



HONORS

**EFFECTIVE LOGISTICS
MANAGEMENT, INC.**

AS A DISTINGUISHED MEMBER IN GOOD STANDING SINCE 2005

This certificate of membership recognizes your

Leadership in the third party logistics industry,

Commitment to customer service, and

Dedication to ethics and excellence through adherence to the
TIA Code of Ethics.

Issued for the 2007 membership year by the
Transportation Intermediaries Association

Robert A. Voltmann
President & CEO

Daniel T. Yoest
Chairman, TIA Board of Directors