



“At Ruan, you’re not just another employee. If you work hard, someone will notice. I started here as a pricing analyst and am now a pricing manager, a role that allows me to easily recognize the direct impact I have on the company’s success. ***Ruan has given me the opportunity to collaborate across a wide variety of departments and have significant direct contact with leadership.*** It’s difficult these days to find a job that you can so readily see the meaning in your work.”

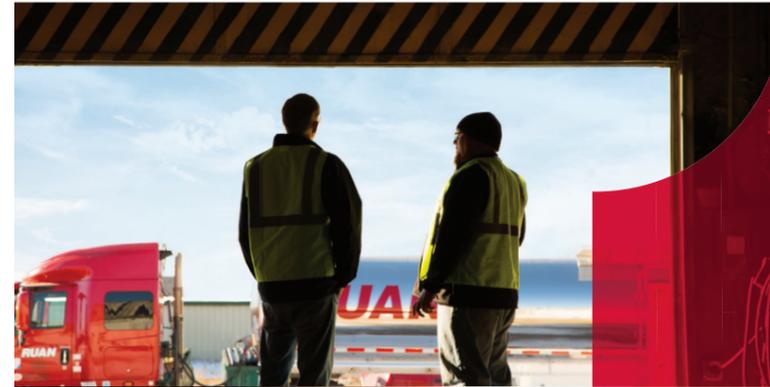
– AJAY KALRA, PRICING MANAGER

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First

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CAREERS THAT PUT



People
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Ruan Transportation Management Systems is a transportation and logistics leader that puts people first.

Our mission is to employ the best team in the industry to move our customers' business safely, efficiently and on time, every time. Our team allows us to do just that. We are led by our Guiding Principles of *Safety Focus, People First, Customer Satisfaction, Exceptional Performance and Continuous Improvement.*

Founded in 1932, we are a family-owned company headquartered in Des Moines, IA, with a nationwide reach and valued customers in nearly every industry.



We Invest in Our People

At Ruan, we recognize that our 5,600 team members are—and always will be—the best investment we make. We value your safety, health, work-life balance and career satisfaction. All employees become certified in our proprietary Megasafe⁷ Rules of Safe Driving program and receive additional instruction as needed. Ruan provides a comprehensive benefits package along with other wellness incentives and initiatives.

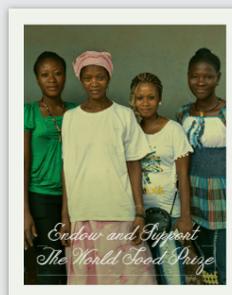
We want you to be able to achieve your career goals and master the skills you need to succeed. All of our employees have access to internal, ongoing training and mentorship and are encouraged to find outside professional development opportunities. Our team members belong to many professional and philanthropic organizations including United Way, American Red Cross, American Trucking Associations (ATA), state trucking associations and the Oracle Customer Advisory Board.



Drive Your Career Anywhere

With more than 315 operations nationwide, Ruan allows you to drive your career just about anywhere. Our team members also enjoy opportunities to explore various professional fields within Ruan and collaborate with other departments.

No matter your level of experience, there's a role for you at Ruan. We offer a Management Trainee Program for recent graduates and roles in such areas as terminal management, logistics, IT, human resources, finance and more. Ruan is dedicated to developing your talent and promotes from within. You'll have the career mobility to reach your goals and explore the country—or stay close to home if you prefer.



A Company Committed to Sustainability and Giving Back

Ruan is continuously driving our transportation solutions and operations to a more sustainable future. We are leading the industry in environmental stewardship through use of alternative fuels, paperless technologies and aerodynamic equipment.

We're also dedicated to improving our local communities through philanthropic initiatives—all of our team members are given time and encouragement to volunteer. Ruan is also proud to endow the World Food Prize Foundation, and team members support many national and local charities.

Ruan is a Great Place to Work

- + Accelerate your career development through ongoing training, professional development and mentorship opportunities.
- + Enjoy career mobility with nationwide opportunities and cross-functional roles.
- + Directly impact Ruan's performance and bottom line while serving our network of well-respected customer companies.
- + Earn industry-leading pay and a comprehensive benefits package.
- + Receive recognition for job performance and opportunities to take on leadership roles.

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“Ruan has provided me with countless opportunities to expand my knowledge and areas of professional expertise. I've held a wide variety of roles in continuous improvement, and now operations, each with increasing levels of responsibility. Ruan's priorities of ongoing learning, process improvement and autonomy have greatly contributed to my career satisfaction. Throughout my career here, I have been able to receive the training, experience and mentorship necessary to succeed as a leader.”

— JULIA MINER, DIRECTOR OF OPERATIONS