TIA 2027

CAPITAL IDEAS CONFERENCE

April 5-7, 2027

Gaylord Palms Resort & Convention Center
Orlando, FL

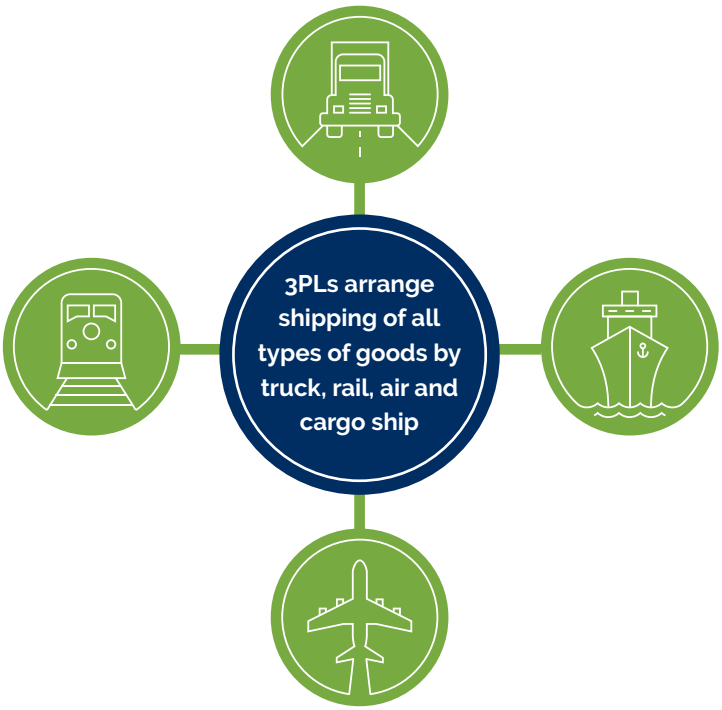
Exhibitor Guidelines

Who Is TIA?

TIA is the premier professional and educational organization of the $343 billion third-party logistics industry. TIA represents transportation intermediaries of all disciplines in domestic and international commerce and is the voice of transportation intermediaries to shippers, carriers, government officials and international organizations. TIA Members abide by a strict code of professionalism.

Who Attends This Show?

- Property Brokers
- Domestic Freight Forwarders
- Intermodal Marketing Companies
- Perishable Commodity Brokers
- Motor Carrier
- Logistics Management Companies
- Ocean Forwarders and NVOCC's
- Air Forwarders
- Warehouse Forwarders



This is the only meeting for third-party logistics providers. It is a once-a-year opportunity for you to interact with representatives from throughout North America and abroad. Key decision makers with buying authority attend this meeting. 65% of the attendees are owners and senior managers.

Exhibiting Companies (2026)

1 Logtech Inc.
123Loadboard
3PL Systems, Inc.
Allianz Trade North America
Alvys
Augment Technologies, Inc.
Avalon Risk Management
Avanza Nearshoring Solutions, LLC
Banyan Technology, Inc.
Benesch, Friedlander, Coplan & Aronoff, LLP
Bitfreighter
Cargado
Cargo Signal
Carrier Details - LoadBoard Network
Carrier1
Chain
Cloneops.ai
TripExcess.com
CS Recruiting, a Hirewell company
DAT Freight & Analytics
Descartes Systems (USA), LLC
Direct Freight Services
Drumkit
E3 Group
Epay Manager
EPIC Insurance Brokers & Consultants
Everbridge
Expedite All
Expertly AI
FleetWorks
Freight Management Software
Freightclaims.com
G2Mint
Arthur J. Gallagher
GenLogs
Guided Growth
Gulf Coast Business Credit
Happyrobot Inc.
HaulPay
Highway
HubFlow Inc.
Hwy Haul
Infinity Software Solutions, Inc.
Infios US, Inc.
Lean Solutions Group
MarKam Solutions
Maximum
McLeod Software
Mentium
Navix
Next Mile M&A
NextBillion.ai
Night Dispatch, LLC
Odyssey Logistics
OLIMP Warehousing
Orderful
Overhaul
Pallet
Parade
PCS Software
PFA Transportation Insurance & Surety Services
Primus Solutions (ShipPrimus TMS)
Prosperio Group
Qued
Reliance Partners
RenovoData
Revenova
Risk Strategies
Roanoke Insurance Group, Inc.
SAIA LOGISTICS LLC
Salesdash CRM
Serrala
SMC3
Logistiq Insurance
Sunnybrook TMS
Tabi Connect
TACH
Tai TMS
TextLocate
Transfix
Transflo
Trimble
Triple Crown Services
Triumph
Truckstop.Com
Upwell Revenue Software, Inc.
TMS.ai-Boreal
UltraShip TMS
Valoroo Inc.
Vooma
Wintrust Bank DBA Wintrust Business Credit
Wirebee Inc
YAT, LLC

"For anyone in the 3PL industry, the TIA Capital Ideas Conference is a must attend. The education sessions are tailored to the trends, technologies, and strategies shaping the future of logistics— and the insights we gain are immediately applicable. Just as valuable are the connections: we engage directly with brokers and partners who are serious about doing business. The energy, the connections, the ROI- it's all here, this is one of the best investments LogistIQ makes every year."

- Glenn Stebbings, President and CEO, LOGISTIQ Insurance Solutions

Leverage These Special Opportunities

Meet key decisions makers who have buying authority for their companies – talk directly to the top individuals in the company

Expand your customer base

Generate qualified leads

Strengthen relationships with existing customers

Introduce new products and services to a top quality audience

Share your expertise by presenting a learning lab

Cost of Exhibit Booth

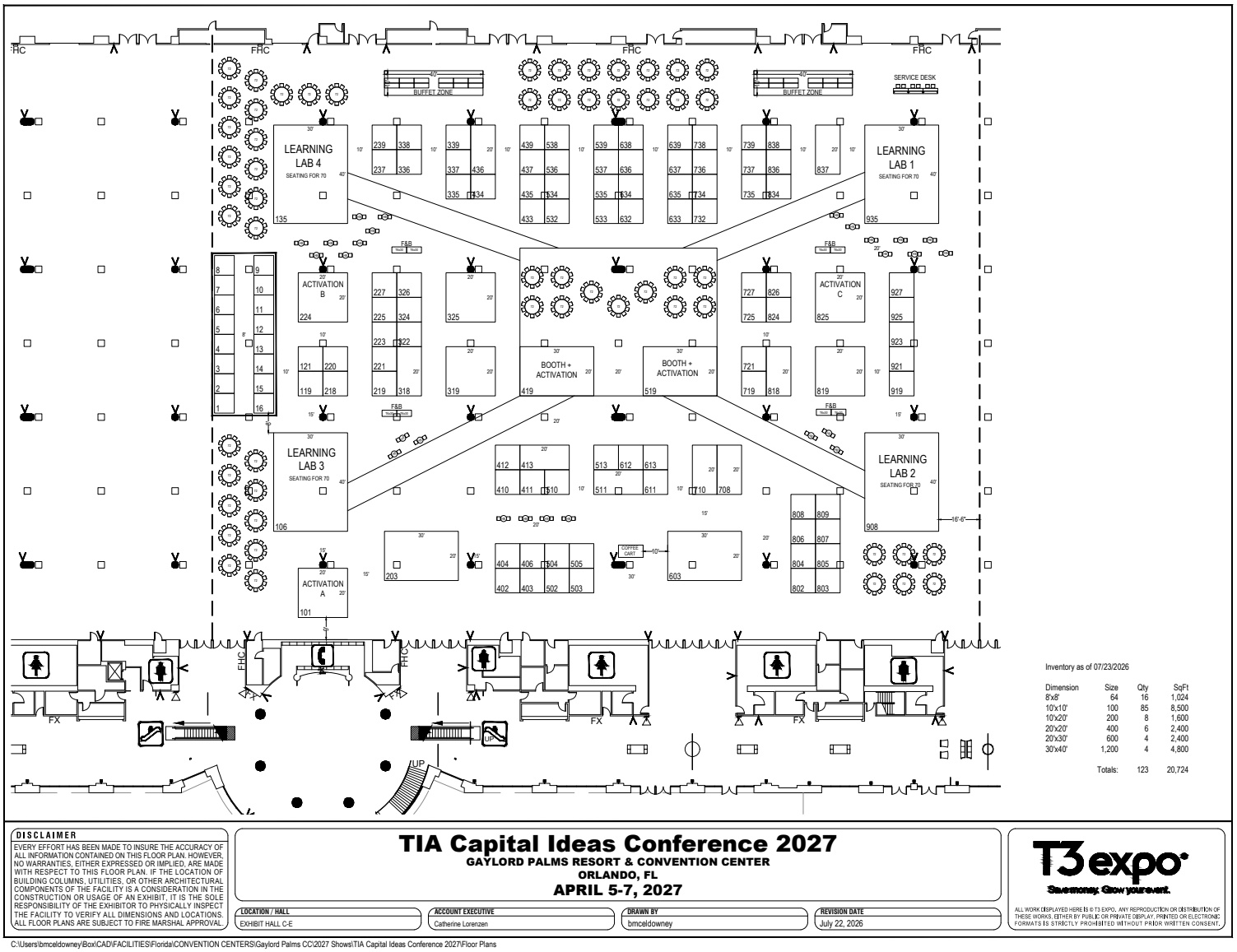
Multiple booths are available to TIA Members only. Sponsors are required to secure a booth/booths for the conference. Sponsorships are limited to TIA members. Availability and number of booths per company are based on TIA Priority Points Guidelines. Payment in full is due with the exhibit booth reservation.

Booth Size	Early Bird	After Sept 28
8′ x 8′ booth (First Time Exhibitors & Members)	$5,100	$5,300
10′ x 10′ booth (Members)	$6,600	$6,900
10′ x 10′ booth (Non-Members)	$9,900	$9,100
10′ x 20′ (Silver Sponsors)	$12,100	$12,600
20′ x 20′ booth (Gold Sponsors)	$23,100	$24,000
30' x 20' booth (Platinum Sponsors)	$34,100	$35,500

Included in the Cost of the Booth

- Full booth set up consisting of flameproof backdrop (8' high) and side drapery (3' high) on aluminum supports.
- Each 10'x10' and 8' x 8' booth receives one complimentary full conference registration Including all sessions, listing in the digital platform, access to digital session materials, luncheons, breakfasts and networking events.
- Complimentary 25-word listing and profile of your company and products included in the digital platform.
- Registration list prior to and after the conclusion of the meeting, including those attendees who have opted to have their information included.
- Insurance coverage for each exhibitor for conference.
    - General Aggregate Limit (Other Than Products Completed Operations) $2,000,000.00
    - Personal and Advertising Injury Limit $1,000,000.00
    - Each Occurrence Limit $1,000,000.00
    - Damage to Premises Rented to You Limit $300,000.00 (Any One Premises)
- Top notch educational sessions to complement the show and draw more qualified attendees to the event.

Gaylord Palms Resort & Convention Center, Orlando, FL



TIA reserves the right to make changes to the floor plan if necessary.

TIA Exhibit Booth Assignments

TIA has implemented an Exhibitor Priority Points system in an effort to further streamline the booth assignment process and create a fair and equitable system for TIA exhibitor partners.

Booth reservations are fully automated and must be made online at: https://tianet.org/2027exhibit. The reservation must be completed and received by TIA with payment in full via credit card. Each reservation will be date/time stamped in the order in which they are received. Exhibitor Priority Points will then be assigned to each exhibitor requesting space based on the priority point system outlined below. The Priority Point system will then determine the order in which booths are assigned. Each reservation must indicate 3 booth location choices. TIA cannot guarantee your booth choices will be assigned, however we will try to accommodate your choices based on your priority points.

Timeline

September 28, 2026—The first round of booth assignments will be based on the total number of exhibitor points, date and time the on-line reservation confirmation is received. Payment in full for the booth reservation is due at the time the online reservation is made. **Please note: Prices increase on booths reserved after September 28.**

November 2, 2026—Final Round of Booth Assignments will be based on the total number of exhibitor points, date and time the on-line reservation confirmation is received. Payment in full for the booth reservation is due at the time the online reservation is made.

After November 2, 2026—booth assignments will be made based on availability and the order in which the reservation is received. Payment in full for booth reservations is due at the time the online reservation is made.

Contact Information

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Meetings Manager
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Exhibit Booth Assignments

All Booth space will be assigned based on Priority Points *(See details on page 8).*

30 x 20 Booth Space

30 x 20 booth space requests are accepted for **Platinum Sponsors** from the prior year who are continuing as a Platinum Sponsor for the year the space is requested.

Example: A Platinum sponsor for 2026 can request a 30 x 20 space for 2027 if they plan to continue as a platinum sponsor for 2027.

20 x 20 Booth Space

20 x 20 exhibit booth space requests are accepted for Gold Sponsors from the prior year who are continuing as a Gold Sponsor for the year the exhibit space is requested.

Example: A Gold sponsor for 2026 can request a 20x20 booth space for 2027 if they plan to continue as a gold sponsor for 2027.

10 x 20 Booth Space

10 x 20 exhibit booth space requests are accepted for Silver Sponsors from the prior year who are continuing as a Silver Sponsor for the year the exhibit space is requested.

Example: A Silver sponsor for 2026 can request a 10x20 booth space for 2027 if they plan to continue as a silver sponsor for 2027.

Preliminary Schedule

The exhibit floor will open on Tuesday April 6, 2027. Exhibitors are reminded that no hospitality functions are to be scheduled in conflict with official TIA functions.

Move-In	Sun. April 4 | 12:00 pm - 5:00 pm Mon. April 5 | 9:00 am - 3:00 pm
Exhibit Hours	Tues. April 6 | 12:00 pm - 1:30 pm & 5:00 pm - 7:50 pm Wed. April 7 | 11:00 am - 1:00 pm & 5:00 pm - 7:00 pm
Move-Out	Wed. April 7 | 7:30 pm - 11:00 pm

Priority Points

TIA Exhibitors Accumulate Priority Points Several Ways

1. By exhibiting in the annual event
2. By purchasing advertising
3. By purchasing sponsorship opportunities
4. By exhibiting five consecutive years
5. By being a TIA Member

Priority Points are neither property nor a license and cannot be transferred, sold or assigned by an exhibitor. The Priority Point system is subject to cancellation, change or modification by TIA at any time without prior notice.

Frequently Asked Questions

How Are Priority Points Accumulated For Being a Member?

TIA Members receive five priority points

How Are Priority Points Accumulated for the Purchase of Exhibit Space?

1. Each exhibitor is credited with one (1) priority point for each booth space purchased.
2. Each exhibitor who has exhibited 5 consecutive years or more receives 5 points.

How Are Priority Points Accumulated for Sponsorship Packages?

Points will be awarded *to current Exhibitors only* for sponsorship dollars spent:

$1,000 – $4,999 = 2 points
$5,000 – $9,999 = 4 points
$10,000 – $19,999 = 6 points
$20,000 – $29,999 = 8 points
$30,000 - $49,999 = 12 points
$50,000 and above = 16 points

How Are Priority Points Accumulated for Advertising?

Points will be awarded for advertising based on annual overall advertising spent.

$5,000 = 1 point
$5,001 – $10,000 = 2 points
$10,001 – $20,000 = 3 points
Over $20,000 = 5 points

What Happens if a Company Buys an Additional Booth, Increases/Reduces Booth Size, or Buys New or Additional Advertising/Sponsorship Products?

Each company will receive full credit for any changes/additions that positively or negatively impact the point total. We update each company's priority point total before the show space assignment cycle based on the booth and advertising/sponsorship status at the time of space selection. If a company chooses not to sponsor, no points will be awarded.

What if a Company Purchases Another Company on the Show Floor That Has Accrued Points Over the Years?

Points earned for each company will be reviewed year-by-year and the highest point total of each year will be the yearly point total for the purchasing company.

What Happens to Priority Points if a Company Goes Through a Divestiture?

Points earned during the shared years the two companies exhibited together will be divided equally, unless otherwise mutually desired as part of the divestiture agreement.

Can a Company Lose Exhibitor Priority Points?

Two consecutive absences from the show will result in loss of all accrued priority points.

Rules and Regulations

Eligible Exhibits

Show management reserves the right to determine the eligibility of any company or product for inclusion in the show. Contracts are not valid and booths not assigned without receipt of a fully completed form and full payment at the TIA office.

Floor Plan

Show management reserves the right to assign booth space and has control over admission policies at all times.

Use of Exhibit Space

- All demonstrations or other promotional activities must be confined to the limits of the exhibit booth.
- Exhibitor must procure at its own expense any necessary licenses/permits necessary for the purpose of displaying and/or exhibiting any products or services at the show.
- Exhibitors must show only goods manufactured or distributed by them in the regular course of business.
- No firm or organization not assigned exhibit space will be permitted to solicit business within the exhibit area.
- Exhibitors may procure at their own expense, modest food and beverage in their booths for entertaining purposes during designated show times only. Food and Beverage must be approved by TIA one month in advance of the conference. If COVID safety guidelines are required, any existing regulations must be adhered to.
- Food and beverage must be purchased through the host hotel or convention center where the Annual Conference is taking place. Outside food and beverage is prohibited. Safety guidelines and required regulations must be adhered to.

Booth Information

- To maintain uniformity and to prevent obstructing the view of adjoining booths, as well as to comply with fire regulations, standard booths (one or more booths in a straight line) must not be higher than eight feet in the back and three feet along the side dividers. Perimeter wall booths (standard wall booths located on the outer perimeter wall of the exhibit floor) must not be higher than eight feet in the back and three feet along the side dividers. Island booths must not be higher than 18 feet. No walls, partitions, decorations or other obstructions may be erected which in any way interfere with the view of any other exhibitor. All visible parts of booths must be free of electrical cords and unfinished surfaces. Hanging banners and structures are prohibited in the exhibit hall.
- Display material exposing unfinished surfaces is not permitted and must be finished at the exhibitor's expense. Show management reserves the right to have such finishing done and bill the exhibiting company for any charges incurred. management reserves the right to have such finishing done and bill the exhibiting company for any charges incurred.

Exhibit Information

- No "live" microphones or loudspeaker equipment will be permitted in any exhibit booth; however, portable film, slide and videotape projectors may be utilized as long as other rules are met. If audio/visual equipment is used, the exhibitor agrees to comply with all hotel regulations for the operation of the equipment. All sound devices must be turned to a conversational level and should not be objectionable to neighboring exhibitors.
- Helium-filled balloons, live animals or birds and smoking are not permitted in the exhibit area.
- Alcohol is permitted in the exhibit area only during official receptions and only the alcohol provided by the hotel specifically for these receptions is permitted.
- Show management reserves the right to restrict the exhibits which, due to noise, method of operation, materials or any behavior that becomes objectionable. Also to prohibit or to evict any exhibit, which, in the opinion of show management, may detract from the general character that show management determines to be desirable. In the event of such restriction or eviction, show management is not liable for any refund or any other exhibit expense.
- The exhibiting of products does not constitute an endorsement by show management, nor is an exhibitor permitted to represent in any manner that its goods and/or services have been endorsed by TIA.

Exhibitor Activities

Exhibitors agree not to schedule or conduct any outside activities, including but not limited to: receptions, seminars, symposiums, meetings, and hospitality suites that are in conflict with the official published program of the show management. Activities must be approved by TIA one month in advance of the conference.

Common Areas

The registration area, aisles, common areas, main entrance, etc. may not be used for the purpose of displaying any equipment, merchandise, signs, demonstrations or distributing materials.

Fire Regulations

Exhibitors shall comply with all local, state, federal and building fire and smoking regulations.

Set-Up & Dismantling

Installation of exhibits will begin at 12:00 pm,, Sunday, April 4, 2027, and must be completed by 5:00 pm. All charges for services will be billed to the exhibitor directly. Dismantling of exhibits may not begin until after the show has closed at 7:00 pm, Wednesday, April 7, 2027, and must be completed by 11:00 pm. All charges for removal and storage services for any items not removed by midnight will be billed to the exhibitor.

Rules and Regulations

Special Conditions

Exhibitors may appoint their own subcontractors only for the physical set up and dismantling of their displays. Show management, however, must be notified in writing at least 60 days prior to the show. Certificates of Insurance must accompany such notifications. The official service contractor, and/or the hotel must provide all other show services.

Security

TIA will provide perimeter security in the exhibit hall during set up, show hours and dismantling. Show management will take reasonable precautions against damage or loss by fire, theft or other means. TIA does not, however, guarantee or insure exhibitors against any loss or damage for any reason. TIA, the hotel, or any other officers, agents or employees shall not be liable for any act or omission of security watchmen. Exhibitors are responsible for insuring their equipment and other materials used in the exhibit.

Subletting

No exhibitor may assign, sublet or apportion the whole or any part of the space allotted to him/her, nor exhibit therein, nor permit any other persons or firms to exhibit therein, any goods or services other than those distributed by the exhibitor in the regular course of business, without the written consent of show management. Each booth is limited to one name and one 25 word description per booth.

Booth Cancellation

Written cancellation is required and must be postmarked no later than Monday, November 2, 2026 to qualify for a refund of monies paid less a $500 administrative fee. Written cancellations postmarked received after November 2, 2026, forfeit all monies paid. Space may be resold or reassigned without any obligation on the part of TIA for any refund whatsoever.

Sponsorship Requirements and Cancellation

No refunds are provided for sponsorships. Cancellation of part or all of contracted sponsorship may affect future opportunities with TIA. Sponsors are required to secure a booth/booths for the conference. Sponsorships are limited to TIA members. Payment in full is due on receipt of sponsorship agreements.

Sponsorships are required for booths 10x20 and larger based on the following:

- 10 x 20 booths require a silver sponsorship
- 20 x 20 booths require a gold sponsorship
- 30 x 20 booths require a platinum sponsorship

TIA Cancellation of Event

Transportation Intermediaries Association ("TIA") reserves the right to cancel the exhibition. In the event of such cancellation by TIA or force Majeure, exhibitor will be notified in writing and will receive a full refund of all fees previously paid for the exhibit booth. Parties agree that in the event of such cancellation, the Exhibitor's sole remedy against TIA shall be the refund of monies paid to TIA by Exhibitor pursuant to this Agreement. TIA will not be responsible or liable for a failure of performance of this Agreement (including for any delay or cancellation of the exhibit or event) due to an Act of God, war, threat of war, actions of government, disaster, strikes, civil disorder, pandemics, epidemics, poor vendor performance, other emergencies making it advisable, illegal, or impossible to hold the event or deliver exhibitor benefits, acts of nature, power, communications, satellite, and network failures, or other circumstances beyond TIA's control.

Exhibitor Registration

Personnel must pick up their registration materials and badges during regular registration times. No one will be admitted to the exhibit hall without a badge, and badges must be worn at all times when in the exhibit hall.

Badges

No one (including exhibit personnel, installation and dismantling crews, etc.) will be admitted to the exhibit hall without a badge. Badges are required and must be worn by all attendees and exhibit personnel at all times. Persons without badges will be escorted out of the exhibit hall. Exhibitors with exposition credentials (an exhibitor badge) will be admitted into the exhibit hall one hour prior to the opening of the show and be permitted to remain in the hall up to one hour after closing each day. Badge sharing is not permitted during the TIA conference, exhibit set up and dismantling.

Liability & Insurance

Exhibitors shall assume all responsibility for damage to the display area and shall indemnify and hold harmless agents, servants and employees of TIA and the hotel from and against any and all claims for loss, damage, injury no matter however caused, resulting from, or arising out of or in any way connected with exhibitor's participation in TIA's Exhibition. Exhibitors must insure themselves against property loss and/or damage and liability for injury. Damage to inadequately packed property is the exhibitor's responsibility. In the event the exhibitor damages the building, he/she agrees to reimburse the owner of the building for the cost of repairing such damages. Exhibitors also agree to abide by all other provisions of these regulations, fire regulations, all other regulations of the hotel and local, state and federal regulations.

Rules and Regulations

General Insurance Requirements

Insurance coverage for each exhibitor for conference is provided through Rain Protection Insurance.

- Coverage Includes:
- General Aggregate Limit (Other Than Products Completed Operations) $2,000,000.00
- Personal and Advertising Injury Limit $1,000,000.00
- Each Occurrence Limit $1,000,000.00
- Damage to Premises Rented to You Limit $300,000.00 (Any One Premises)

Indemnity

Exhibitor agrees to indemnify and hold harmless TIA, and any and all co-sponsors, their officers, employees and members, from any and all liability to any person or persons for or by reasons of the breach by exhibitor, his/her agents or employees of: any condition, defective or otherwise, of any apparatus, equipment or fixtures furnished by exhibitor in connection with his/her exhibit; any act or omission of said exhibitor, or any of his/her agents or employees. Indemnity includes, but is not limited to, claims of copyright, trademark or patent infringement, unfair competition and products liability. The exhibitor, expressly releases TIA, and any and all co-sponsors, their officers, employees and members from any and all claims for loss, damage or injury. Exhibitor assumes entire responsibility and hereby agrees to protect, indemnify, defend and save TIA, and any and all co-sponsors, their officers, employees and members, and the host site harmless against all claims, losses and damages to persons or property, governmental charges or fines and attorney's fees arising out of or caused by exhibitor's installation, removal, maintenance, occupancy or use of the exhibition premises or part thereof, excluding any such liability caused by the sole negligence of the host site jointly or severally, their employees and agents. In addition, exhibitor acknowledges that show management/host site does not maintain insurance covering exhibitor to obtain business interruption and property damage insurance covering such losses by exhibitor.

Amendments

TIA reserves the right to revise, delete or otherwise amend these exhibit rules at any time and without prior notice.

Exhibitor Priority Points

TIA has implemented an Exhibitor Priority Points system in an effort to further streamline the booth assignment process and create a fair and equitable system for TIA exhibitor partners.

All booth reservations are fully automated and must be made online at this link: https://tianet.org/2027exhibit. The reservation must be fully completed and received by TIA with payment in full via credit card. Each reservation will be date/time stamped in the order in which they are received. Exhibitor Priority Points will then-be assigned to each exhibitor requesting space based on the priority point system outlined below. The Priority Point system will then determine the order in which booths are assigned. Each reservation must indicate 3 booth choice locations. We cannot guarantee your booth choices will be assigned, however we will try to accommodate your choices based on your priority points.

All booth reservations will be taken on line at https://tianet.org/2027exhibit beginning July 27, 2026

TIA Exhibitors accumulate Priority Points several ways:

1. By exhibiting in the annual event
2. By purchasing advertising
3. By purchasing sponsorship opportunities
4. By exhibiting five consecutive years— and, of course...
5. By being a TIA Member

Contact Information

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Rules and Regulations

Timeline

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After November 2, 2026—Booth assignments will be made based on availability and the order in which the reservation is received. Payment in full for booth reservations is due at the time the online reservation is made.

Written cancellations received after November 2, 2026, forfeit all monies paid.

2027 Floor Plan

To reserve your booth visit https://tianet.org/2027exhibit

Important Dates

- 2027 Booth Reservations Open — July 27, 2026
- First Round of Booth Assignments — September 28, 2026
- Final Round of Booth Assignments — November 2, 2026
- Cancellation Cut-Off date — November 2, 2026

Preliminary Schedule

The exhibit floor is open on Tuesday April 6, and Wednesday April 7, 2027. Exhibitors are reminded that no hospitality functions are to be scheduled in conflict with official TIA functions.

Move In

Sun. April 4 | 12:00 pm – 5:00 pm
Mon. April 5 | 9:00 am – 3:00 pm

Exhibit Hours

Tues. April 6 | 12:00 pm - 1:30 pm & 5:00 pm - 7:50 pm
Wed. April 7 | 11:00 am - 1:00 pm & 5:00 pm - 7:00 pm

Move-Out

Wed. April 7 | 7:30 pm - 11:00 pm

Frequently Asked Questions

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TIA Members receive five priority points

How are Priority Points accumulated for the purchase of exhibit space?

1. Each exhibitor is credited with one (1) priority point for each booth space purchased.
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- $30,000 - $49,999 = 12 points
- $50,000 and above = 16 points

How are Priority Points accumulated for advertising?
Points will be awarded for advertising based on annual overall advertising spent.

- $5,000 = 1 point
- $5,001 – $10,000 = 2 points
- $10,001 – $20,000 = 3 points
- Over $20,000 = 5 points

What happens if a company buys an additional booth, increases/reduces booth size, or buys new or additional advertising/ sponsorship products?
Each company will receive full credit for any changes/ additions that positively or negatively impact the point total. We update each company's priority point total before the show space assignment cycle based on the booth and advertising/ sponsorship status at the time of space selection. If a company chooses not to sponsor, no points will be awarded.

What if a company purchases another company on the show floor that has accrued points over the years?
Points earned for each company will be reviewed year by year and the highest point total of each year will be the yearly point total for the purchasing company.

What happens to Priority Points if a company goes through a divestiture?
Points earned during the shared years the two companies exhibited together will be divided equally, unless otherwise mutually desired as part of the divestiture agreement.

Can a company lose Exhibitor Priority Points?
Two consecutive absences from the show will result in loss of all accrued priority points.

Code of Conduct Policy

TIA is a listening organization focused on its participants. TIA Conferences are designed to increase interaction, engagement, collaboration, connectivity and community, in a fun and safe learning environment.

We value the participation of each member of the community and endeavor to deliver an enjoyable and fulfilling experience. Conference participants are expected to conduct themselves with integrity, courtesy and respect for others and maintain the highest level of professionalism at all conference programs and events, whether officially sponsored by TIA or not. All attendees, speakers, organizers, volunteers, partners, vendors and staff at any TIA event are required to observe the following Code of Conduct.

TIA is committed to a harassment-free conference experience in which all individuals are treated with respect and dignity and are free from all forms of harassment and discrimination. Any form of harassment, even when not unlawful or directed at a protected category, is prohibited and will not be tolerated. All employees, including supervisors, co-workers, vendors, contractors, customers or other third parties, are expected to adhere to this policy.

Reported or suspected occurrences of harassment or discrimination will be promptly and thoroughly investigated. Following an investigation, TIA will promptly take any necessary and appropriate action.

TIA will not permit or condone any acts of retaliation against anyone who files or cooperates in the investigation of harassment or discrimination complaints.

1. The term "harassment" includes harassment based on any category protected by federal, state or local law, which may include, but is not limited to, unwelcome slurs, jokes, or verbal, graphic or physical conduct relating to an individual's race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, familial status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation.

2. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where:

    a. Submission to such conduct is an explicit or implicit term or condition of employment;

    b. Employment decisions are based on an employee's submission to or rejection of such conduct; or

    c. Such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Participants violating these rules may be asked to leave the conference at the sole discretion of TIA and will and forfeit all registration fees for violating the policy. Thank for helping to make this a welcoming event for all.

Since 1978, the Transportation Intermediaries Association has been recognized as the trusted voice of the $343 billion third-party logistics industry. TIA Members are able to establish and protect ethical, profitable and growing businesses in service to their customers. TIA is the only organization exclusively representing third-party logistics companies doing business in domestic and international commerce.



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www.tianet.org

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