

Intro/Outro ([00:05](#)):

It's time for supply chain. Now broadcasting live from the supply chain capital of the country. Atlanta, Georgia heard around the world. Supply chain. Now spotlights the best in all things, supply chain, the people, the technologies, the best practices and the critical issues of the day. And now here are your hosts.

Scott Luton ([00:33](#)):

Nice timing. Scott Luton, Greg white with you here on supply chain. Now welcome to today's live stream, Greg, how are you doing today? I'm doing quite well kind of stuttered on my end there. So I got an extra look at the airplane in the preview video, but outstanding. Did you get a tail number? I did not, but I bet it started with November. Okay. Well, Hey everybody. Welcome to today's live stream on supply chain out. It's one of our favorite quarterly favorite regular live streams. We're going to be talking about the U S bank freight payment index for quarter four 2020. I Greg, we've got a couple of, as always a couple of business leaders. Can we share their key insights and key takeaways from this, this massive treasure trove of data and industry, um, uh, point of view, and they're well versed in transportation markets, right?

Scott Luton ([01:24](#)):

We've got one of the chief architects behind the report itself, as well as a leader from one of the leading transportation providers in the country. You signed that we get, we get the straight scoop, right? The analytics and, and what they show us. And then we find somebody who's dealing with the environment right in the real world to, to augment that point of view, right. To give us a ground view perspective of, of what's going on as well. So, absolutely. And you know, as we've talked about, you know, this, this represents the latest in our ongoing collaboration with us bank. They do so much in the greater supply chain of your business community to power the transportation industry for, to which of course Greg is the huge, critical backbone that makes supply chain happen. Right? Well, if he didn't know it before, and I don't know how you couldn't, but if you didn't know it before reading this report, enunciates it pretty clearly, I mean, uh, some of the impact that we've seen on both the volume of shipments and the value of shipments is it was eyeopening, frankly, reading through this analysis this time agreed.

Scott Luton ([02:32](#)):

And I think we've got a key data point. Just how much volume is us bank powering. Yeah. I mean, in case you, in case you wonder why we do this and why we selected us bank to do this, uh, not only do they process almost \$30 billion worth of, of freight transactions a year, but they've increased that by almost a billion dollars over last year. So they continue to grow. They continue to have an impact

Greg White ([03:00](#)):

And, and a greater collection of data. So it's a great source for understanding what's going on in, in transportation

Scott Luton ([03:08](#)):

Agreed. And the freight payment index comes out each quarter. It's free sign up for it. Uh it's what's going to God in this conversation, we'll drop that note of how to delink where to sign up in the comments here momentarily, but really quick, Greg, let's say hello to a few folks, and then we're going to bring in our two featured guests here today. Yes, sir.

Greg White (03:26):

I am. Um, I got my hands and arms inside the,

Scott Luton (03:29):

The vehicle. Okay. We'll say hello to Pat who's tuned in from Canada via LinkedIn, Pat. Great to have you here. Ford is tuned in via LinkedIn. Thanks so much for joining us Thor. Good afternoon. I think Minnesota, but I think DOR joined us last week. Yeah, I'm going to soda so great to have you. Once again, Peter, the aviation industry guru is with us air Canada. Once again here, Edgar Edgar's with it's via LinkedIn. Great to have you here as well. Welcome to all of our community members. Looking forward to your, your key takeaways from today.

Greg White (04:04):

Like he's in some place really interesting. I'd love to get it like

Scott Luton (04:09):

Edgar. We want to triangulate a little bit, let us know where you're dialed in. All right. Let's no further ado. Let's welcome in our two guests here today. Bobby Holland, vice president director freight data solutions with us bank and Frank Hearst president with Roadrunner freight. Hey, good afternoon, Bobby and Frank, how are we doing? Doing well? Great to have you back, Bobby. We've really enjoyed the series we're into second, second season. Now, I guess it's kind of like Seinfeld maybe or something, but we've really, we've really enjoyed, learned a ton and I've gotten some great responses from our community, which is the smartest community around. So welcome back. Thank you. That'd be back and Frank abs and you're a repeat guests. We love our Greg and the whole team here. We love our repeat guests and we've got two of those here today. Looking forward to what you're seeing, you know, leading a, a leading, uh, shipping organization.

Frank Hurst (05:03):

Yeah. Thanks guys. Welcome to, I'm glad to be back it's uh, you know, I was thinking earlier this morning, if you go back a couple years ago, when I was first on supply chain, now we broke all the rules. When we sat around a table, it wasn't even six feet, six feet apart. So it's yeah, it's over zoom over, uh, over TV

Greg White (05:21):

Able, because that was early days, Frank, right? I mean, I think we were in the upper deck where we in the upper deck at vector,

Frank Hurst (05:30):

We were up in the loft and I think that Greg might've been sitting on Scott's lap, I'm not sure.

Greg White (05:36):

And they were having meetings while we were doing it. So, I mean, it, it sounded like we were in a boiler room,

Scott Luton (05:42):

Right? Well, I think my dog was on a treadmill powering the broadcasts back in those days, but nevertheless, well, let's, you know, Frank, I appreciate you sharing a little bit of our connection there. We're going to get to know you a little bit better here momentarily, but Bobby Holland, our, our, uh, has

Scott Luton ([05:58](#)):

Chimed in on appreciate your perspective and expertise. You're not new, but for the two or three people that may be joining this one for the first time, tell us a little about yourself.

Bobby Holland ([06:07](#)):

Well, I have a background in software engineering and software architecture. Um, my experience at the bank has been in product management, uh, specifically around technical products, data related products. And that's how I find myself as in free data solutions. Our scope is data and analytics and the freight payment index was our first product to market

Scott Luton ([06:31](#)):

And tons and tons of data points to compress, analyze, and then turn out a report that, that folks that aren't nearly as smart as you like me can understand what's going on in the marketplace. So really appreciate that. All right. Frank, tell us more about yourself.

Frank Hurst ([06:48](#)):

Yeah, so, uh, Frank Hurst, I'm president of a Roadrunner freight and I've been at Roadrunner for four years and we're a nationwide long haul. Metro Metro LTL provider with 22 brick and mortar service centers across the country. I've been in the business for 25 years of which the majority has been in the LTL business, started off in the business, operating a forklift, got a CDL, was a offer, drove a tractor trailer for a while before, before moving into leadership. And, you know, as Greg and Scott know, I love talking about trucks and drivers, probably my, my number one job is being a champion to over the over thousand truck drivers that take care of our customers and partner with Roadrunner freight every day. So I'm really glad to be here and then talk, uh, with Bobby and you guys today

Greg White ([07:35](#)):

Connected to the folks at the wheel. Frank is you can literally talk to Frank if, if you know how to get him, right. So,

Scott Luton ([07:44](#)):

Yeah. Hey Greg, before we got here, I want to, we have a couple of folks chime in, including folks bringing you a personal message like Paula, who says, uh, she's from the Kansas city area. Go cheese. Of course. Thanks, Paul. It's great to have, uh, let's see here reveal maybe, uh, tuned in via LinkedIn. Great to have you here, Gary up in New York city is where this works. Have you Gary? Uh, let's see Pat, uh, very interesting topic today, Pat. You're right. Just, just buckle up. You're going to get a ton of insights of what's going on in industry. So great to have you here. All right, Greg, where are we going next?

Greg White ([08:21](#)):

Well, I think it's gotta be gratifying Bobby for you to hear, hear people say that data is a really interesting topic and this is particularly valuable data, you know, because it is reflecting, especially this quarter, we've been, this is a, is this the fifth time we've done this? It's especially reflective of some of some

significant changes in what's going on in the country. So tell us a little bit about the data, how, how you collect it a little bit about the index and how it works just to refresh people's memory and you know, what makes this such a valuable piece of inspiration for companies like Franks?

Frank Hurst ([08:59](#)):

Well, as you mentioned earlier, you know, we process a lot of transactions. The in, by the end of 2020, it was \$29.7 billion in payment transactions. And so we take that data and we statistically distill out if you will, our quarter over quarter and year over year metrics or the index we compare, you know, again, quarter over quarter it's, um, a chain based index. And again, it's, there's a lot of tweaks and adjustments under the cupboard, but the net net is that we believe that it, your present our view of the economy, large as a lagging indicator. So it's basically processes truckload and less than truck load data because that comprises about 80% or processing. And, uh, well eventually the, any other types of data, but currently it's as truckload and less than truck my day, again, it represents a statistically accurate picture. We believe the marketplace and the economy.

Greg White ([10:01](#)):

Yeah. And, and the index itself is baseline at a hundred, basically, right?

Bobby Holland ([10:07](#)):

Yeah. It's teeny based. So each it starts at a, at a hundred, but each quarter as compared to the previous quarter. And like I said, we do some, some balancing in a same store sales type approach to be sure that we're measuring us bank business progress, but then we're actually, like I said, measuring our view of the economy, if that makes sense.

Greg White ([10:27](#)):

Yeah. Yeah. So I mean, it, it levels out all of those things that could be happening that would skew it other than just the impact of growth of pricing or number of shipments. Right. Correct. Frank, tell us a little bit about, thank you, Bobby, tell us a little bit Frank about how you all use it. I mean, this directly impacts, or is it directly a result in probably a measurement of the shipments you guys at Roadrunner are making every day, right?

Frank Hurst ([10:53](#)):

Absolutely. I mean, you take of, you think of electronic freight payment, not, you have to think of us bank, right? I mean, I think it's over \$30 billion in global freight payments. That's that defines big data and business from our standpoint, you know, we're a network business. So understanding consumer trends allow us to position equipment drivers, as well as we think about strategically, how do we price the business for even our, our customers as well? So, uh, having, uh, information around, um, around what's going on in the market allows us to predictively plan what we're going to do in the future, but also look at how we, how we plan our network overall.

Greg White ([11:34](#)):

Yeah. I'm really interested to see because of, uh, particularly what's been happening, not to, I don't want to issue a spoiler alert, but particularly what's happening, happening regarding volumes and capacity. And of course, rates, I'm really interested to see what your, your perspective on that is for him. Cause you were right in the heart of it. We are, yeah, we're on there. We're kind

Frank Hurst ([11:54](#)):

Of on both sides, right? We, we purchased transportation in the market. Uh, we also have independent contractors and then we've got, uh, customers as well. We provide services for, so we, we kind of see it from all three angles. Wow. Glad to hear your perspective on the independent contract is going to touch on that just a little bit

Scott Luton ([12:11](#)):

Standing. We're going to touch on all of it. I look forward to that all encompassing a report on the freight market here. Hey, say look to a few folks Caven has joined us. Madison in Indianapolis has joined us Melanie, great to have you here from, uh, South America or

Greg White ([12:27](#)):

South Africa or San Antonio. And we'll find we need to know.

Scott Luton ([12:33](#)):

And Joseph Maretta up in the Northeast is with as well. And Jeff, I appreciate that Jeff, we like these quarterly reports as well, high from the six X we'll find out what that means too. So great.

Greg White ([12:47](#)):

That's his area code or no, I don't know. I don't know what it is. Decipher that we've got. We've got a lot of interpretation we need done. So we probably ought to jump into the interpretation of this, right. Toronto, Toronto is what, uh,

Scott Luton ([13:05](#)):

The research team is Sharon, by the way, we've dropped the direct link to us bank corporate payments where you can sign up for the freight payment index. We'll touch on that at once. Again, let's dive into the data. So Bobby, let's start with kind of, level-setting a bit setting the table a little bit, rather at a high level, tell us, uh, kind of nationally, uh, set the table a bit before we dive in region

Bobby Holland ([13:27](#)):

Region. Okay. Well, as you can see from the chart that's, that's up, we had a 5.3% increase in the national shipments index in Q4 2020, and the spend index was up 19.7% over the third quarter. So you can see that that, um, you know, a huge gains, but spending out paced, um, volumes and that kind of touches on the capacity issue, the main drivers for these increases. Um, we see that the truck freight market was strong during the final quarter of 2020. Uh, consumer spending appeared to remain strong and grow, especially e-commerce and other, uh, ancillary industries, such as a home construction helped to keep the indexes and push them higher. And then we saw though that, uh, manufacturing and energy, uh, despite, you know, some modest increase still continued mower, but again, the big takeaway is that spending increased much more than the shipment volumes.

Bobby Holland ([14:32](#)):

Uh, and a lot of things kind of tilt into this, you know, qualified drivers are, are difficult to recruit and retain for motor carriers. And again, I'd be interested to hear Frank's perspective on that, but, uh, qualified drivers are difficult to retain. A lot of that is still largely due to COVID, um, impacts, uh, you know, department motor vehicle closings and reduced services, social distancing rules make it harder to

train. And so fewer drivers are added, uh, in 2020 than in 2019. And then one of the other impacts was the federal motor carrier safety administration, uh, drug and alcohol clearinghouse. Uh, one of the statistics we had was that some 40 plus 46,000 drivers were logged on this, but about, only about 5,000 were able to get cleared. And so, you know, that puts a huge dent in the market. And then COVID 19 again, still impacting, uh, not only in the training side, but also, you know, drivers just playing, getting sick and then like rising liability claims or premiums or another are hurting carriers in the market. So all of these things contribute to tighten the capacity, tighten up the capacity, which is going to drive rates.

Scott Luton ([15:47](#)):

I appreciate that overview. We're going to dive in region by region, but before we do Frank initial responses to any of those factors that are headwinds and tailwinds.

Frank Hurst ([15:57](#)):

Yeah. I think certainly what Bobby covered is exactly what we're seeing in the market from a capacity tightness, as well as suffer from a price stability. And also just from recruiting and demand from a, from a driver's standpoint, I think it's, it's great to see that the material creation of freight in the supply chain, which really shows us where we need to continue to position equipment and drivers to those regions that we'll talk about in a minute where we're going to see continual growth overall. But I think the one thing Bobby mentioned is about the impact on the driver, right? And I think really what we're seeing is that the drivers can be much more selective in an environment like this, about the loads they choose. And a role puts a lot, puts the onus back on the shipper and the carrier to make sure that, you know, the, the loads we have are closed on time. Obviously we're taking care of our drivers and most importantly, a safe environment that they feel confident to be in. Um, because there's, there's such a valuable resource in a market like this

Scott Luton ([16:52](#)):

Explosion of e-commerce. It's really interesting. You know, we, we mentioned drivers a couple of times. I'm sure when a couple more times before we're done here today, but with the explosion of e-commerce, as we've all seen it, it will continue. It's opened up a lot of other options that local delivery options and final mile options that makes it tougher. It seems like from what we've read and who we've talked to to come to recruit long haul drivers. So no shortage of factors, Greg, what's a couple of things that Bob has shared that stand out to you. Well, you know,

Greg White ([17:21](#)):

One is the impact of liability insurance. I mean, we know we've heard firsthand on these shows that that is impacting the number of smaller carriers that many carriers are. They're just going out of business as opposed to paying the large premiums. And some of that is due to at least some of the reporting we're seeing is people targeting these companies for major insurance claims, whether they're legitimate or not, they are still kind of coming after those. And I think that has really disrupted the other is the generational transition. And I think Frank, I'd be interested in your perspective on this, but the general generation transition that we're seeing, whereas the generation that has been the drivers is exiting the workforce rather rapidly. And the subsequent generations are not really that interested in. It's got, as you said, long, long haul driving. Is that, I mean, is that, would you, if you put that in, in kind of rank order, Frank, is that top, middle, bottom of the three top issues then in terms of driver?

Frank Hurst ([18:26](#)):

Yeah, I think so for sure. I mean, obviously there's, there's a large contingency of drivers that during, uh, during this pandemic that have kind of decided to sit on the sidelines, right. And maybe not, uh, not drive, uh, during this period or the trend that we're seeing is drivers want to be closer to home. They want more home, so they're not, they don't want to go some of the long haul routes they were before may want to stay regionally so they can stay close to home. And then, you know, one of the, uh, the challenges it's always on the top of our list is how do we recruit females into, into driving positions and to your point, the, the younger generation and how can we be a kind of a, uh, a company of choice that drivers want to, uh, want to partner with us. And it's kind of a things that we do from a recruiting standpoint to bring those drivers in. Okay.

Greg White ([19:12](#)):

I feel like if you let all your drivers start a YouTube channel, then you get a lot more millennial and gen Z drivers.

Frank Hurst ([19:19](#)):

We've gotten a lot of those that's. Yeah. Tell me that's, it's so funny is that a lot of times when I'm at home, I sit and I go through, I follow a bunch of drivers on YouTube. Uh, I know you made a reference at a prior show about a, um, attain driver. You know, they should, they should do a shoot on, uh, on YouTube, but it's, it's the truth. It's like, you can see the day in the life of a driver, the challenges they face, uh, why they love the profession. And, uh, it really allows us the insight to when we go thinking about recruiting and the, uh, the changes that we make internally to be again, a destination of choice for independent contractors and drivers. I love it. Cool. Cool.

Scott Luton ([19:58](#)):

Yeah, it really is fascinating TV. I'm falling several on YouTube. In fact, we just interviewed Wayne crag who will be released next week, who drives that consumers would be much more understanding considerate drivers if we all knew what our truck drivers go through. So I'm glad that came up here today. Okay. Alright. So let's, uh, Bobby wouldn't. We want to go region by region. I want to start in the, uh, up in the Northwest, our I'm sorry, Northeast, because a lot of these have some different dimensions. Let's, let's start with some of your observations up in the Northeast.

Bobby Holland ([20:30](#)):

Uh, well, the North, we know the North Northeast, let's go with that in the Northeast 1.3 in shipping and 14.9% in a spend the markets mixed in this region. As we see with, with most regions, retail sales have been good again, specialty online e-commerce, but we've had spikes up here in the fourth quarter. So that kind of dropped some of the numbers down. In fact, your activity was down year over year, and there is some energy production in the Northeast and energy in general is down. So that affected this region, but a single family home construction was up year over year, but not as much as in other regions, but with all of that going on, this region was also affected by the capacity crunch. As you can see, again, almost 10 times more than 10 times, the increase in spend as over volumes.

Scott Luton ([21:27](#)):

And I believe if I've got the data, right, the Northeast region is the slowest recovering freight market out of all five as well. Hey, really quick to our audience, our community there, let us know we're gonna, we want to feature your observations from the freight market, regardless where you live. We walk them. What are you seeing? Volume wise, pricing wise, issue wise, industry issue wise. You name it, drop it in

there. We want to share that as we have this conversation here. All right. So Frank, we started in the Northeast. Uh, you heard some of the, the, the, the unique dynamics there, any observations on your end?

Frank Hurst ([22:00](#)):

Yeah, I think really, it goes back to what was mentioned earlier e-commerce and final mile delivery. One of the big things that we're seeing is inbound into the Northeast from a, from a retail standpoint, obviously we anticipate because there's a lot of pharma that comes out of the Northeast and we anticipate that we should see some growth coming back out of that area. We just recently opened a facility in Philadelphia, just because of the fact that we know we need our own brick and mortar there because of the lack of external capacity. But we'll things Bobby's been talking about is just the, the variance between shipments and spend, and really shows the willingness of, of, uh, customers to pay for that, um, that additional demand that sits in the market today.

Scott Luton ([22:44](#)):

Excellent point. And Greg, I want you to weigh in, but really quick, ed Cody says, Hey, we should consider establishing career path for truck drivers in high school, like a vocational program. And Nicole, hello, Nicole. Great to have you here educating potential workforce. Love it. Hey, I'm with you, Nicole. Great point there. All right, Greg, based on these observations, Bobby and Frank, you're talking about any key thought here. Yeah.

Greg White ([23:05](#)):

Just to echo a bit of what Bobby said is, you know, energy production had a huge humongous impact on the growth in this chemo. Angus is a technical term that Bobby's not allowed to use. It had a significant impact because West Virginia and Pennsylvania are both big energy producing States in the Northeast. And again, because energy consumption was generally down that had a pretty significant impact. And of course, I think anyone who's been reading the papers, seeing that a lot of people are moving from portions of the Northeast that has, we all have offset. Some of the creation of new housing starts, right? The main measurement is not necessarily home sales. It's housing starts because that's what drives trucking, not just necessarily selling a house.

Scott Luton ([23:54](#)):

Excellent point excellent point. All right. So Bobby, let's go now to the Southeast from the Northeast to the Southeast. What are some of your observations there?

Bobby Holland ([24:03](#)):

Uh, Southeast a lot better. Of course the Southeast usually does really well in general, uh, 7.1%. And the increase in the shipment index at 23%, over 23% in the spend index, again, common themes, strong retail sales. We've seen that pretty much across all the regions. Again, same with, uh, housing construction. Housing starts. We had a statistic of 20% over, you know, increase in housing starts. Single family housing starts over or in 2019 Southeast also has significant auto production, which helps the manufacturing, which trickles down into, into the market. So that a lot of good factors going from it, not to mention the fact that they're one of the more, uh, fully opened regions. So the COVID impacts on the transportation market were, uh, lessened to that extent.

Scott Luton ([24:54](#)):

Excellent point, Hey, I want to feature this comment from Madison real quick, get your followup Frank. So she runs a lot of freight in Tennessee, sees the market going down a lot, according to dat, but then have drivers asking for way more. So Madison, thanks for sharing what you're seeing there. And by the way, Gary, I think is making a play it at my mistake. Interesting Northwest information. So I think I said that first scary. Hey, it's good to have a sense of humor in these things. So thanks so much. All right. Frank's talking about Southeast. Tell us more. What, what are you seeing in the Southeast?

Frank Hurst ([25:25](#)):

Yeah, really. I think Southwest South, the Southeast has been hard to say, isn't it hard to say right? The Northwest, but the Southeast has been strong. Seems like even starting middle of summer. I didn't really, as Bobby mentioned, hasn't really slowed down, seems to be more open from a, uh, from an area. Oddly enough, a couple of data points from us is that, uh, we're seeing, uh, Florida and Georgia from a recruiting standpoint, I have the largest number of applications coming out of the first of the year. So, and especially you compare year to date in 2021, our applicant flow out of the Southeast is almost double what it was the last night a week. So I think it maybe speaks about the rapid increase in those, in that state and where we're heading in the Southeast.

Greg White ([26:12](#)):

Frank, are you seeing a commensurate downturn in maybe the areas that these people could have been moving from? Do you think they've quit their job before and moved in now looking for a new job, any explanation for why that would be happening? Yeah.

Frank Hurst ([26:26](#)):

The only thing I can figure is because the, um, like those days had been opened a little bit longer, right. And I think that's one of the, we have a lot of drivers that, that are in Florida, Georgia. They love that, you know, that warmer weather and also think that, you know, in a market that we're talking about today, where there's such high demand for the low capacity drivers have the choice now to choose the lanes they want to go. Right? So that, so that they want to live in this in the Southeast and drive, you know, in the Southern States and stay out of the weather. They, they have the potential of doing that. So I think that it kind of speaks to where the demand is in the market or that they, uh, you know, we're, we're in maybe years past, they might have taken that load to Chicago or to Boston or to Seattle. Now they may choose to go to Dallas and in commerce where they have less Nickleman water. Interesting. You know, Greg, this is really, uh, Bobby and Frank are illustrating why it's so important to have both sides of the equation. I love the, uh, how Bobby Bobby's sharing, what the data is share. It is telling us. And Frank is, is that finger on the pulse? So it's really wow.

Greg White ([27:30](#)):

Well, I think the data is really, really compelling this time around, not that it's not usually, but it's compelling in some ways, in many ways, in a very positive direction, a 20% increase in housing starts in the Southeast. That's incredible. And I think that's reflective of the inverse of what we were talking about in the Northeast, because the smart people from the Northeast Bobby is a really smart person, but, but so many of the smart people from the South from the Northeast are moving to Florida and Georgia where it's much, much warmer above

Bobby Holland ([28:03](#)):

Warmer to live here, or Hey, Bobby, we'll do it in person next time. Would you love to have you down here? And we'll do that soon enough. Uh, we

Greg White ([28:13](#)):

Have done that the very first one we did

Bobby Holland ([28:16](#)):

Didn't we that's right. And we'll, we'll do it

Greg White ([28:20](#)):

Winter for a week. Bobby, that's as good as we can do, but we're aiming to do it again know. And I think, you know, as regards to the Southeast, that's a really interesting observation, Frank, you made, you know, the rates are up substantially in this area and, and Bobby, this will sound familiar. We saw so much freight going around the, the, um, the backups on the West coast ports through the canal and to Charleston and Savannah, particularly, I think we're seeing more in Brunswick as well, as you said, automotive, a lot of automotive goes in and out of Brunswick as well. So, and you know, one of the things that's interesting to me about the numbers is as red hot as the Southeast is in Q3 three, it was even more so the what Q over Q right, uh, volumes were up over 12% in Q3 and 7.3% in Q4 reflecting. I believe the front-loading not necessarily front-loading, but the front-loading of peak volumes into Q3 rather than waiting and risking the fact that they couldn't may not be able to be delivered because of capacity constraints in Q4. So it's, it's really interesting. It really is an interesting set of data, particularly this time around,

Bobby Holland ([29:37](#)):

Uh, Gary Smith, by the way, he's moving, he's running supply chains up in New York city, uh, dealing with

Scott Luton ([29:42](#)):

Those very cold temperatures. He's coming back to Georgia really soon. Great to have you here, Gary. All right. So we're going to go from, we've covered the Northeast. We've covered the Southeast. Now we're going to tackle the Midwest. So Bobby tell us more,

Bobby Holland ([29:55](#)):

Uh, Midwest was in shipment is up 4.6% and a spin index again, consistent with what we've been seeing. 16.1% over the third quarter in manufacturing is big in the Midwest and it's growing still offering recent highs, but that's to be expected given again, given the situation that the country has been through. And instead, still recovering from a again, single family starts were up roughly 25% and fourth quarter 2020 over fourth quarter of 2019. Again, just basically the freight and the driver shortage or keeping the capacity site capacity tight. So consistent story across this region.

Scott Luton ([30:36](#)):

Yeah, definitely a lot of common themes and unique themes across these regions, Frank, any observations there in the Midwest

Frank Hurst ([30:43](#)):

That very similar to what, uh, you know, what, uh, what Bobby had mentioned. I think that the real key about the one I think of the Midwest is the, uh, is the impact on the region. We're getting ready to talk about metal, that's the West, right? And that's the drivers that are in, you know, Indianapolis and Chicago and Milwaukee and so forth, wanting to get back out West, pull those loads coming back. Uh, we're seeing, uh, it's great to see the Midwest just starting from a manufacturing standpoint to drop on the rise again, obviously, you know, during the early parts of spring and first summer was really, really we're slow in this area. That's really good to see the rebound coming that, that we saw in, uh, fourth quarter, anticipate that going on the first quarter as well

Scott Luton ([31:26](#)):

Point and, and a really quick, uh, Gary, great question. Uh, we're going to tackle the West region here momentarily, and he wants us to discuss the backup of the ports relative to freight costs. So we'll, we're going to touch on that probably here momentarily, Greg, any additional, Hey, the Midwest, uh, includes air capital, the world, Wichita, Kansas, any comments on your end?

Greg White ([31:45](#)):

I did see the one truck go through Wichita. Yes. So, you know, I think the Midwest is so dependent on agriculture and then we're out of season for agriculture and manufacturing. And as Frank said, we're starting to see the rise in manufacturing, but also housing starts, I mean, double digit increase in housing starts in the Midwest. And I think that's reflective of the, the ability of people now to work from anywhere. We know that people are flooding out of New York and in the Northeast. And we know that people are flooding particularly out of the Valley in California and, and other parts of California's and, and maybe some other States out there and, you know, they have to go somewhere. And I think really some of them are I've, I've heard anecdotally from so many people who are getting closer to their original home, so they can be around elderly parents or, or whatever. So I have a feeling that is having some impact on, on the Midwest. Excellent point currently are not more farmers moving in the Midwest, right. I mean, with the corporate farms, just getting larger and larger, it's not as if people are homesteading again.

Scott Luton ([32:50](#)):

All right. So we've covered the Northeast Southeast Midwest again to our community members that are tuned in to things really quick. Hey, let us hear what you're seeing in the, in the freight market, regardless of what region and number two, we're going to drop the link in. We, I think we already have once, but we'll put the link in there where you can find this free information on the freight payment index powered by us bank. All right, let's go to the Southwest next. Uh, Bobby, what are you seeing there?

Bobby Holland ([33:14](#)):

Southwest shipments or up 2.7% after contraction? And the third quarter an index was up, uh, almost 7% over third quarter. This region has a mix of economic trends. One hand trade transport, truck transport from Mexico, continue to improve, which helped the volumes. Again, seeing single family housing starts coming up, uh, benefiting from local mortgage rates, however, energy production, because it's still pressed, uh, particularly in Texas and Oklahoma. Um, although somewhat in New Mexico in general, the truck traffic associated with energy continues to be lower than normal

Scott Luton ([33:57](#)):

Or production made down. Hopefully, as you mentioned, the Mexican market and all the, of the burgeoning manufacturing activity, taking place down there, as well as the, that streamlined, uh, shipping across the border is going to help. Frank, what are some of the things you're seeing?

Frank Hurst ([34:14](#)):

Yeah. You know, I mentioned earlier that the, uh, the two of the top areas we had were, uh, Georgia and Florida for driver applications, Texas was right there. So we're seeing the same increase in Texas for driver applications. You know, oddly enough for us is that, you know, we have a service center in Dallas, Texas, and we feel we have been on, we've been a hiring mode in Texas for dock employees, and obviously, obviously drivers, but dock employees, especially for the last four to five months, it's been. So it's been such a tough market to recruit, uh, doc employees in that market, which kind of speaks to the demand that's there. And the growth has happened over the past, uh, several, several months. Excellent point.

Scott Luton ([34:55](#)):

We've heard no shortage of, of creative recruiting practices and retention practices for drivers. You know, things from ensuring really timely, you know, two to three days, uh, load payments to even in some cases, making easier for drivers to get into new vehicles with little to no money down. So what w it's like, whatever it takes is the mindset right now, Greg, any additional comments on your end? Uh, from a gate?

Greg White ([35:18](#)):

Yeah, just a couple of quick ones. I think that Texas is of course benefiting from the flow of people out of California. It seems like that's the only other state that they've thought of in the union when they head out of California, I'm going to Texas. Um, and I think, and I'm curious to see Frank, what you think, what else do you think could

Scott Luton ([35:38](#)):

Be impacting this? I believe that USM CA and some streamlining of flow of goods from Mexico to the States and back, of course, I believe that is having some impact here as well. Do you, have you seen some, anything that indicates that specifically as a, as an impact?

Frank Hurst ([35:56](#)):

Yeah, it could be. We we've seen growth has come out of Texas. Uh, high demand for the past four or five months has been very solid. So especially, we're seeing some nice growth coming out of, you know, South of the border area as well, pushing, pushing back North. So it could be some of the volumes coming up with Keela doors coming back into the U S

Scott Luton ([36:15](#)):

Right. All right. So now we've, we've, we're doing a round Robin across the region. We arrive at the wild wild West, and there's no shortage of topics to tackle here. So Bobby, what you,

Bobby Holland ([36:27](#)):

Uh, shipment index up 7.2% in this region and the West spend index was up 25%. And it was the most of any of the five regions, uh, from the second quarter, which is at the bottom of that, that you are being

taped or w shaped curve. Port volumes are the impact here. Newport volumes fueled the gain as retailers scrambled to get goods in from China and Asia, and generally to satisfy holiday demand. Also retail inventories relative to sales are at all time lows across the boards. Retail chains need to get even more products in to replenish those inventories as well as to stock up. And then in new family, housing starts in the region, we're running over 30% higher during the fourth quarter of 2020 than over Q4 2019. And then again, this trickle down to the driver shortage and, and rising rates due to having to recruit and pay, you know, what the drivers needed to get them on board.

Scott Luton ([37:28](#)):

All right. So Frank, a couple of your observations from the West region.

Frank Hurst ([37:33](#)):

Wow. That's uh, yeah, that seems like that's been the topic of conversation for, uh, for some Slack for the last six months, right. It's been, it's all about trying to get capacity. It's really reversed for working to get equipment and drivers into California, so they can push loads back out for us. Like it really speaks to, you know, again about the demand in the market and lack of capacity. Now we'll start surprise at all to see the spin where it was, you know, we, we get phone calls all day long from shippers wanting additional capacity out of California and really comes around, you know, our need just strategically priced to make sure the quality of revenue that we handle out of California matches the matches, what we pay in the open market, especially because in our market has been as dynamic as it's been out of off the West coast. This has been a, it's been some, some headwinds from a, from a cost or pricing standpoint.

Scott Luton ([38:28](#)):

Sure. Yeah. So, uh, it takes me back to Monday, uh, Greg, we had, and, uh, our local respondent, our correspondent on the West coast give us a report right there from the Harbor. And you can see all the ships, you see all the ships and the directional this way, and that way really kind of a lay of the land for folks that haven't been to the port of long beach and others on the West coast. So, but Greg, a couple of your observations from the West region,

Greg White ([38:55](#)):

Um, I frankly, was stunned by the double digit increase in housing starts in the West. I can only believe that they must be outside of California or else that though everyone is making a lot of noise about moving out of California. They may only be moving out of the unbelievably expensive areas like San Diego and LA and, and the Valley into more of the, of the high desert or, or Eastern portions of the state. That's that's, uh, the only thing I can figure, I know that there are a lot of people moving to Arizona and Nevada, and I can assure you that if they are used to living in California, they will soon regret that. Cause they're not used to the heat, but I think that's interesting. And then of course, the capacity constraints we know all about the container shortages, you know, that are, uh, issues in the ports.

Greg White ([39:44](#)):

And of course the backup of, you know, that we just spoke to. So that's gotta be causing problems. And I know that, you know, earlier, even in Q4, we were talking about the inability of getting exports to the ports containers for exports to the ports, right. To be able to export other than import anything. And, um, you know, so many ships going back to APAC with empty containers on them to try and bring more

and more imports in. So there is definitely a market in balance there. Uh, and I think that's portion of what we're seeing reflected here.

Scott Luton ([40:18](#)):

Excellent point. And, you know, we touched also on the supply chain buzz on Monday about, uh, because of all the pressure on our own volume container ships are going taller and taller, which is one of the reasons why we've seen over 3000 containers loss in the first month, uh, 2021. So it's fascinating really let's share a couple of comments from our audience and then Greg, and I'll turn it back over to you. And, and we're going to, uh, talk about couple of key takeaways or, but the are all y'all were talking about finding those containers, but also can be difficult to come by. He also says that additionally finding that international suppliers are willing to offer discounts in order to secure Inco terms that wash their hands of freight responsibility. Love that Gary says they have stopped port river access into Eastern Washington, Idaho, and moved to trucking, definitely adding to more, a tighter trucking market there. Peter says in Montreal home sell prices have gone up over 20% in 2020. And we are talking about first homes, uh, and how important that is. And these data points going up over 20% in 2020, what was selling in 2019 for four 50 is now at four at five 40. Wow. And saying, I feel for all those that are looking to buying their first homes, goodness gracious. Um, five 40. Can you imagine signing that paperwork for five 40 K on your first home? I certainly cannot.

Greg White ([41:43](#)):

Well, you know, here in the South, I mean, we're, we're seeing what they used to see in California, which has bidding Wars above asking price. We had a house sale up the street from us for asking price. And three months later, the people had to move and they're now, you know, they're now benefiting from a bidding war over the price of the house, which they had already increased by 15%. So it is, it's a mad, mad, mad, mad world,

Bobby Holland ([42:13](#)):

Colorado. It supports the data on the housing starts. Absolutely absolutely does way Colorado is like going crazy. It was like, people just lost their minds. I know I'm buying a house. I agree.

Greg White ([42:26](#)):

You come from some of these really high dollar markets, even if it's above market price, the price still looks cheap.

Bobby Holland ([42:32](#)):

You're exactly right. I mean,

Greg White ([42:34](#)):

This was not unlike what we saw in the mid nineties. When we lived in Arizona, this was the very same house by the very same builder was four times as expensive in California as it, as we paid for it. And then the people, fortunately the people who moved from California to buy our house were more than happy to pay half of what they'd paid for the previous house, which was twice what we had paid for it. So I think, well, I don't think we want to speculate on what that's going to mean for the housing market in the future, but right now it is definitely having an impact.

Scott Luton ([43:04](#)):

I love that. I love that, that quick right turn there. Greg's

Greg White ([43:08](#)):

Almost almost had to give a tangent alert there.

Scott Luton ([43:13](#)):

So where are we going next?

Greg White ([43:14](#)):

Yeah. So let's Bobby. I know I'd love to get, if you can give us kind of a macro recap, we all know, and I will reiterate on your behalf that, that you can not predict, right, because of regulatory reasons from working for a bank, but I'd love to get kind of a recap from your standpoint and Frank, we know you can predict, or, or at least pro uh, prophesied on, on, uh, what you see coming. So Bobby, would you mind giving us kind of a quick high-level, uh, assessment of, of where we stand, what that means?

Bobby Holland ([43:45](#)):

Yeah, well, you know, in previous issues of the freight payment index, we talked about, you know, we didn't predict per se, but there was the notion that, you know, the recovery would follow the opening of the economy, you know, as things, more things opened up, you know, it would, your business would flow, the trucking would flow and we can kind of see that's what's happening. There are a lot of decisions that were made earlier in 2020 to adjust to the state of the COVID pandemic at that time. And I think what we're seeing is as a result of opening up, you know, there's a reversal on some of those decisions, you know, capacity was tightening right after the pandemic and the shutdowns, again, decisions are being made people stop buying trucks, you know, the market just slumped. And so what we're seeing I guess, is to put it in a nutshell is the results of things opening up are following that trajectory.

Bobby Holland ([44:39](#)):

And the extent that it continues to the extent that the vaccine takes hold to the extent that, you know, things open up more fully across the board, because there's still pockets where there's still, um, you know, they're not completely shut down, but you know, things are still in half in a lot of places that you, you know, up here in New York is one of them, right? The extent that it continues to open up, we should continue to see things start to get back to what would have been considered normal. Because even though we've got some fantastic numbers, which shows how quickly things have began to recover, we're still not where we were even two years ago when we were flying, you know, like mad in 2018 and early 2019. So yeah. Nice to get back to that. Well, we'll see.

Greg White ([45:21](#)):

Thank you, Bobby. I appreciate that. And yeah, I agree. I think there's some aspect of pent up demand here, obviously, as we, as we've seen in some of these numbers. So, um, Frank, would you care to address that particular point or any others is, and maybe since you can give us a little look into the future.

Frank Hurst ([45:36](#)):

Sure, sure. Yeah. I think that, uh, you got like Bobby's exactly right. Is, I mean, everything we're saying is extremely positive from an economic standpoint. Uh, we're very hopeful, right? That as the vaccine continues to roll out, that we can get to get back to normal and, and a lot of, a lot of areas and, and kind of get some of the same growth in the Midwest that we've seen into the Southeast. Like one of the, one of the data points that I got out of the report was that, you know, truck driving schools have witnessed lower class sizes in the last six months due to physical, distinct, uh, distancing, uh, requirements and so forth. I think which tells us that even as the vaccine rolls out, we're probably going to continue a, still a tight demand, the capacity crunch for new drivers entering the market.

Frank Hurst ([46:24](#)):

Even though that we're hopeful that some of the older drivers they get vaccines may come back and interest the, uh, the trucking industry. So I think it's the way you say it is that we say the trajectory that we're on right now. I see no reason to think that's not going to continue through the, through the next quarter. And like in many things in this economy is that service and quality wins today, right? Whether that, whether we're a, we're a carrier from a shipper standpoint, they're looking through a rock consistency and capacity and service and quality. They're willing to pay more for that level of service. But again, like I mentioned earlier from a, as a carrier and a provider transportation, but also from a driver standpoint, they're going to want to partner with those customers and those carriers that where they can get in and out quickly, they've got safe environments from a where they feel safe overall, as well as they've got a culture of people around with put their arms around them and support them every day because of everything has happened over the last, you know, eight, nine months I think, or a year.

Frank Hurst ([47:24](#)):

Really. I think the one thing that stands out is how proud I am to be associated with truck drivers and frontline workers who have kept America moving during this, this period. And they're rural, they're the unsung heroes of the past 12 months. It's a wonderful point,

Greg White ([47:42](#)):

No doubt. And that very, very frontline, so many people on the frontline have just continued working through this whole thing. And we used to talk about that a lot early when, early on, but I think that's a very, very important point. Not, you know, of course the drivers and, and the people who work with them, right? The people at the warehouses and lumpers and whoever else gets engaged. People who work at the truck stops or retail stores or whatever that they're servicing. I think that's, that's a really important thing to think about

Bobby Holland ([48:12](#)):

From our perspective. You know, we started work from home. One of the biggest challenges that I had personally was the fact that I was working from home, and I knew that in 22 service centers, we had, you know, drivers and office employees at dock workers that they just went to work every day, right. They were the master of social distance. We had all the safe requirements in the facilities, but it was hard for me knowing that they're out on the front lines, working as hard as they can to, to continue to progress our company forward. And I wasn't able to be alongside of them. So I think that's where personally for me, that's where I'm so excited for the vaccine to get, uh, in implementation so we can get back out and kind of be face-to-face with a lot of those employees and independent contractors, and really thank them. Face-to-face for the work that they've done. Thank you.

Greg White ([48:59](#)):

You identified just how important drivers are in the scenario where the drivers are considered essential. And the president of the company

Bobby Holland ([49:08](#)):

Is not just

Greg White ([49:12](#)):

Critical. They are to the day-to-day success right.

Bobby Holland ([49:16](#)):

Of the industry. No doubt. I want to go ahead

Scott Luton ([49:19](#)):

My own what Frank said, cause this, uh, we, we gained another t-shirtism, Greg and Bobby. Um, but I'm going to add load addendum to it, service and quality win the day, but our truck drivers, retail workers, and supply chain workers save the day and that cannot be accentuated enough. So, Frank, I really appreciate you making that point. And Hey, uh, we talked about this, I think last time you came on and joined us, we'd love to, if you've got a driver or two, they can really share their unique POV with our community. Again, we can't overstate it enough of, of, of how critical a task and some of the unique challenges they have with what they do. Um, uh, and that noble mission day in and day out. So thanks so much. All right. It's been fascinating. So we've got a couple of quick comments I want to share, be ready. Frank and Bobby, Gary has enjoyed the information and he's gonna track y'all both down. So good stuff there, Gary, it sounds like you could contribute quite a bit to our discussion here. Peter says, uh, something we're all kind of referencing COVID demand versus supply impact, all aspects of our supply chains and prices. It's a great point. You know, we were talking earlier this week, Greg, a medical gown, uh, according to some healthcare CEOs, 90 cents prior to the

Scott Luton ([50:28](#)):

Pandemic over \$9 now, which is crazy, but let's make sure. So Bobby, um, you know, we've dropped the link in and we had the link featured on some of the visuals there, but let's make sure folks know how to connect and sign up for the freight payment index. Also connect with you

Bobby Holland ([50:43](#)):

Well for the index freight.usbank.com and basically fill out some contact information and it sets up a subscription. We'll receive it through your email quarterly. And if you need to reach out to me personally, it's, uh, bobby.Holland@usbank.com

Scott Luton ([51:00](#)):

Outstanding. And if you're listening to this on the replay, which we'll, we'll drop this in our podcast channels, and just a couple of days, we'll have the direct link to sign up. We'll also have the LinkedIn profile, both for Bobby Holland and Frank hearse to make it as easy as possible. So, Frank, what about you? I, again, I really appreciate this, this tandem approach to telling us what's going on freight. How can folks connect with you and the road runner freight team is certainly on the move.

Frank Hurst ([51:24](#)):

Sure. So, uh, you can follow me on a LinkedIn. Obviously I've been a time supporter of supply chain now and follower. So, uh, you can follow me on LinkedIn and, uh, please follow a road runner on YouTube, Instagram, Facebook, and LinkedIn. We've got, we have a new tagline. It's shifted like your own it. And that's, so you'll see a lot of things around. You're really trying to drive the focus of taking care of our customers freight and really running our business as if it were our employees and our independent contractors own business. So please come see us on those channels.

Scott Luton ([51:57](#)):

We've got a regular tagline, uh, every so often I'm going to get that down. I promise I've done this before. You know, both of these folks are folks that, that you'd like to work for. I know I'd like to work for, and, and, uh, that's one of the great compliments and all the guests that we interview when we rub elbows and hear from folks that really, uh, they get it and they know what's going on. And, and, and they've got a ton of respect for, for who really makes stuff happen and, and move stuff, make stuff, you know, get stuff to where it needs to be across, uh, the retail industry. So I really appreciate that. You both, Greg, we're going to wrap here in a minute, but let's say thanks again to Bobby Holland, vice president, director of freight data solutions at us bank, and then Frank Harris president at Roadrunner freight. Thank you to you both for doing this. And we look forward to reconnecting soon. Yeah. Thank you much chance. All right. You do, you know, some days that mute button, just get ya a couple extra times. I clearly get me a few times here today, but you know, I mean, you're in yeah.

Greg White ([52:57](#)):

The, the layer. So you shouldn't have any, any concern unless you're yelling at your kids, you shouldn't have any concerns about any ambient noise hitting her.

Scott Luton ([53:06](#)):

Well, I think we have a deliver to hit. And, uh, so I was trying to keep that, but nevertheless, ton of activity, you know, across Twitter, across the comments in our community here on the feed itself, you know, for that matter, all the data that, that the freight payment index delivers and then Franks, you know, anecdotal I've been there, that observation really brings it home. Right?

Greg White ([53:28](#)):

Yeah, I think so. I mean, look, uh, if, if you don't know that Bobby and his team are the consummate professionals and assessing, and, and, and presenting this information, even in the document itself, first of all, I would, I would encourage anyone to subscribe to this document, but I still think that the narrative around it is so important, even that Bobby can't share futures and things like that, again, because of regulatory things, the insights that he gives in a, you know, as an, as an addendum to what this document, uh, and data share is, is really powerful. And something somehow hearing almost the same information coming from him. You do get a bit more out of it from that, right? And then Frank, gosh, we've had a lot of people join us. Some people who are analysts of the industry, you know, we've had people from Bloomberg and Gardner and others join us, but some, and some retailers, right. We had, you know, VP of supply chain at a home Depot for our very first one. But somehow when it's the people who are running the trucks, the perspective is just that much more, uh, insightful and ground level, even more than I was expecting. And, you know, we know Frank, we know what to expect from him, but

Scott Luton ([54:43](#)):

Him and Bobby, what a one, two combo. So we'll have to plan for more ahead, but that's, there's so much, you know, all these data points, uh, it's tough to cover in a, in an hour's time, but really appreciate Bobby and Frank and your, you know, your insights as well as we cover all these data points for Q4 2020. I wanted a couple of things really quick when I re emphasize freight.usbank.com. It's really that easy to sign up for the freight payment index. And on one final note, we just scheduled one of our most recent webinars. And we're talking about a supply chain transformation, imagine that, but in that gift forward vein. So we're going to be featuring not only connects us, but Mars who make some of the most delicious things in the world like M and M's and Twix, and many other things, and, and will, are both, are going to be talking about supply chain transformation to make that positive impact. So look forward to that February 17th, I think you're dropping the link to that in the comments as well. Looking forward to that, Greg. Yeah,

Greg White ([55:44](#)):

Likewise, I think, you know, what connects us is doing and just the culture of that company, if you learn nothing else, even if you don't need their technology, if you learn nothing else, there's a lot, you can learn from the culture of that company with Polly and Patrick and John Soccard. Right. And, uh, Anne, who we've already interviewed on one of the other shows again, a slew of others. So, um, very powerful,

Scott Luton ([56:09](#)):

Boring. Yeah. Which is not boring. A little play on the word it's gotten Greg, that's got a ton of attention, a lot of ton of, uh, pushback from the marketplace. But nevertheless, Chris Barnes is a nice job there, Hey, to our, and to the community. Thanks so much for sharing what you're seeing. And I know we couldn't get all the comments huge, thanks. Of course, the U S bank and the Roadrunner freight team for making this happen partner. Great to do this with you each quarter, amongst the other streams, some programs, I always thought here and you're taking, it's interesting kind of, despite all the, the common data points and, you know, kind of what it means. There was also between all, uh, all three of y'all and, and some unique views, which is really important makes these, these conversations much more holistic. So looking forward now, tomorrow one final point here tomorrow, we've got a special guest on live stream back at 12 noon or standard time, 12 noon Eastern time, sorry, which is our team here. And we're going to be featuring Paul Noble with Verisign, right?

Greg White ([57:10](#)):

Yeah. I guess we're going to have to call it tequila midday instead of tequila, sunrise, because or tequila, lunchtime, lunchtime shot. Yes. Paul with Verisign, who is an AI data, harmonization and inventory planning for procurement and direct and indirect and finished goods type materials has not only, we're not only going to talk about data again and what you can do with it and how companies are solving their business problems by harmonizing this data. I mean, imagine you're an acquisitive company, right? You just bought this company that calls something, a bucket. You just bought that company that calls it a pale. And you've got to reconcile that. And now imagine you're, you're a bigger company. That's bought 10 companies with five different descriptions for the same product. That's one of the things that this helps with. And in this day, when companies are so inquisitive, that's really important. But also Paul has a really big though very secret and also regulated, uh, announcement that he can make tomorrow at noon, but not one moment before. So

Scott Luton ([58:17](#)):

Hey, harmonization, harmony. Those are some of my favorite words, especially whether it's supply chain or just in general. So

Greg White ([58:23](#)):

Powerful stuff. I mean, some of these companies are dropping their inventory like 20% in 90 days because they've got so many duplicates because one thing is called a bucket and one's a pale and they don't know they're the same thing. So it's a great leverage point for people that particularly manufacturing industry.

Scott Luton ([58:42](#)):

So y'all tune in 12 noon Eastern time, tomorrow standard or standing Thursday live stream. Uh, so check that out. And yes, Gary Smith, I'm glad you noticed. We are absolutely honoring the one and only hammering Hank Aaron number 44. So I appreciate you pointing that out and, and Hey, if we have anything to do with it here, based in the Atlanta area, we won't the Braves stadium, which we can't, we won't name names, but Hank Aaron field, it's, it's, uh, a patch won't quite cut it in the 2021 season Pinker and was way too important. So thanks for calling it out, Hey, to our, again, to our community. Thanks for tuning in today. Thanks to us bank Roadrunner freight big, thanks to Greg white whole team, kind of behind the scenes, clay and Allie, and you name it. Hey, we're going to challenge our audience and our community. Just like we challenge ourselves. Hey, do good. Give forward. Be the change that's needed. And on that note, we'll see you next time here on supply chain. Now. Thanks for buddy.

Intro/Outro ([59:37](#)):

Uh,