

Welcome to the World of Logistics



Logistics is how the world works. Whether it's moving products from a factory floor to retail store, or connecting countries and continents with ships, trains and trucks, logistics powers the engine of the global economy.

WHO WE ARE

Matson Logistics is a U.S.-based transportation and logistics provider serving North America and Asia. Launched in 1987 to provide intermodal marketing services, we have grown to include transportation brokerage (highway and rail), warehousing and distribution, and international supply chain services.

We offer customers services ranging from origin factory management in Asia, transloading and cross-dock options, highway and rail transportation, and value-added packaging and product preparation. Our operations centers and offices are located throughout the U.S., including California, Georgia, Illinois, Ohio, and Texas.

We are a part of Matson, Inc., a U.S.-based, publicly traded company founded in 1882 by Captain William Matson. We pioneered ocean services in the Pacific and expanded into intermodal transportation and warehousing and distribution across North America. Throughout the years, we have not lost sight of the connection and responsibility we have to the communities we serve, as well as to the people who make up our company.

[▶ Meet Matson Logistics Video](#)

LIFE AT MATSON LOGISTICS

Every position at Matson Logistics contributes to our mission: to move freight better than anyone. Our customers are the retailers, distributors, and manufacturers of the products needed in everyday life: food, clothing, electronics, home goods and appliances, construction materials – virtually everything you see and buy in stores and on-line.

We unite around our customers' transportation needs and provide exceptional service with each and every shipment. You will collaborate with teams from all over the country to deliver thousands of shipments a day from more than 5,000 customers, ranging from Fortune 500 corporations to e-commerce start-ups.

YOU SMART. SKILLED. SPIRITED.



Our service approach is based on 140 years of transportation experience, powered by the latest tools and technology, and driven by the creativity and collaboration of our employees.

As a company with roots in Hawaii, the culture of *ohana* (family) is part of everything we do. From daily work life, to how we treat customers, to the support we provide to the communities we serve.



GROWTH AND OPPORTUNITY

Matson Logistics is one of the fastest-growing transportation brokerage and logistics firms, ranking in the top 25 in the country. As we grow, your opportunity to expand your career horizons grows with us.

Each year, employees are eligible to be reimbursed up to \$3,500 to further their education. That includes college tuition and specialized training courses.

The culture here is diverse, inclusive, and rewarding. I am challenged every day, and consistently recognized for my work and efforts.

*Joshua Seifert
Director, Sales and Operations*

We recognize a job well done or going the extra mile with several Recognition Programs that inspire individual and team success. These include Matson Celebrates, which enables your colleagues and managers to award points you can redeem for gifts of your choice. The highest recognition is the Presidential Award, given to about 15 employees each year. Winners are invited to celebrate with a family member at a gala-filled week in Hawaii.

US CREATIVE. COMMITTED. CONNECTED.





BENEFITS

What's in it for you? Matson Logistics wants you to enjoy your work experience and excel in your role, so we offer some of the best benefits and perks in the business. We also want you to maintain a healthy work / life balance, and to participate in opportunities to contribute and give back to your community.

Matson Logistics' benefit offerings include:

- Paid Time Off (PTO) and Paid Holidays
- Ongoing Learning Opportunities and Tuition Reimbursement
- Medical, Dental, Vision, and Disability Insurance
- Flexible Spending Accounts and Health Savings Account
- Life, AD&D, and Long Term Care Insurance
- Recognition and Wellness Programs
- Bright Horizons[®] Backup Childcare, Eldercare

DIVERSITY, EQUITY, AND INCLUSION

We are committed to improving diversity, providing equal pay for equal work and fostering an inclusive culture.

This includes confirming pay equity across the company, developing unconscious bias trainings, hiring and promoting women and minorities into upper levels of management, and supporting programs to build a diverse talent pool for Matson Logistics and our industry.

The mentorship started day one, and senior managers always have time to guide me and help me understand the dynamics of the industry.

*Savannah Flament, 2019 Employee of the Year
Director, Intermodal Rail Pricing*

We evaluate qualified applicants regardless of race, creed, color, national origin, sex (including pregnancy and gender identity/ expression), sexual orientation, age, ancestry, physical or mental disability, marital status, political affiliation, religion, citizenship status, genetic information, veteran status, or any other basis protected under applicable federal, state, or local law.

OUR COMMITMENT TO SUSTAINABILITY

Matson's core values include being an industry leader in environmental stewardship and contributing positively to the communities in which we live and work. These values are fundamental to achieving our Mission – to move freight better than anyone – and to delivering long-term value to all of our stakeholders.

We have built a reputation for our deep commitment to environmental stewardship, being a trusted and reliable employer and community partner, and operating our business with integrity.

In keeping with that tradition, we work collaboratively in our industry to promote positive change and mitigate environmental impacts associated with our business operations. And we are investing in sustainability across our Company – from the design of our new, state-of-the-art vessels to the modernization of our landside facilities to the continuing education of our people.



CAREERS IN SALES

- Training, mentorship, and access to superior tools and technology
- Unlimited earning potential: base salary with no commission cap
- Opportunities in shipper sales, carrier sales, and sales operations

CAREERS IN TECHNOLOGY

- Recognized as an industry leader in technology solutions
- Work with all teams to develop IT solutions that enable us to serve customers faster, better, and at lower costs
- Clear priorities so you can focus on coding and projects that make an immediate impact

CAREERS IN FINANCE

- Opportunities that span all areas of finance, including reporting, analysis, budgeting, and forecasting
- Comprehensive training and development to help you grow and advance

CAREERS IN OPERATIONS

- Provide award-winning intermodal and highway service to customers nationwide
- Use creative thinking and top-notch technology to solve tough logistics problems daily

www.matson.com/careers  



2018-2022 Gold Awards for Intermodal Service; 3PL Transportation Solutions; and 3PL Value-Added Services