

Inc.5000 HONOR ROLL

Driving the Automotive Supply Chain

RPM Freight Systems's focus on unserved markets has led to eight consecutive appearances on the Inc. 5000 list.

While RPM Freight Systems started in 2012 as a generalist freight brokerage, founder Barry Spilman and his team soon earned a new reputation: a company that could handle shipments other logistics providers could not.

After several years of growth, Spilman was ready to venture into new markets. So, in 2019, he brought in Sergio Gutierrez to launch RPM Europe as president of the new venture with headquarters in Amsterdam and operations in Gdańsk, Poland, and Hamburg, Germany. A year later, Spilman named Gutierrez CEO of RPM and in the years since, the two men successfully transitioned their roles, allowing Gutierrez to turn RPM into an international transportation and logistics powerhouse.

The company is now hyper-focused on finished vehicle logistics and specialized industrial freight transportation. RPM delivers thousands of freight loads per month and hundreds of thousands of vehicles per year. "It's an honor to continue leading the organization forward, taking Barry's initial vision and expanding upon it to take RPM even further," Gutierrez says.

EXPONENTIAL GROWTH

In its early days, RPM was almost exclusively reliant on spontaneous client needs. As a broker, the company took spot loads—ad hoc or unplanned client shipments—rather than scheduled deliveries.

8x

ON THE
INC. 5000 LIST



Sergio Gutierrez, president and
CEO, RPM Freight Systems

"We were focused on expedited shipments, emergencies, chaos," Gutierrez says. "When nobody else could do it, we were there to do whatever our clients needed us to," he says. Today, with a dedicated team of industry-leading professionals committed to excellence and complete transparency, RPM's services attract suppliers seeking a logistics and supply chain network and consulting partner. "[We] consistently execute at the highest level of service," he says.

RPM is committed to transporting its customers' products and adapting the company's business model through forward-thinking innovation and unwavering passion. Those elements allow RPM to offer unconventional and applicable solutions for customers and their complex shipping and transportation needs, no matter the location.

PEOPLE-FIRST MENTALITY

RPM's growth story is a result of the company's loyalty to its customers, independent carrier network, and employees. As Gutierrez puts it, "Our secret sauce is our people."

In late 2020, Gutierrez and the leadership team challenged RPM's vision, mission, and values. They incorporated a five-year growth and innovation



45%
Year-Over-Year
Growth Rate

250
Employees

5
Locations
Worldwide

147%
Revenue Growth in
Past Two Years

plan called LEAP, which stands for leadership, evolution, accomplishments, and payoffs. The goal was to redefine the company's ambition, aim, and actionable core behaviors. The five-year growth and innovation plan promotes stronger culture, better benefits and perks, and enhanced technology and innovation. In turn, those improvements are expected to result in cutting-edge solutions, elevated customer and carrier experiences, and hyper growth year over year. "Our RPMers' development comes first. We must provide them with the most efficient, agile, and easy-to-use technology to deliver the best logistics solutions," Gutierrez says.

LONG-TERM VISION

As the company expands its global footprint into new regions, including Mexico, Gutierrez remains focused on agility and technology. "We needed to become even more agile to better serve our clients and provide them with the best quality and service. Our technology allows us to build better distribution patterns, create more efficient network, and make shipments more agile. Our technology and our people are key to our future success," he says.

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Members of RPM Freight Systems leadership team (from left to right): Barry Spilman, Rick Grubb II, Bradley Zasa, Brandon Slone, John Perkovich, and Sergio Gutierrez at their headquarters in Royal Oak, Michigan.