tbody>
</table>
Executive Compensation

Elements of Compensation

Our compensation program consists of two major elements, fixed and performance-based compensation. Total compensation for executive officers consisted of one or more of the following components:

<table>
<thead>
<tr>
<th>COMPENSATION ELEMENT</th>
<th>OBJECTIVES</th>
<th>KEY CHARACTERISTICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASE SALARY</td>
<td>● acknowledge an individual’s position, responsibility, experience, performance and tenure; attract, motivate, and retain highly qualified executives; and ● provide our executive officers with stability that allows our executives to focus their attention and efforts on creating stockholder value and on our other business objectives.</td>
<td>We consider the quality and effectiveness of the executive's leadership, scope of responsibilities, past performance and future potential of providing value to our stockholders, the executive's current salary, qualifications, and experience, including, but not limited to, the executive's industry knowledge and the executive's length of service with us.</td>
</tr>
<tr>
<td>VARIABLE / AT RISK</td>
<td>Performance-Based Annual Cash Bonus</td>
<td>● reward our executive officers for high levels of achievement; ● incentivize our executive officers to increase stockholder value; and ● emphasize our corporate goals.</td>
</tr>
<tr>
<td>Fixed</td>
<td>Equity</td>
<td>● incentivize building stockholder value over the long-term through multi-year vesting periods; ● encourage retention with time-vested equity awards; and ● reward our CEO for achievement of a stock price goal.</td>
</tr>
<tr>
<td>Employee Benefits:</td>
<td>Our executive officers are eligible to participate in all of our employee benefit plans, such as our 401(k) plan, employee stock purchase plan and medical and dental plans, in each case, on the same basis as other employees. In addition, we also provide to our executive officers premium payments on life insurance policies, under which we are not the beneficiary.</td>
<td>Non-Qualified Deferred Compensation: We do not offer non-qualified deferred compensation programs.</td>
</tr>
<tr>
<td>Other</td>
<td>Pension Benefits: We do not offer a pension plan.</td>
<td></td>
</tr>
</tbody>
</table>
Board Summary

Board of Director Composition

We believe that the backgrounds and qualifications of our directors, considered as a group, confers a mix of experience, knowledge, and ability that allows the Company to fulfill its’ responsibilities to our shareholders. We assess the effectiveness of our policies and practices on Board diversity, and of the affectiveness of our Board as a whole. Nominees are not discriminated against on the basis of race, religion, national origin, sexual orientation, disability or other basis proscribed by law. The graphs below provide information on the composition of our Board.

Diversity

Male: 44%
Female or Minority: 56%

Tenure

0-5 YRs: 46%
6-10 YRs: 34%

Age

70’s: 16%
40’s: 16%
50’s: 16%
60’s: 16%

Independence

Independent Directors: 66%
Non Independent Directors: 34%
Board Summary

Board of Director Qualifications

- Public Company Experience
  - 6 out of 7

- Industry
  - 6 out of 7

- Risk Management
  - 7 out of 7

- Financial Reporting
  - 5 out of 7

- Environmental, Social and Corporate Governance ("ESG")
  - 7 out of 7

- Technology & Cyber Security
  - 5 out of 7
Alexander D. Greene—Chairman of the Board

Mr. Greene has served as a director since 2014, and was appointed Chairman of the Board in May 2019. Mr. Greene brings to the Company over 40 years of experience leading private equity, corporate finance, restructuring and advisory transactions and experience serving on public and private boards, which we believe qualifies Mr. Greene to serve as a member of our Board of Directors.

Other Professional History

- Prior to Brookfield, Managing Director and co-head of Carlyle Strategic Partners, a private equity fund.
- Prior to Carlyle, Managing Director and investment banker at Wasserstein Perella & Co. and Whitman Heffernan Rhein & Co.
- Director of:
  - Element Fleet Management Corp., a publicly held fleet management and services company;
  - GP Natural Resource Partners LLC, a publicly held diversified natural resource company; and
  - Chairman of the Board of Modular Space Corporation prior to its sale in 2018.

James D. Reed—President & CEO

Mr. Reed has served as President, Chief Executive Officer ("CEO") and director since January 2017. He holds a Bachelor of Arts in History and a Master of Business Administration from Brigham Young University. We believe Mr. Reed’s extensive management and leadership experience, his thorough knowledge of the transportation and trucking industry and his role as President and CEO of the Company, which allows the Board of Directors to interface directly with senior management, qualifies him to serve as a member of our Board of Directors.

Other Professional History

- President, CEO and a director since January 2017.
- Executive Vice President and Chief Financial Officer of the Company from November 2016 through January 2017.
- Chief Financial Officer at Interstate Distributor Co., a provider of line and heavy-haul refrigerated and intermodal transportation services, and President of two of its subsidiaries from June 2012 through October 2016.
- Senior Director, Finance at the Isilon Storage Division of EMC from June 2011 through June 2012.
- Began career with Intel Corp. in 1997.
Major General (Ret.) Barbara J. Faulkenberry

General Faulkenberry has served as a director since January 2016, first chairing the Technology Committee from May 2016 to May 2021, and now leading the Strategy & Risk Committee since May 2021. She is NACD Board certified and holds a Carnegie Mellon/NACD Certificate in Cybersecurity Oversight, both of which contribute to best practices in corporate governance and cyber security. General Faulkenberry brings to the Company senior leadership experience in the areas of logistics, strategic planning, risk management, cyber defense, governmental affairs, information technology and leadership development, which we believe qualifies her to serve as a member of our Board of Directors.

Other Professional History

- Prior to retirement, General Faulkenberry served as the Vice Commander, 18th Air Force, Scott Air Force Base, IL, with direct oversight of 1,100 mobility aircraft and 37,000 people.
- Director of:
  - Callon Petroleum Company, a publicly held oil and gas company, since May 2018 to present; and
  - Target Hospitality, a publicly held specialty rental and hospitality services company since August 2021 to present.

M. Susan Chambers

Mrs. Chambers has served as a director since March 2016 and has chaired the Executive Compensation Committee since November 2016. We believe that Mrs. Chambers' extensive experience in human resources, supply chain and risk management qualifies her to serve as a member of our Board of Directors.

Other Professional History

- Principal, Chambers Consulting LLC, from July 2015 to present;
- Chief People Officer for Walmart Inc., a general retailer, from 2006 to her retirement in July 2015.
- Prior to 2006, Mrs. Chambers served in various positions at Walmart Inc., including Vice President of Application Development — Merchandising and Supply Chain Systems and Senior Vice President of Risk Management, Retirement and Benefits.
- Director of:
  - Berlin Packaging, a privately held hybrid packaging supplier, since January 2021;
  - Lead Bank, a private banking concern, since August 2019; and
  - Ecoark Holdings, Inc., a publicly held fresh food supply chain provider, from May 2017 - June 2018.

Gary R. Enzor

Mr. Enzor has served as a director since September 2014 and has chaired the Nominating and Corporate Governance Committee since May 2015. He brings extensive experience with Fortune 50 companies across a broad range of industries, including transportation, aerospace, automotive, chemical and technology. We believe Mr. Enzor's diverse corporate background and thorough knowledge of the transportation industry qualifies him to serve as a member of our Board.

Other Professional History

- Chairman & CEO of Quality Distribution from 2013-2021, operator of North America’s largest bulk liquid chemical transportation, intermodal depot and container services network.
- Mr. Enzor previously held executive positions with Swift Transportation Company, Honeywell, Dell Computer and AlliedSignal, Inc.
- Director of:
  - Sharps Compliance Corp. from 2021 to present, a leading full-service national provider of comprehensive medical, pharmaceutical and hazardous waste management solutions; and
  - Boasso Global, Inc. from 2021 to present, the premier provider of depot, maintenance, cleaning, and transportation services for ISO tank containers in North America and Europe.
Robert E. Creager

Mr. Creager has chaired the Audit Committee since 2014, has been designated as our audit committee financial expert within the meaning of Item 407(d)(5)(ii) of Regulation S K and meets the financial sophistication requirements set forth in Rule 5605(c)(2)(A) of The NASDAQ Stock Market’s listing standards. We believe his work with the NACD contributes to his being a valuable resource to our Board in the area of corporate governance best practices. We believe Mr. Creager's extensive financial experience and his service on other audit committees qualifies him to serve as a member of our Board of Directors.

Other Professional History

- Certified Public Accountant with 37 years public accounting experience; 27 of those years as an Assurance Partner and a former Audit Practice Leader of the Houston Office of PricewaterhouseCoopers LLP.
- Director and Governance Fellow, Texas TriCities Chapter of the NACD.
- Director and Chairman of the Audit Committee of:
  - Skyward Specialty Insurance Group, a private equity controlled property and casualty insurer, since 2011;
  - Mattress Firm Holding Corp., a publicly held mattress retailer, from 2014 – 2016; and

Rajan C. Penkar

Mr. Penkar has served as a director since March 2021. He holds a Carnegie Mellon/NACD Certificate in Cybersecurity Oversight, which contributes to best practices in corporate governance and cyber security. Mr. Penkar holds a master’s degree in mechanical engineering from Syracuse University and a Bachelor of Technology degree in mechanical engineering from the Indian Institute of Technology, Bombay. Additionally, Mr. Penkar is the recipient of 14 patents in robotics, automation, and supply chain processes. We believe that Mr. Penkar’s senior leadership experience in logistics, supply chain, strategic planning, technology, and risk management qualifies him to serve as a member of our Board of Directors.

Other Professional History

- President and founder of Supply Chain Advisory Services, LLC, which provides supply chain design and optimization services to retailers, since 2014.
- Senior Vice President and President, Supply Chain for Sears Holding Corporation, from 2011 – 2014.
- From 1987 to 2011, Mr. Penkar held various positions of increasing responsibility with United Parcel Service, Inc., most recently serving as President, UPS Customer Solutions.
- Director of:
  - TravelCenters of America, a publicly held full-service travel center network, since 2020; and
  - U.S. Concrete, a publicly held supplier of aggregates and high-performance concrete for commercial, residential and infrastructure projects across the United States, from 2020 – 2021.