

# Finding success outside of the family business



Campbell coaches football in his free time.

**T**he things ICAT ships for its clients can't just go in the regular mail, like the nearly 700,000 pounds of bricks the company had to get to an auto plant in Teulada, Spain.

Or, the time it had to get a 9-pound transducer from Phoenix to Abu Dhabi.

The bricks? ICAT coordinated a number of private and commercial planes to ensure the bricks got there on time and in one piece. How many planes

does it take to ship that many bricks overseas? "A lot," said Rick Campbell, president and CEO of ICAT.

The transducer? That went by courier and was hand delivered.

ICAT (the "CAT" is a nod to the founder's Alma Mater, Penn State) was founded in 1993 when Campbell decided to strike out on his own after years in the logistics industry.

"I thought that ordinary people banded together through vision and mutual respect could produce extraordinary results," said Campbell.

His vision appears to have been right. ICAT today has 15 offices around the country – both company stores and franchises – and 95 affiliated global offices. Campbell plans to increase that to 20 offices in the U.S. and reach the \$250 million revenue mark by focusing on selected niche markets. In addition, the company currently works strictly with U.S. based companies, but Campbell has his sights set on adding companies headquartered overseas to his client list.

ICAT may have never existed at all if it wasn't for Campbell's dad and uncle. The business partners had a successful food brokerage – but refused to let Campbell join the company.

Campbell was working at CF Air Freight when he returned home to ask for a job in the family business.

His uncle's reply when Campbell informed him he would be joining the company?

"We don't have any openings."

"Later on I realized they weren't going to let me quit (the job I already had)," Campbell said. "They weren't going to let me quit it because it becomes a habit. That was a defining moment for me."

Campbell returned to work and later went on to work for American Airlines. But after years of navigating "corporate bureaucracy and politics" at those two companies, Campbell decided to found his own firm.

"People were just numbers," he said of his time in the corporate world.

Since then, ICAT has been on the Inc. 500 twice, and Campbell was named an "Entrepreneur of the Year" by Ernst & Young.

But he still looks to his father and uncle as the best example of how to run a company.

"My uncle was a war veteran. My father worked in a steel mill (before starting the company)," said Campbell. "It was amazing to watch them work. They were generous from a business perspective. They were two self-educated guys and they were two of the smartest guys I've ever met and I've been around a lot of smart people. They were very important people to me, and they taught me so much in so many ways."

## ICAT Logistics

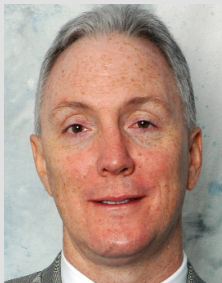
**INDUSTRY:** Logistics

**FOUNDED:** 1993

**IN A NUTSHELL:** Provides expedited logistics services to U.S.-based companies throughout the U.S. and around the globe

**SIZE:** 150 employees with offices in the U.S. and abroad

**WEB SITE:** [www.icatlogistics.com](http://www.icatlogistics.com)



**RICK CAMPBELL**  
PRESIDENT AND CEO  
ICAT LOGISTICS, INC.

"Take care of the little things, and the big things will fall into place."

*Joe Paterno*