UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 10-Q

(Mark One)

☒ **QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the quarterly period ended April 2, 2022

or

☐ **TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

For the transition period from __________ to __________.

Commission File Number: 0-51142

UNIVERSAL LOGISTICS HOLDINGS, INC.
(Exact Name of Registrant as Specified in Its Charter)

Michigan	**38-3640097**
(State or other jurisdiction of incorporation or organization)	**(I.R.S. Employer Identification No.)**

12755 E. Nine Mile Road
Warren, Michigan 48089
(Address, including Zip Code of Principal Executive Offices)

(586) 920-0100
(Registrant's telephone number, including area code)

N/A
(Former name, former address and former fiscal year, if changed since last report)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, no par value	ULH	The NASDAQ Stock Market LLC

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes ☒ No ☐

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes ☒ No ☐

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company" and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer	☐	Accelerated filer	☒
Non-accelerated filer	☐	Smaller reporting company	☒
		Emerging growth company	☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes ☐ No ☒

The number of shares of the registrant's common stock, no par value, outstanding as of May 9, 2022, was 26,441,738.

PART I – FINANCIAL INFORMATION

ITEM 1: FINANCIAL STATEMENTS

UNIVERSAL LOGISTICS HOLDINGS, INC.
Unaudited Consolidated Balance Sheets
(In thousands, except share data)

	April 2, 2022	December 31, 2021
Assets		
Current assets:		
Cash and cash equivalents	$ 14,922	$ 13,932
Marketable securities	8,980	8,031
Accounts receivable – net of allowance for doubtful accounts of $9,117 and $7,841, respectively	392,951	341,398
Other receivables	28,531	26,318
Prepaid expenses and other	30,775	30,209
Due from affiliates	1,593	807
Total current assets	477,752	420,695
Property and equipment – net of accumulated depreciation of $341,980 and $333,833, respectively	337,025	345,583
Operating lease right-of-use asset	112,400	105,859
Goodwill	170,730	170,730
Intangible assets – net of accumulated amortization of $111,026 and $107,461, respectively	84,784	88,349
Deferred income taxes	2,060	2,060
Other assets	4,411	4,215
Total assets	$ 1,189,162	$ 1,137,491
Liabilities and Shareholders' Equity		
Current liabilities:		
Accounts payable	$ 130,516	$ 117,837
Current portion of long-term debt	60,470	61,160
Current portion of operating lease liabilities	26,909	24,566
Accrued expenses and other current liabilities	55,085	43,627
Insurance and claims	48,656	43,357
Due to affiliates	16,101	17,839
Income taxes payable	18,096	4,323
Total current liabilities	355,833	312,709
Long-term liabilities:		
Long-term debt, net of current portion	341,229	366,188
Operating lease liabilities, net of current portion	90,495	85,984
Deferred income taxes	61,250	61,250
Other long-term liabilities	6,641	9,150
Total long-term liabilities	499,615	522,572
Shareholders' equity:		
Common stock, no par value. Authorized 100,000,000 shares; 30,993,577 and 30,986,702 shares issued; 26,669,069 and 26,919,455 shares outstanding, respectively	30,995	30,988
Paid-in capital	4,794	4,639
Treasury stock, at cost; 4,324,508 and 4,067,247 shares, respectively	(87,639)	(82,385)
Retained earnings	395,260	356,071
Accumulated other comprehensive income (loss):		
Interest rate swaps, net of income taxes of $22 and $(60), respectively	63	(178)
Foreign currency translation adjustments	(9,759)	(6,925)
Total shareholders' equity	333,714	302,210
Total liabilities and shareholders' equity	$ 1,189,162	$ 1,137,491

See accompanying notes to consolidated financial statements.

UNIVERSAL LOGISTICS HOLDINGS, INC.

Unaudited Consolidated Statements of Income

(In thousands, except per share data)

	Thirteen Weeks Ended	
	April 2, 2022	April 3, 2021
Operating revenues:		
Truckload services	$ 57,483	$ 59,702
Brokerage services	107,172	96,919
Intermodal services	157,613	103,716
Dedicated services	75,487	47,961
Value-added services	126,106	106,933
Total operating revenues	523,861	415,231
Operating expenses:		
Purchased transportation and equipment rent	232,131	189,331
Direct personnel and related benefits	136,667	107,552
Operating supplies and expenses	42,124	37,092
Commission expense	10,024	7,324
Occupancy expense	10,195	8,180
General and administrative	10,063	9,176
Insurance and claims	8,581	6,335
Depreciation and amortization	16,228	19,085
Total operating expenses	466,013	384,075
Income from operations	57,848	31,156
Interest income	-	18
Interest expense	(2,433)	(3,181)
Other non-operating income	953	1,006
Income before income taxes	56,368	28,999
Income tax expense	14,360	7,344
Net income	$ 42,008	$ 21,655
Earnings per common share:		
Basic	$ 1.56	$ 0.80
Diluted	$ 1.56	$ 0.80
Weighted average number of common shares outstanding:		
Basic	26,864	26,916
Diluted	26,865	26,930
Dividends declared per common share	$ 0.105	$ 0.105

See accompanying notes to consolidated financial statements.

UNIVERSAL LOGISTICS HOLDINGS, INC.
Unaudited Consolidated Statements of Comprehensive Income
(In thousands)

	Thirteen Weeks Ended	
	April 2, 2022	**April 3, 2021**
Net Income	$ 42,008	$ 21,655
Other comprehensive income (loss):		
Unrealized changes in fair value of interest rate swaps, net of income taxes of $82 and $33, respectively	241	133
Foreign currency translation adjustments	(2,834)	1,067
Total other comprehensive income (loss)	(2,593)	1,200
Total comprehensive income	$ 39,415	$ 22,855

See accompanying notes to consolidated financial statements.

UNIVERSAL LOGISTICS HOLDINGS, INC.
Unaudited Consolidated Statements of Cash Flows
(In thousands)

	Thirteen Weeks Ended	
	April 2, 2022	**April 3, 2021**
Cash flows from operating activities:		
Net income	$ 42,008	$ 21,655
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	16,228	19,085
Noncash lease expense	7,194	6,392
Gain on marketable equity securities	(949)	(999)
Gain on disposal of property and equipment	(1,079)	(219)
Amortization of debt issuance costs	120	120
Stock-based compensation	162	162
Provision for doubtful accounts	1,848	1,621
Deferred income taxes	(81)	(21)
Change in assets and liabilities:		
Trade and other accounts receivable	(55,994)	(8,936)
Prepaid expenses and other assets	(1,050)	293
Principal reduction in operating lease liabilities	(6,501)	(6,158)
Accounts payable, accrued expenses and other current liabilities, insurance and claims, and income taxes payable	43,925	10,382
Due to/from affiliates, net	(2,524)	185
Other long-term liabilities	(2,187)	(425)
Net cash provided by operating activities	41,120	43,137
Cash flows from investing activities:		
Capital expenditures	(6,047)	(4,940)
Proceeds from the sale of property and equipment	2,607	760
Purchases of marketable securities	—	(114)
Proceeds from sale of marketable securities	—	117
Net cash used in investing activities	(3,440)	(4,177)
Cash flows from financing activities:		
Proceeds from borrowing - revolving debt	107,961	83,784
Repayments of debt - revolving debt	(122,200)	(102,579)
Proceeds from borrowing - term debt	4,344	3,035
Repayments of debt - term debt	(15,873)	(15,443)
Dividends paid	(5,646)	(5,692)
Purchases of treasury stock	(5,254)	—
Net cash used in financing activities	(36,668)	(36,895)
Effect of exchange rate changes on cash and cash equivalents	(22)	(29)
Net increase in cash	990	2,036
Cash and cash equivalents – beginning of period	13,932	8,763
Cash and cash equivalents – end of period	$ 14,922	$ 10,799
Supplemental cash flow information:		
Cash paid for interest	$ 2,336	$ 3,086
Cash paid for income taxes	$ 602	$ 9,786

See accompanying notes to consolidated financial statements.

UNIVERSAL LOGISTICS HOLDINGS, INC.
Unaudited Consolidated Statements of Shareholders' Equity
(In thousands, except per share data)

	Common stock	Paid-in capital	Treasury stock	Retained earnings	Accumulated other comprehensive income (loss)	Total
Balances – December 31, 2020	$ 30,981	$ 4,484	$ (82,385)	$ 293,643	$ (7,150)	$ 239,573
Net income	—	—	—	21,655	—	21,655
Comprehensive income	—	—	—	—	1,200	1,200
Dividends paid ($0.105 per share)	—	—	—	(2,824)	—	(2,824)
Stock based compensation	7	155	—	—	—	162
Balances – April 3, 2021	$ 30,988	$ 4,639	$ (82,385)	$ 312,474	$ (5,950)	$ 259,766
Balances – December 31, 2021	$ 30,988	$ 4,639	$ (82,385)	$ 356,071	$ (7,103)	$ 302,210
Net income	—	—	—	42,008	—	42,008
Comprehensive (loss)	—	—	—	—	(2,593)	(2,593)
Dividends paid ($0.105 per share)	—	—	—	(2,819)	—	(2,819)
Purchases of treasury stock	—	—	(5,254)	—	—	(5,254)
Stock based compensation	7	155	—	—	—	162
Balances – April 2, 2022	$ 30,995	$ 4,794	$ (87,639)	$ 395,260	$ (9,696)	$ 333,714

See accompanying notes to consolidated financial statements.

(1) Basis of Presentation

The accompanying unaudited consolidated financial statements of Universal Logistics Holdings, Inc. and its wholly-owned subsidiaries ("Universal") have been prepared by the Company's management. In these notes, the terms "us," "we," "our," or the "Company" refer to Universal and its consolidated subsidiaries. In the opinion of management, the unaudited consolidated financial statements include all normal recurring adjustments necessary to present fairly the information required to be set forth therein. All intercompany transactions and balances have been eliminated in consolidation. Certain information and note disclosures normally included in financial statements prepared in accordance with U.S. generally accepted accounting principles have been condensed or omitted from these statements pursuant to such rules and regulations and, accordingly, should be read in conjunction with the consolidated financial statements as of December 31, 2021 and 2020 and for each of the years in the three-year period ended December 31, 2021 included in the Company's Form 10-K filed with the Securities and Exchange Commission. The preparation of the consolidated financial statements requires the use of management's estimates. Actual results could differ from those estimates.

Our fiscal year ends on December 31 and consists of four quarters, each with thirteen weeks.

COVID-19

In March of 2020, the World Health Organization declared the coronavirus outbreak (COVID-19) a pandemic. The Company remains committed to doing its part to protect its employees, customers, vendors and the general public from the spread of COVID-19. We will continue to adapt our operations as required to ensure safety while continuing to provide a high level of service to our customers.

The Company makes estimates and assumptions that affect reported amounts and disclosures included in its financial statements and accompanying notes and assesses certain accounting matters that require consideration of forecasted financial information. The Company's assumptions about future conditions important to these estimates and assumptions are subject to uncertainty, including the impacts of the COVID-19 pandemic.

Although we estimate COVID-19 had the largest impact on our business during the second quarter 2020, we are unable to predict with any certainty the future impact COVID-19 may have on our operational and financial performance. The Company will continue to monitor these conditions in future periods as new information becomes available and will update its analyses accordingly.

(2) Recent Accounting Pronouncements

In March 2020, the FASB issued ASU No. 2020-04 ("ASU 2020-04"), Reference Rate Reform (Topic 848): "Facilitation of the Effects of Reference Rate Reform on Financial Reporting." The ASU was issued to provide optional guidance for a limited period of time to ease the potential burden in accounting for reference rate reform on financial reporting. ASU 2020-04 is effective as of March 12, 2020 through December 31, 2022. The Company has evaluated the provisions of this standard and determined that it is applicable to our primary term loan and revolving credit facility, real estate promissory notes and investment margin credit facility. The London Interbank Offered Rate ("LIBOR") is the basis for interest charges on outstanding borrowings for both our line of credit and investment margin account. The scheduled discontinuation of LIBOR is not expected to materially alter any provisions of either of these debt instruments, except for the identification of a replacement reference rate. The Company has evaluated the new guidance and does not expect it to have a material impact on its financial condition, results of operations, or cash flows.

In June 2016, the FASB issued ASU 2016-13 ("ASU 2016-13"), Accounting for Credit Losses (Topic 326). ASU 2016-13 requires the use of an "expected loss" model on certain types of financial instruments. The standard also amends the impairment model for available-for-sale debt securities and requires estimated credit losses to be recorded as allowances instead of reductions to amortized cost of the securities. The new standard will become effective for us beginning with the first quarter 2023. The Company is evaluating the new guidance, but does not expect it to have a material impact on our consolidated financial statements.

(3) Revenue Recognition

Universal is a holding company that owns subsidiaries engaged in providing customized transportation and logistics services. For financial reporting, we broadly group the services provided by Universal's consolidated subsidiaries into the following categories: truckload, brokerage, intermodal, dedicated and value-added. We disaggregate these categories and report our service lines separately on the Consolidated Statements of Income.

Truckload services include dry van, flatbed, heavy-haul and refrigerated operations. We transport a wide variety of general commodities, including automotive parts, machinery, building materials, paper, food, consumer goods, furniture, steel and other metals on behalf of customers in various industries. Truckload services also include our final mile and ground expedited services.

To complement our available capacity, we provide customers freight brokerage services by utilizing third-party transportation providers to move freight. Brokerage services also include full-service domestic and international freight forwarding and customs brokerage.

Intermodal services include rail-truck, steamship-truck and support services. Our intermodal support services are primarily short- to medium-distance delivery of rail and steamship containers between the railhead or port and the customer and drayage services.

Dedicated services are primarily provided in support of automotive and retail customers using van equipment. Our dedicated services are primarily short-run or round-trip moves within a defined geographic area.

Transportation services are short term in nature; agreements governing their provision generally have a term of less than one year. They do not contain significant financing components. The Company recognizes revenue over the period transportation services are provided to the customer, including service performed as of the end of the reporting period for loads currently in-transit, in order to recognize the value that is transferred to a customer over the course of the transportation service.

We determine revenue in-transit using the input method, under which revenue is recognized based on the duration of time that has lapsed from the departure date (start of transportation services) to the arrival date (completion of transportation services). Measurement of revenue in-transit requires the application of significant judgment. We calculate the estimated percentage of an order's transit time that is complete at period end, and we apply that percentage of completion to the order's estimated revenue.

Value-added services, which are typically dedicated to individual customer requirements, include material handling, consolidation, sequencing, sub-assembly, cross-dock services, kitting, repacking, warehousing and returnable container management. Value-added revenues are substantially driven by the level of demand for outsourced logistics services. Major factors that affect value-added service revenue include changes in manufacturing supply chain requirements and production levels in specific industries, particularly the North American automotive and Class 8 heavy-truck industries.

Revenue is recognized as control of the promised goods or services is transferred to our customers, in an amount that reflects the consideration the Company expects to receive in exchange for its services. We have elected to use the "right to invoice" practical expedient to recognize revenue, reflecting that a customer obtains the benefit associated with value-added services as they are provided. The contracts in our value-added services businesses are negotiated agreements, which contain both fixed and variable components. The variability of revenues is driven by volumes and transactions, which are known as of an invoice date. Value-added service contracts typically have terms that extend beyond one year, and they do not include financing components.

The following table provides information related to contract balances associated with our contracts with customers (in thousands):

	April 2, 2022	December 31, 2021
Prepaid expenses and other - contract assets	$ 2,737	$ 2,023

We generally receive payment for performance obligations within 45 days of completion of transportation services and 65 days for completion of value-added services. Contract assets in the table above generally relate to revenue in-transit at the end of the reporting period.

(4) Marketable Securities

The Company accounts for its marketable equity securities in accordance with ASC Topic 321 "*Investments Equity Securities*." ASC Topic 321 requires companies to measure equity investments at fair value, with changes in fair value recognized in net income. The Company's investments in marketable securities consist of equity securities with readily determinable fair values. The cost basis of securities sold is based on the specific identification method, and interest and dividends on securities are included in non-operating income (expense).

Marketable equity securities are carried at fair value, with gains and losses in fair market value included in the determination of net income. The fair value of marketable equity securities is determined based on quoted market prices in active markets, as described in Note 7.

The following table sets forth market value, cost basis, and unrealized gains on equity securities (in thousands):

	April 2, 2022	December 31, 2021
Fair value	$ 8,980	$ 8,031
Cost basis	6,426	6,426
Unrealized gain	$ 2,554	$ 1,605

The following table sets forth the gross unrealized gains and losses on the Company's marketable securities (in thousands):

	April 2, 2022	December 31, 2021
Gross unrealized gains	$ 3,268	$ 2,574
Gross unrealized losses	(714)	(969)
Net unrealized gains	$ 2,554	$ 1,605

The following table shows the Company's net realized gains on marketable equity securities (in thousands):

	Thirteen weeks ended	
	April 2, 2022	April 3, 2021
Realized gain:		
Sale proceeds	$ —	$ 117
Cost basis of securities sold	—	92
Realized gain	$ —	$ 25
Realized gain, net of taxes	$ —	$ 19

The Company did not sell marketable equity securities during the thirteen-week period April 2, 2022.

During the thirteen-week periods ended April 2, 2022 and April 3, 2021, our marketable equity securities portfolio experienced a net unrealized pre-tax gain in market value of approximately $949,000 and $974,000, respectively, which was reported in other non-operating income for the period.

(5) Accrued Expenses and Other Current Liabilities

Accrued expenses and other current liabilities are comprised of the following (in thousands):

	April 2, 2022	December 31, 2021
Accrued payroll	$ 16,169	$ 13,645
Accrued payroll taxes	10,117	7,132
Driver escrow liabilities	3,691	3,754
Legal settlements and claims	14,160	9,350
Commissions, other taxes and other	10,948	9,746
Total	$ 55,085	$ 43,627

(6) Debt

Debt is comprised of the following (in thousands):

	Interest Rates at April 2, 2022	April 2, 2022	December 31, 2021
Outstanding Debt:			
Credit and Security Agreement (1)			
Term Loan	1.95%	$ 116,250	$ 120,000
Revolver	1.95%	149,018	163,257
Equipment Financing (2)	2.25% to 5.13%	97,516	103,298
Real Estate Financing (3)	2.30% to 2.70%	39,888	41,887
Margin Facility (4)	1.55%	—	—
Unamortized debt issuance costs		(973)	(1,094)
		401,699	427,348
Less current portion of long-term debt		60,470	61,160
Total long-term debt, net of current portion		$ 341,229	$ 366,188

(1) Our Credit and Security Agreement (the “Credit Agreement”) provides for maximum borrowings of $350 million in the form of a $150 million term loan and a $200 million revolver. Term loan proceeds were advanced on November 27, 2018 and mature on November 26, 2023. The term loan will be repaid in consecutive quarterly installments, as defined in the Credit Agreement, commencing March 31, 2019, with the remaining balance due at maturity. Borrowings under the revolving credit facility may be made until and mature on November 26, 2023. Borrowings under the Credit Agreement bear interest at LIBOR or a base rate, plus an applicable margin for each based on the Company’s leverage ratio. The Credit Agreement is secured by a first priority pledge of the capital stock of applicable subsidiaries, as well as first priority perfected security interest in cash, deposits, accounts receivable, and selected other assets of the applicable borrowers. The Credit Agreement includes customary affirmative and negative covenants and events of default, as well as financial covenants requiring minimum fixed charge coverage and leverage ratios, and customary mandatory prepayments provisions. At April 2, 2022, we were in compliance with all covenants under the facility, and $51.0 million was available for borrowing on the revolver.

(2) Our Equipment Financing consists of a series of promissory notes issued by a wholly owned subsidiary. The equipment notes, which are secured by liens on specific titled vehicles, include certain affirmative and negative covenants, are generally payable in 60 monthly installments and bear interest at fixed rates ranging from 2.25% to 5.13%.

(3) Our Real Estate Financing consists of a series of promissory notes issued by a wholly owned subsidiary. The promissory notes, which are secured by first mortgages and assignment of leases on specific parcels of real estate and improvements, include certain affirmative and negative covenants and are generally payable in 120 monthly installments. Each of the notes bears interest at a variable rate ranging from LIBOR plus 1.85% to LIBOR plus 2.25%. At April 2, 2022, we were in compliance with all covenants.

(6) Debt – continued

(4) Our Margin Facility is a short-term line of credit secured by our portfolio of marketable securities. It bears interest at LIBOR plus 1.10%. The amount available under the line of credit is based on a percentage of the market value of the underlying securities. At April 2, 2022, the maximum available borrowings under the line of credit were $4.4 million.

The Company is also party to two interest rate swap agreements that qualify for hedge accounting. The Company executed the swap agreements to fix a portion of the interest rates on its variable rate debt that have a combined notional amount of $10.2 million at April 2, 2022. Under the swap agreements, the Company receives interest at the one-month LIBOR rate plus 2.25% and pays a fixed rate. The first swap became effective in October 2016, has a rate of 4.16% (amortizing notional amount of $10.0 million) and expires in July 2026. The second swap became effective in October 2016, has a rate of 3.83% (amortizing notional amount of $0.2 million) and expires in May 2022. At April 2, 2022, the fair value of the swap agreements was an asset of $0.1 million. Since these swap agreements qualify for hedge accounting, the changes in fair value are recorded in other comprehensive income (loss), net of tax. See Note 7 for additional information pertaining to interest rate swaps.

(7) Fair Value Measurements and Disclosures

FASB ASC Topic 820, "*Fair Value Measurements and Disclosures,*" defines fair value as the exchange price that would be received for an asset or paid to transfer a liability in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date and expanded disclosures with respect to fair value measurements.

FASB ASC Topic 820 also establishes a three-level fair value hierarchy that prioritizes the inputs used to measure fair value. This hierarchy requires entities to maximize the use of observable inputs and minimize the use of unobservable inputs. The three levels of inputs used to measure fair value are as follows:

- Level 1 — Quoted prices in active markets for identical assets or liabilities.
- Level 2 — Observable inputs other than quoted prices included in Level 1, such as quoted prices for similar assets and liabilities in active markets; quoted prices for identical or similar assets and liabilities in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 — Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. This includes certain pricing models, discounted cash flow methodologies and similar techniques that use significant unobservable inputs.

We have segregated all financial assets and liabilities that are measured at fair value on a recurring basis into the most appropriate level within the fair value hierarchy based on the inputs used to determine the fair value at the measurement date in the tables below (in thousands):

	April 2, 2022			
	Level 1	Level 2	Level 3	Fair Value Measurement
Assets				
Cash equivalents	$ 6	$ —	$ —	$ 6
Marketable securities	8,980	—	—	8,980
Interest rate swaps	—	84	—	84
Total assets	$ 8,986	$ 84	$ —	$ 9,070

(7) Fair Value Measurements and Disclosures – continued

	December 31, 2021			
	Level 1	Level 2	Level 3	Fair Value Measurement
Assets				
Cash equivalents	$ 10	$ —	$ —	$ 10
Marketable securities	8,031	—	—	8,031
Total assets	$ 8,041	$ —	$ —	$ 8,041
Liabilities				
Interest rate swaps	$ —	$ 238	$ —	$ 238
Total liabilities	$ —	$ 238	$ —	$ 238

The valuation techniques used to measure fair value for the items in the tables above are as follows:

- Cash equivalents – This category consists of money market funds which are listed as Level 1 assets and measured at fair value based on quoted prices for identical instruments in active markets.
- Marketable securities – Marketable securities represent equity securities, which consist of common and preferred stocks, are actively traded on public exchanges and are listed as Level 1 assets. Fair value was measured based on quoted prices for these securities in active markets.
- Interest rate swaps – The fair value of our interest rate swaps is determined using a methodology of netting the discounted future fixed cash payments (or receipts) and the discounted expected variable cash receipts (or payments). The variable cash receipts (or payments) are based on the expectation of future interest rates (forward curves) derived from observed market interest rate curves. The fair value measurement also incorporates credit valuation adjustments to appropriately reflect both the Company’s nonperformance risk and the respective counterparty’s nonperformance risk.

Our Credit Agreement and our Real Estate Financing consist of variable rate borrowings. We categorize these borrowings as Level 2 in the fair value hierarchy. The carrying value of these borrowings approximate fair value because the applicable interest rates are adjusted frequently based on short-term market rates.

For our Equipment Financing, the fair values are estimated using discounted cash flow analyses, based on our current incremental borrowing rates for similar types of borrowing arrangements. We categorize these borrowings as Level 2 in the fair value hierarchy. The carrying value and estimated fair value of these promissory notes at April 2, 2022 is summarized as follows:

	Carrying Value	Estimated Fair Value
Equipment promissory notes	$ 97,516	$ 97,794

We have not elected the fair value option for any of our financial instruments.

(8) Leases

ASU 2016-02, Leases, requires us to recognize a right-of-use asset and a corresponding lease liability on our balance sheet for most leases classified as operating leases under previous guidance. Right-of-use assets represent our right to use an underlying asset over the lease term and lease liabilities represent the obligation to make lease payments resulting from the lease agreement. We recognize a right-of-use asset and a lease liability on the effective date of a lease agreement.

As of April 2, 2022, our obligations under operating lease arrangements primarily related to the rental of office space, warehouses, freight distribution centers, terminal yards and equipment. Our lease obligations typically do not include options to purchase the leased property, nor do they contain residual value guarantees or material restrictive covenants. Options to extend or terminate an agreement are included in the lease term when it becomes reasonably certain the option will be exercised. As of April 2, 2022, we were not reasonably certain of exercising any renewal or termination options, and as such, no adjustments were made to the right-of-use lease assets or corresponding liabilities.

We did not separate lease and nonlease components of contracts for purposes of determining the right-of use lease asset and corresponding liability. Variable lease components that do not depend on an index or a rate, and variable nonlease components were also not contemplated in the calculation of the right-of-use asset and corresponding liability. For facility leases, variable lease costs include the costs of common area maintenance, taxes, and insurance for which we pay the lessors an estimate that is adjusted to actual expense on a quarterly or annual basis depending on the underlying contract terms. For equipment leases, variable lease costs may include additional fees associated with using equipment in excess of estimated amounts. Leases with an initial term of 12 months or less, short-term leases, are not recorded on the balance sheet. Lease expense for short-term and long-term operating leases is recognized on a straight-line basis over the lease term.

The following table summarizes our lease costs for the thirteen week periods ended April 2, 2022 and April 3, 2021 (in thousands):

	April 2, 2022		
	With Affiliates	With Third Parties	Total
Lease cost			
Operating lease cost	$ 2,352	$ 6,278	$ 8,630
Short-term lease cost	647	4,241	4,888
Variable lease cost	194	907	1,101
Sublease income	-	(85)	(85)
Total lease cost	$ 3,193	$ 11,341	$ 14,534

	April 3, 2021		
	With Affiliates	With Third Parties	Total
Lease cost			
Operating lease cost	$ 2,526	$ 5,803	$ 8,329
Short-term lease cost	-	1,157	1,157
Variable lease cost	210	589	799
Sublease income	-	(759)	(759)
Total lease cost	$ 2,736	$ 6,790	$ 9,526

(8) Leases – continued

The following table summarizes other lease related information as of and for the thirteen week periods ended April 2, 2022 and April 3, 2021 (in thousands):

	April 2, 2022		
	With Affiliates	With Third Parties	Total
Other information			
Cash paid for amounts included in the measurement of operating leases	$ 2,265	$ 5,640	$ 7,905
Right-of-use asset change due to lease termination	$ -	$ (1,370)	$ (1,370)
Right-of-use assets obtained in exchange for new operating lease liabilities	$ 344	$ 14,384	$ 14,728
Weighted-average remaining lease term (in years)	5.4	4.3	4.6
Weighted-average discount rate	6.6%	4.7%	5.4%

	April 3, 2021		
	With Affiliates	With Third Parties	Total
Other information			
Cash paid for amounts included in the measurement of operating leases	$ 2,403	$ 5,685	$ 8,088
Future right-of-use asset change due to lease signed with a future commencement date	$ 2,733	$ -	$ 2,733
Right-of-use assets obtained in exchange for new operating lease liabilities	$ 2,604	$ 909	$ 3,513
Weighted-average remaining lease term (in years)	6.1	4.8	5.3
Weighted-average discount rate	7.1%	6.1%	6.5%

Future minimum lease payments under operating leases as of April 2, 2022, are as follows (in thousands):

	With Affiliates	With Third Parties	Total
2022 (remaining)	$ 6,630	$ 17,512	$ 24,142
2023	8,473	21,976	30,449
2024	8,412	18,265	26,677
2025	6,853	15,326	22,179
2026	4,386	12,960	17,346
Thereafter	9,111	4,210	13,321
Total required lease payments	$ 43,865	$ 90,249	$ 134,114
Less amounts representing interest			(16,710)
Present value of lease liabilities			$ 117,404

(9) Transactions with Affiliates

In the ordinary course of business, affiliated companies that are owned or controlled by our controlling shareholder, Matthew T. Moroun, provide certain supplementary administrative support services to Universal, including legal, human resources, tax, IT infrastructure and other requested services. The cost of these services is based on the actual or estimated utilization of the specific service.

Universal also purchases other services from companies owned or controlled by our controlling shareholder. Following is a schedule of costs incurred and included in operating expenses for services provided by affiliates for the thirteen weeks ended April 2, 2022 and April 3, 2021 (in thousands):

	Thirteen weeks ended	
	April 2, 2022	**April 3, 2021**
Insurance	$ 17,496	$ 11,496
Real estate rent and related costs	3,099	2,913
Administrative support services	1,181	115
Truck fuel, maintenance and other operating costs	1,070	178
Contracted transportation services	320	9
Total	$ 23,166	$ 14,711

We pay the direct variable cost of maintenance, fueling and other operational support costs for services delivered at our affiliate's trucking terminals that are geographically remote from our own facilities. Such costs are billed when incurred, paid on a routine basis, and reflect actual labor utilization, repair parts costs or quantities of fuel purchased.

We lease 33 facilities from related parties. Our occupancy is based on either month-to-month or contractual, multi-year lease arrangements that are billed and paid monthly. Leasing properties from a related party affords us significant operating flexibility; however, we are not limited to such arrangements. See Note 8, "Leases" for further information regarding the cost of leased properties.

We purchase employee medical, workers' compensation, property and casualty, cargo, warehousing and other general liability insurance from an insurance company controlled by our controlling shareholder. In our Consolidated Balance Sheets, we record our insured claims liability and the related recovery in insurance and claims, and other receivables. At April 2, 2022 and December 31, 2021, there were $21.4 million and $20.4 million, respectively, included in each of these accounts for insured claims.

Other services from affiliates, including contracted transportation services, are delivered to us on a per-transaction basis or pursuant to separate contractual arrangements provided in the ordinary course of business. At April 2, 2022 and December 31, 2021, amounts due to affiliates were $16.1 million and $17.8 million, respectively.

Services provided by Universal to Affiliates

We periodically assist our affiliates by providing selected transportation and logistics support services in connection with their specific customer contracts or purchase orders. Following is a schedule of services provided to affiliates for the thirteen weeks ended April 2, 2022 and April 3, 2021 (in thousands):

	Thirteen weeks ended	
	April 2, 2022	**April 3, 2021**
Contracted transportation services	$ 155	$ 49
Facilities and related support	60	-
Total	$ 215	$ 49

At April 2, 2022 and December 31, 2021, amounts due from affiliates were $1.6 million and $0.8 million, respectively.

(10) Stock Based Compensation

On April 23, 2014, our Board of Directors adopted our 2014 Amended and Restated Stock Incentive Plan. The Plan was approved at the 2014 annual meeting of shareholders and became effective as of the date our Board adopted it. The 2014 Plan replaced our 2004 Stock Incentive Plan and carried forward the shares of common stock that remained available for issuance under the 2004 Plan. The grants under the Plan may be made in the form of options, restricted stock awards, restricted stock purchase rights, stock appreciation rights, phantom stock units, restricted stock units or shares of unrestricted common stock.

On September 9, 2021, the Company granted 2,355 shares of restricted stock to an employee of the Company. The restricted stock award has a fair value of $20.46 per share, based on the closing price of the Company's stock on the grant date. The shares will vest in five equal increments on each August 9 in 2022, 2023, 2024, 2025 and 2026, subject to continued employment with the Company.

On February 5, 2020, the Company granted 5,000 shares of restricted stock to our Chief Financial Officer. The restricted stock award has a fair value of $17.74 per share, based on the closing price of the Company's stock on the grant date. The shares will vest on February 20, 2024, subject to his continued employment with the Company.

On January 10, 2020, the Company granted 60,000 shares of restricted stock to our Chief Executive Officer. The restricted stock award has a fair value of $18.82 per share, based on the closing price of the Company's stock on the grant date. The shares will vest in installments of 20,000 shares on January 10, 2024 and January 10, 2026, and installments of 10,000 shares on January 10, 2027 and January 10, 2028, subject to his continued employment with the Company.

On February 20, 2019, the Company granted 44,500 shares of restricted stock to certain of its employees, including 10,000 shares to our Chief Financial Officer. The restricted stock awards have a grant date fair value of $23.56 per share, based on the closing price of the Company's stock, and any non-vested shares under the awards will vest in four equal increments on each February 20 in 2020, 2021, 2022 and 2023.

A grantee's vesting of restricted stock awards may be accelerated under certain conditions, including retirement.

The following table summarizes the status of the Company's non-vested shares and related information for the period indicated:

	Shares	Weighted Average Grant Date Fair Value
Non-vested at January 1, 2022	81,105	$ 19.60
Granted	—	$ -
Vested	(6,875)	$ 23.56
Forfeited	—	$ -
Balance at April 2, 2022	74,230	$ 19.24

In each of the thirteen-week periods ended April 2, 2022 and April 3, 2021, the total grant date fair value of vested shares recognized as compensation costs was $0.2 million. As of April 2, 2022, there was approximately $1.4 million of total unrecognized compensation cost related to non-vested share-based compensation arrangements. That cost is expected to be recognized on a straight-line basis over the remaining vesting period. As a result, the Company expects to recognize stock-based compensation expense of $0.2 million in 2023, $0.4 million in each 2024 and 2026, and $0.2 million in each 2027 and 2028.

(11) Earnings Per Share

Basic earnings per common share amounts are based on the weighted average number of common shares outstanding, excluding outstanding non-vested restricted stock. Diluted earnings per common share include dilutive common stock equivalents determined by the treasury stock method. For the thirteen weeks ended April 2, 2022 and April 3, 2021, we included 629 and 14,613 weighted average non-vested shares of restricted stock, respectively, in the denominator for the calculation of diluted earnings per share.

For the thirteen weeks ended April 2, 2022 and April 3, 2021, we excluded 9,230 and 0 shares of non-vested restricted stock, respectively, from the calculation of diluted earnings per share because such shares were anti-dilutive.

(12) Dividends

On February 10, 2022, our Board of Directors declared a cash dividend of $0.105 per share of common stock, payable on April 4, 2022 to shareholders of record at the close of business on March 7, 2022. Declaration of future cash dividends is subject to final determination by the Board of Directors each quarter after its review of our financial condition, results of operations, capital requirements, any legal or contractual restrictions on the payment of dividends and other factors the Board of Directors deems relevant.

(13) Segment Reporting

We report our financial results in four distinct reportable segments: contract logistics, intermodal, trucking, and company-managed brokerage, which are based primarily on the services each segment provides. This presentation reflects the manner in which management evaluates our operating segments, including an evaluation of economic characteristics and applicable aggregation criteria.

Operations aggregated in our contract logistics segment deliver value-added and/or dedicated transportation services to support in-bound logistics to original equipment manufacturers (OEMs) and major retailers on a contractual basis, generally pursuant to terms of one year or longer. Our intermodal segment is associated with local and regional drayage moves coordinated by company-managed terminals using a mix of owner-operators, company equipment and third-party capacity providers (broker carriers). Operations aggregated in our trucking segment are associated with individual freight shipments coordinated by primarily by our agents and company-managed terminals using a mix of owner-operators, company equipment and broker carriers. Our company-managed brokerage segment provides for the pick-up and delivery of individual freight shipments using broker carriers, coordinated by our company-managed operations. Other non-reportable segments are comprised of the Company's subsidiaries that provide support services to other subsidiaries.

Separate balance sheets are not prepared by segment, and we do not provide asset information by segment to the chief operating decision maker.

The following tables summarize information about our reportable segments for the thirteen week period ended April 2, 2022 and April 3, 2021 (in thousands):

	Operating Revenues	
	Thirteen weeks ended	
	April 2, 2022	April 3, 2021
Contract logistics	$ 201,593	$ 154,894
Intermodal	157,613	103,716
Trucking	97,485	94,899
Company-managed brokerage	65,206	61,106
Other	1,964	616
Total operating revenues	$ 523,861	$ 415,231

	Eliminated Inter-segment Revenues	
	Thirteen weeks ended	
	April 2, 2022	April 3, 2021
Contract logistics	$ 1,719	$ 287
Intermodal	3,460	1,077
Trucking	64	5,457
Company-managed brokerage	879	537
Total eliminated inter-segment revenues	$ 6,122	$ 7,358

(13) Segment Reporting - continued

	Income from Operations	
	Thirteen weeks ended	
	April 2, 2022	April 3, 2021
Contract logistics	$ 23,475	$ 16,820
Intermodal	23,010	8,494
Trucking	7,419	5,191
Company-managed brokerage	3,863	440
Other	81	211
Total income from operations	$ 57,848	$ 31,156

(14) Commitments and Contingencies

Our principal commitments relate to long-term real estate leases and payment obligations to equipment vendors.

On March 17, 2021, the Company received a complaint from the National Labor Relations Board (the “NLRB”) based on charges alleged by the International Brotherhood of Teamsters against four of the Company’s operating subsidiaries. The charges stem from the Company’s decision to close underperforming operations in California in December 2019. In April 2021, the Company answered the complaint by denying it engaged in any unfair labor practices and maintaining that the Company closed the underperforming California terminal due to financial reasons. In October 2021, the Company received an adverse ruling requiring the Company to, among other things, reinstate the terminated drivers and compensate them for back pay. The Company is appealing the decision. The calculation of the amount owed to the drivers will take into consideration any offsetting earnings made by terminated individuals since their separation from the Company. The Company currently estimates the possible range of financial exposure in the matter to be between $4.3 million and $7.2 million. Based on the Company’s best estimate of the liability at this time, the Company has recorded an accrued liability for this matter of $5.8 million. While the outcome of these claims cannot be predicted with any certainty, management does not believe the outcome of any of these matters will have a material adverse effect on our business, financial position, results of operations or cash flows.

On January 28, 2022, the Company was served with charges from the NLRB based on allegations of the International Brotherhood of Teamsters against the Company and four of its subsidiaries. The charges allege, among other things, that certain of the Company’s independent contractors in California should be classified as employees, rather than independent contractors. The Company has denied all charges and plans to defend the use of independent contractors in conducting its business. A hearing on the matter is schedule for June 2022. While the outcome of these claims cannot be predicted with any certainty, management does not believe the outcome of any of these matters will have a material adverse effect on our business, financial position, results of operations or cash flows.

The Company is involved in certain other claims and pending litigation arising from the ordinary conduct of business. We also provide accruals for claims within our self-insured retention amounts. Based on the knowledge of the facts, and in certain cases, opinions of outside counsel, in the Company’s opinion the resolution of these claims and pending litigation will not have a material effect on our financial position, results of operations or cash flows. However, if we experience claims that are not covered by our insurance or that exceed our estimated claim reserve, it could increase the volatility of our earnings and have a materially adverse effect on our financial condition, results of operations or cash flows.

At April 2, 2022, approximately 34% of our employees in the United States, Canada and Colombia, and approximately 80% of our employees in Mexico were subject to collective bargaining agreements that are renegotiated periodically, 21% of which are subject to contracts that expire in 2022.

(15) Subsequent Events

On May 5, 2022, our Board of Directors declared the regular quarterly cash dividend of $0.105 per share of common stock, payable to shareholders of record at the close of business on June 6, 2022 and is expected to be paid on July 5, 2022. Declaration of future cash dividends is subject to final determination by the Board of Directors each quarter after its review of our financial condition, results of operations, capital requirements, any legal or contractual restrictions on the payment of dividends and other factors the Board of Directors deems relevant.

(15) Subsequent Events - continued

On April 29, 2022, the Company executed a credit agreement and related security and mortgage agreement with a syndicate of lenders, and Fifth Third Bank, N.A., as administrative agent. The credit agreement provided for a $165.4 million term loan facility, the full amount of which was advanced on April 29, 2022. The facility matures on April 29, 2032. Under the terms of the credit agreement, the Company used the facility's proceeds (a) to repay approximately $116.4 million of aggregate principal amount outstanding under the credit and security agreement among Universal's applicable borrowing subsidiaries and KeyBank, N.A., including accrued and unpaid interest and related fees, (b) to repay in full approximately $39.5 million of aggregate principal amount outstanding under Universal's term loan and security agreement with Flagstar Bank, FSB, including accrued and unpaid interest and related fees, and (c) to pay transaction-related fees and expenses. The obligations under the facility are secured by first-priority mortgages on specific parcels of real estate owned by the Company, including all land and real property improvements, and first-priority assignments of rents and related leases of the loan parties. The credit agreement includes customary affirmative and negative covenants, and principal and interest is payable on the facility on a monthly basis, based on an annual amortization of 10%. The facility bears interest at SOFR, plus an applicable margin equal to 2.12%.

On April 29, 2022, the Company also entered into an interest rate swap with Fifth Third Bank, N.A. to fix a portion of the variable rate debt with an amortizing notional amount of $100 million. Under the swap agreement, the Company receives interest at Term SOFR and pays a fixed rate of 2.88%. The swap has an effective date of April 29, 2022 and a maturity date of April 30, 2027.

On May 4, 2022, the Company's shareholders approved an amendment to the 2014 Amended and Restated Stock Incentive Plan. Under the amendment, the number of shares of the Company's common stock authorized for issuance under the Plan increased to 700,000 shares.

ITEM 2: MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

Some of the statements and assumptions in this Form 10-Q are forward-looking statements. These statements identify prospective information. Important factors could cause actual results to differ, possibly materially, from those in the forward-looking statements. In some cases you can identify forward-looking statements by words such as "anticipate," "expect," "believe," "targets," "could," "estimate," "plan," "intend," "may," "should," "will" and "would" or other similar words. You should read statements that contain these words carefully because they discuss our future expectations, contain projections of our future results of operations or of our financial position or state other "forward-looking" information. Forward-looking statements should not be read as a guarantee of future performance or results, and will not necessarily be accurate indications of the times at, or by which, such performance or results will be achieved. Forward-looking information is based on information available at the time and/or management's good faith belief with respect to future events, and is subject to risks and uncertainties that could cause actual performance or results to differ materially from those expressed in the statements. The factors listed in the section captioned "Risk Factors" in Part I, Item 1A in our Form 10-K for the year ended December 31, 2021 and Part II, Item 1A of this Form 10-Q, as well as any other cautionary language in these filings, provide examples of risks, uncertainties and events that may cause our actual results to differ materially from the expectations we describe in our forward-looking statements.

Forward-looking statements speak only as of the date the statements are made. We assume no obligation to update forward-looking statements to reflect actual results, changes in assumptions or changes in other factors affecting forward-looking information except to the extent required by applicable securities laws. If we do update one or more forward-looking statements, no inference should be drawn that we will make additional updates with respect thereto or with respect to other forward-looking statements.

Overview

Universal Logistics Holdings, Inc. is a holding company that owns subsidiaries engaged in providing a variety of customized transportation and logistics solutions throughout the United States, and in Mexico, Canada and Colombia. Our operating subsidiaries provide customers a broad array of services across their entire supply chain, including truckload, brokerage, intermodal, dedicated and value-added services.

Our operating subsidiaries provide a comprehensive suite of transportation and logistics solutions that allow our customers and clients to reduce costs and manage their global supply chains more efficiently. We market our services through a direct sales and marketing network focused on selling our portfolio of services to large customers in specific industry sectors, through a network of agents who solicit freight business directly from shippers, and through company-managed facilities and full-service freight forwarding and customs house brokerage offices. We believe our asset-light business model is highly scalable and will continue to support our growth with comparatively modest capital expenditure requirements. Our asset-light model, combined with a disciplined approach to contract structuring and pricing, creates a highly flexible cost structure that allows us to expand and contract quickly in response to changes in demand from our customers.

We generate substantially all of our revenues through fees charged to customers for the transportation of freight and for the customized logistics services we provide. We also derive revenue from fuel surcharges, where separately identifiable, loading and unloading activities, equipment detention, container management and storage and other related services. Operations aggregated in our transportation segment are associated with individual freight shipments coordinated by our agents, company-managed terminals and specialized services operations. In contrast, operations aggregated in our logistics segment deliver value-added services and transportation services to specific customers on a dedicated basis, generally pursuant to contract terms of one year or longer. Our segments are distinguished by the amount of forward visibility we have in regards to pricing and volumes, and also by the extent to which we dedicate resources and Company-owned equipment.

The following discussion of the Company's financial condition and results of operations should be read in conjunction with Management's Discussion and Analysis of Financial Condition and Results of Operations and Consolidated Financial Statements and related notes included in our Annual Report on Form 10-K for the year ended December 31, 2021 and the unaudited Consolidated Financial Statements and related notes contained in this Quarterly Report on Form 10-Q.

COVID-19 Pandemic

The Company remains committed to doing its part to protect its employees, customers, vendors and the general public from the spread of the coronavirus outbreak (COVID-19). We will continue to adapt our operations as required to ensure safety while continuing to provide a high level of service to our customers.

The ultimate magnitude of COVID-19, including the extent of its impact on the Company's financial and operating results, which could be material, will be determined by the length of time the pandemic continues, its severity, government regulations imposed in response to the pandemic, and to its general effect on the economy and transportation demand.

While operating cash flows may be negatively impacted by the pandemic, the Company believes we will be able to finance our near term needs for working capital over the next twelve months, as well as any planned capital expenditures during such period, with cash balances, cash flows from operations, and loans and extensions of credit under our credit facilities and on margin against our marketable securities. Should the impact of the COVID-19 pandemic last longer than anticipated, and/or our cash flow from operations decline more than expected, we may need to obtain additional financing. The Company's ability to fund future operating expenses and capital expenditures, as well as its ability to meet future debt service obligations or refinance indebtedness will depend on future operating performance, which will be affected by general economic, financial, and other factors beyond our control.

Operating Revenues

For financial reporting, we broadly group our services into the following categories: truckload services, brokerage services, intermodal services, dedicated services and value-added services. Our truckload, brokerage and intermodal services associated with individual freight shipments coordinated by our agents and company-managed terminals, while our dedicated and value-added services to specific customers on a contractual basis, generally pursuant to contract terms of one year or longer. The following table sets forth operating revenues resulting from each of these categories for the thirteen weeks ended April 2, 2022 and April 3, 2021, presented as a percentage of total operating revenues:

	Thirteen Weeks Ended	
	April 2, 2022	April 3, 2021
Operating revenues:		
Truckload services	11.0%	14.4%
Brokerage services	20.5	23.3
Intermodal services	30.1	25.0
Dedicated services	14.4	11.6
Value-added services	24.0	25.7
Total operating revenues	100.0%	100.0%

Results of Operations

The following table sets forth items derived from our consolidated statements of income for the thirteen weeks ended April 2, 2022 and April 3, 2021, presented as a percentage of operating revenues:

	Thirteen Weeks Ended	
	April 2, 2022	April 3, 2021
Operating revenues:	100.0%	100.0%
Operating expenses:		
Purchased transportation and equipment rent	44.3	45.6
Direct personnel and related benefits	26.1	25.9
Operating supplies and expenses	8.0	8.9
Commission expense	1.9	1.8
Occupancy expense	1.9	2.0
General and administrative	1.9	2.2
Insurance and claims	1.6	1.5
Depreciation and amortization	3.1	4.6
Total operating expenses	89.0	92.5
Income from operations	11.0	7.5
Interest and other non-operating expense, net	(0.3)	(0.5)
Income before income taxes	10.7	7.0
Income tax expense	2.7	1.8
Net income	8.0%	5.2%

Thirteen Weeks Ended April 2, 2022 Compared to Thirteen Weeks Ended April 3, 2021

Operating revenues. Operating revenues for the thirteen weeks ended April 2, 2022 increased $108.6 million, or 26.2%, to $523.9 million from $415.2 million for the thirteen weeks ended April 3, 2021. Included in operating revenues are separately-identified fuel surcharges of $34.6 million for the thirteen weeks ended April 2, 2022 compared to $20.2 million for the thirteen weeks ended April 3, 2021. Consolidated income from operations increased $26.7 million, or 85.7%, to $57.8 million for the first quarter 2022 compared to $31.2 million during the same period last year.

In the contract logistics segment, which includes value-added and dedicated services, operating revenues increased $46.7 million, or 30.1%, to $201.6 million in the first quarter 2022 compared to $154.9 million in the previous year. Income from operations in the contract logistics segment increased $6.7 million, or 39.6%, to $23.5 million for the thirteen weeks ended April 2, 2022 compared to $16.8 million in the same period last year. In the first quarter of 2022, Universal managed 63 value-added programs compared to 60 in the prior year period. During the recently completed quarter, dedicated transportation load count increased 1.2% to 158,219 from 156,375 in the first quarter 2021. Dedicated transportation also grew as the result of new business wins, including a major shuttle operation, as well as repricing existing customer contracts. Also included in dedicated transportation revenue for the first quarter 2022 were $8.8 million in separately identified fuel surcharges, compared to $4.9 million in the same period last year. As a percentage of revenue, operating margin in the contract logistics segment for the first quarter 2022 was 11.6% compared to 10.9% during the same period last year.

In the intermodal segment, operating revenues increased $53.9 million to $157.6 million in the first quarter 2022 compared to $103.7 million in the previous year. Intermodal revenues for the thirteen weeks ended April 2, 2022 included $18.2 million in separately identified fuel surcharges, compared to $10.2 million in the same period last year. During the first quarter 2022, Universal moved 154,207 intermodal loads compared to 179,905 in the first quarter 2021, a decrease of 14.3%, while its average operating revenue per load, excluding fuel surcharges increased 51.2% to $697 from $461. Intermodal segment revenues also include accessorial charges such as detention, demurrage and storage which totaled $36.2 million during the first quarter 2022, compared to $11.0 million one year earlier. Income from operations in the intermodal segment increased $14.5 million to $23.0 million for the thirteen weeks ended April 2, 2022 compared to $8.5 million in the first quarter 2021. As a percentage of revenue, operating margin in the intermodal segment for the first quarter 2022 was 14.6%, compared to 8.2% during the same period last year.

In the trucking segment, operating revenues increased $2.6 million to $97.5 million in the first quarter 2022 compared to $94.9 million in the prior year period. Included in trucking segment revenues for the first quarter 2022 were $7.5 million in separately identified fuel surcharges compared to $5.1 million during the first quarter 2021. Income from operations in the trucking segment increased $2.2 million to $7.4 million for the first quarter 2022 compared to $5.2 million in the same period last year. During the recently completed quarter, Universal's average operating revenue per load, excluding fuel surcharges, increased 41.4% to $1,762 from $1,246 in the prior year period; however, this increase was partially offset by a 30.1% decrease in load volumes. During the first quarter 2022, Universal moved 50,860 loads compared to 72,744 during the same period last year. As a percentage of revenue, operating margin in the trucking segment for the first quarter 2022 was 7.6%, compared to 5.5% during the same period last year.

In the company-managed brokerage segment, operating revenues increased $4.1 million, or 6.7%, to $65.2 million in the thirteen weeks ending April 2, 2022 compared to $61.1 million in the thirteen weeks ending April 3, 2021. During the recently completed quarter, the average operating revenue per load increased 25.3% to $2,176 from $1,737 in the first quarter 2021; however, load volumes fell 25.2% to 24,610 from 32,885. As a percentage of revenue, operating margin for the company-managed brokerage segment was 5.9% for the first quarter 2022 compared to 0.7% in the same period last year.

Purchased transportation and equipment rent. Purchased transportation and equipment rental costs for the first quarter 2022 increased $42.8 million, or 22.6%, to $232.1 million from $189.3 million during the same period last year. Purchased transportation and equipment rent generally increases or decreases in proportion to the revenues generated through owner-operators and other third party providers. The increases or decreases are generally correlated with changes in demand for transportation-related services, which includes truckload, brokerage, intermodal and to a lesser extent, dedicated services, which uses a higher mix of company-drivers compared to owner-operators. The absolute increase in purchased transportation and equipment rental costs was primarily the result of an overall increase in transportation-related services. First quarter 2022 transportation-related service revenues increased 29.0% compared to the first quarter of 2021. As a percentage of operating revenues, purchased transportation and equipment rent expense decreased to 44.3% compared to 45.6% during the same period last year was due to a decrease in the mix of brokerage services revenue, where the cost of transportation is typically higher than our other transportation businesses. As a percentage of total revenues, brokerage services revenue decreased to 20.5% for 2021 compared to 23.3% in the same period last year.

Direct personnel and related benefits. Direct personnel and related benefits for the thirteen weeks ended April 2, 2022 increased by $29.1 million, or 27.1%, to $136.7 million compared to $107.6 million during the same period last year. Trends in these expenses are generally correlated with changes in operating facilities and headcount requirements and, therefore, increase and decrease with the level of demand for our staffing needs in our contract logistics segment, which includes value-added services and dedicated transportation. The increase was due to the launch of new business wins and robust volumes experienced at our contract logistics operations during the current quarter. As a percentage of operating revenues, personnel and related benefits increased to 26.1% for the thirteen weeks ended April 2, 2022, compared to 25.9% for the thirteen weeks ended April 3, 2021. The percentage is derived on an aggregate basis from both existing and new programs, and from customer operations at various stages in their lifecycles. Individual operations may be impacted by additional production shifts or by overtime at selected operations. While generalizations about the impact of personnel and related benefits costs as a percentage of total revenue are difficult, we manage compensation and staffing levels, including the use of contract labor, to maintain target economics based on near-term projections of demand for our services.

Operating supplies and expenses. Operating supplies and expenses increased by $5.0 million, or 13.6%, to $42.1 million for the thirteen weeks ended April 2, 2022 compared to $37.1 million for the thirteen weeks ended April 3, 2021. These expenses include items such as fuel, maintenance, cost of materials, communications, utilities and other operating expenses, and generally relate to fluctuations in customer demand. The main elements driving the change were increases of $7.8 million in fuel expense on Company tractors and $2.6 million in professional fees. These increases were partially offset by decreases of $2.7 million in operating supplies and material costs in operations supporting heavy truck programs and $3.3 million in other operating expenses.

Commission expense. Commission expense for the first quarter 2022 increased by $2.7 million, or 36.9%, to $10.0 million from $7.3 million for the first quarter 2021. Commission expense increased due to increased revenue in the agency based truckload business. As a percentage of operating revenues, commission expense increased to 1.9% for the thirteen weeks ending April 2, 2022, compared to 1.8% one year earlier.

Occupancy expense. Occupancy expenses increased by $2.0 million, or 24.6%, to $10.2 million for the thirteen weeks ended April 2, 2022. This compares to $8.2 million for the thirteen weeks ended April 3, 2021. The increase was primarily attributable to an increase in building rents.

General and administrative. General and administrative expense for the thirteen weeks ended April 2, 2022 increased by $0.9 million to $10.1 million from $9.2 million in the thirteen weeks ended April 3, 2021. The increase was attributable to a $0.7 million increase in salaries and a $0.1 million increase in other general and administrative expenses. As a percentage of operating revenues, general and administrative expense was 1.9% for the first quarter 2022 compared to 2.2% for the first quarter 2021.

Insurance and claims. Insurance and claims expense for the first quarter 2022 increased by $2.2 million to $8.6 million from $6.3 million in the first quarter 2021. As a percentage of operating revenues, insurance and claims increased to 1.6% for the thirteen weeks ending April 2, 2022 compared to 1.5% for the first quarter 2021. The increase was attributable to a $2.8 million increase in cargo and service failure claims. This was partially offset by a $0.5 million decrease in auto liability premiums and contractor insurance.

Depreciation and amortization. Depreciation and amortization expense for the thirteen weeks ended April 2, 2022 decreased by $2.9 million, or 15.0%, to $16.2 million from $19.1 million for 2021. Depreciation expense decreased $3.0 million and amortization expense increased $0.1 million.

Interest expense, net. Net interest expense was $2.4 million for the thirteen weeks ended April 2, 2022 compared to $3.2 million for the thirteen weeks ended April 3, 2021. The decrease in net interest expense reflects a decrease in our outstanding borrowings as well as a decrease in interest rates on our outstanding borrowings. As of April 3, 2022, our outstanding borrowings totaled $402.7 million compared to $430.5 million at the same time last year.

Other non-operating income (expense). Other non-operating income was $1.0 million for the first quarter 2022, unchanged from the prior year. Other non-operating income for the first quarter 2022 includes a $0.9 million pre-tax holding gain on marketable securities due to changes in fair value recognized in income compared $1.0 million in the first quarter 2021.

Income tax expense. Income tax expense for the first quarter 2022 was $14.4 million, compared to $7.3 million for the first quarter 2021, based on an effective tax rate of 25.5% and 25.3% respectively. The increase in income taxes in 2022 is the result of an increase in taxable income and our effective tax rate for the thirteen weeks ended April 2, 2022 compared to the thirteen weeks ended April 3, 2021.

Liquidity and Capital Resources

Our primary sources of liquidity are funds generated by operations, loans and extensions of credit under our credit facilities, on margin against our marketable securities and from installment notes, and proceeds from the sales of marketable securities. We use secured, asset lending to fund a substantial portion of purchases of tractors, trailers and material handling equipment.

We employ an asset-light operating strategy which we believe lowers our capital expenditure requirements. In general, our facilities used in our value-added services are leased on terms that are either substantially matched to our customer's contracts, are month-to-month or are provided to us by our customers. We also utilize owner-operators and third-party carriers to provide a significant portion of our transportation and specialized services. A significant portion of the tractors and trailers used in our business are provided by our owner-operators. In addition, our use of agents reduces our overall need for large terminals. As a result, our capital expenditure requirements are limited in comparison to most large transportation and logistics service providers, which maintain significant properties and sizable fleets of owned tractors and trailers.

During the thirteen weeks ended April 2, 2022, our capital expenditures totaled $6.0 million. These expenditures primarily consisted of transportation equipment and investments in support of our value-added service operations. Due to widespread shortages, production backlogs, and limited availability of transportation equipment, our expenditures were somewhat lower than our customary capital expenditures. Our asset-light business model depends largely on the customized solutions we implement for specific customers. As a result, our capital expenditures will also depend on specific new contracts and the overall age and condition of our owned transportation equipment. Through the remainder of 2022, exclusive of any acquisitions of businesses and strategic real estate purchases, we expect our capital expenditures to be in the range of 5% to 6% of operating revenues. We expect to make these capital expenditures for the acquisition of transportation equipment, to support our new and existing value-added service operations, and for improvements to our existing terminal yard and container facilities. If equipment manufacturers identify and implement solutions enabling them to overcome these supply-side constraints, then we would expect to return to a normalized level of capital expenditures in future periods.

We have a cash dividend policy that anticipates a regular dividend of $0.42 per share of common stock, payable in quarterly increments of $0.105 per share of common stock. After considering the regular quarterly dividends made during the year, the Board of Directors also evaluates the potential declaration of an annual special dividend payable in the first quarter of each year. The Board of Directors did not declare a special dividend in the first quarter of 2022. On May 5, 2022, our Board of Directors declared a quarterly cash dividend of $0.105 per share of common stock, which is payable to shareholders of record at the close of business on June 6, 2022 and is expected to be paid on July 5, 2022. During the year ended December 31, 2021, we paid a total of $0.42 per common share, or $11.3 million. Future dividend policy and the payment of dividends, if any, will be determined by the Board of Directors in light of circumstances then existing, including our earnings, financial condition and other factors deemed relevant by the Board of Directors.

While operating cash flows may be negatively impacted by a prolonged pandemic, the Company believes we will be able to finance our near term needs for working capital over the next twelve months, as well as any planned capital expenditures during such period, with cash balances, cash flows from operations, and loans and extensions of credit under our credit facilities and on margin against our marketable securities. Should the impact of the COVID-19 pandemic last longer than anticipated, and/or our cash flow from operations decline more than expected, we may need to obtain additional financing. The Company's ability to fund future operating expenses and capital expenditures, as well as its ability to meet future debt service obligations or refinance indebtedness will depend on future operating performance, which will be affected by general economic, financial, and other factors beyond our control.

We continue to evaluate business development opportunities, including potential acquisitions that fit our strategic plans. There can be no assurance that we will identify any opportunities that fit our strategic plans or will be able to execute any such opportunities on terms acceptable to us. Depending on prospective consideration to be paid for an acquisition, any such opportunities would be financed first from available cash and cash equivalents and availability of borrowings under our credit facilities.

Revolving Credit, Promissory Notes and Term Loan Agreements

Our secured credit facility (the "Credit Facility") provides for maximum borrowings of $350 million in the form of a $150 million term loan and a $200 million revolver at a variable rate of interest based on LIBOR or a base rate and matures on November 26, 2023. The Credit Facility, which is secured by cash, deposits, accounts receivable, and selected other assets of the applicable borrowers, includes customary affirmative and negative covenants and events of default, as well as financial covenants requiring minimum fixed charge coverage and leverage ratios, and customary mandatory prepayments provisions. Our Credit Facility includes an accordion feature which allows us to increase availability by up to $100 million upon our request. At April 2, 2022, we were in compliance with all covenants under the Credit Facility, and $51.0 million was available for borrowing.

A wholly-owned subsidiary issued a series of promissory notes in order to finance transportation equipment (the “Equipment Financing”). The notes issued in connection with the Equipment Financing, which are secured by liens on specific titled vehicles, include certain affirmative and negative covenants, are generally payable in 60 monthly installments and bear interest at fixed rates ranging from 2.25% to 5.13%.

A wholly-owned subsidiary issued a series of promissory notes in order to finance certain purchases of real property (the “Real Estate Financing”). The promissory notes, which are secured by first mortgages and assignment of leases on specific parcels of real estate and improvements, include certain affirmative and negative covenants and are generally payable in 120 monthly installments. Each of the notes bears interest at variable rates ranging from LIBOR plus 1.85% to LIBOR plus 2.25%. At April 2, 2022, we were in compliance with all covenants.

We also maintain a short-term line of credit secured by our portfolio of marketable securities (the “Margin Facility”). It bears interest at LIBOR plus 1.10%. The amount available under the Margin Facility is based on a percentage of the market value of the underlying securities. We did not have any amounts advanced against the line as of April 2, 2022, and the maximum available borrowings were $4.4 million.

On April 29, 2022, the Company executed a credit agreement and related security and mortgage agreement with a syndicate of lenders, and Fifth Third Bank, N.A., as administrative agent. The credit agreement provided for a $165.4 million term loan facility, the full amount of which was advanced on April 29, 2022. The facility matures on April 29, 2032. Under the terms of the credit agreement, the Company used proceeds (a) to repay approximately $116.4 million of aggregate principal amount outstanding under the term loan portion of the Credit Facility, (b) to repay in full approximately $39.5 million of aggregate principal amount outstanding under the Real Estate Financing, and (c) to pay transaction-related fees and expenses. The obligations under the facility are secured by first-priority mortgages on specific parcels of real estate owned by the Company, including all land and real property improvements, and first-priority assignments of rents and related leases of the loan parties. The credit agreement includes customary affirmative and negative covenants, and principal and interest is payable on the facility on a monthly basis, based on an annual amortization of 10%. The facility bears interest at SOFR, plus an applicable margin equal to 2.12%.

Discussion of Cash Flows

At April 2, 2022, we had cash and cash equivalents of $14.9 million compared to $13.9 million at December 31, 2021. Operating activities provided $41.1 million in net cash, and we used $36.7 million in financing activities and $3.4 million in investing activities.

The $41.1 million in net cash provided by operations was primarily attributed to $42.0 million of net income, which reflects non-cash depreciation and amortization, noncash lease expense, amortization of debt issuance costs, gains on marketable equity securities and equipment sales, stock-based compensation, provisions for doubtful accounts and a change in deferred income taxes totaling $23.4 million, net. Net cash provided by operating activities also reflects an aggregate increase in net working capital totaling $24.3 million. The primary drivers behind the increase in working capital were principal reductions in operating lease liabilities during the period, increases in trade and other accounts receivable and in prepaid expenses and other assets, and a decrease in other long-term liabilities. These were partially offset by increases in accruals for insurance and claims, trade accounts payable, accrued expenses and other current liabilities, and income taxes payable. Affiliate transactions decreased net cash provided by operating activities by $2.5 million due to an increase in accounts receivable from affiliates of $0.8 million and a decrease accounts payable to affiliates of $1.7 million.

The $3.4 million in net cash used in investing activities consisted of $6.0 million in capital expenditures, partially offset by $2.6 million in proceeds from the sale of equipment.

We used $36.7 million in financing activities during the thirteen weeks ended April 2, 2022. During the period we paid cash dividends of $5.6 million and purchased $5.3 million of our common stock. We had outstanding borrowings totaling $402.7 million at April 2, 2022 compared to $428.4 million at December 31, 2021. During the period, we made net repayments on our revolving lines of credit totaling $14.2 million and term loan, and equipment and real estate note payments totaling $15.9 million. We also borrowed $4.3 million for new equipment during the period.

Off Balance Sheet Arrangements

None.

Critical Accounting Policies

A summary of critical accounting policies is presented in Item 7, "Management's Discussion and Analysis of Financial Condition and Results of Operations - Critical Accounting Policies," of our Form 10-K for the year ended December 31, 2021. There have been no changes in our accounting policies during the thirteen weeks ended April 2, 2022.

Seasonality

Generally, demand for our value-added services delivered to existing customers increases during the second calendar quarter of each year as a result of the automotive industry’s spring selling season. Conversely, such demand generally decreases during the third quarter of each year due to the impact of scheduled OEM customer plant shutdowns in July for vacations and changeovers in production lines for new model years.

Our value-added services business is also impacted in the fourth quarter by plant shutdowns during the December holiday period. However, due to the COVID-19 pandemic and its impact on North American automotive manufacturing, we may not experience normal seasonal demand for our services supporting the automotive production and selling cycles during the current year.

Our transportation services business is generally impacted by decreased activity during the post-holiday winter season and, in certain states, during hurricane season. At these times, some shippers reduce their shipments, and inclement weather impedes trucking operations or underlying customer demand.

Prolonged adverse weather conditions, particularly in winter months, can also adversely impact margins due to productivity declines and related challenges meeting customer service requirements.

ITEM 3: QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK

There have not been any material changes to the Company’s market risk during the thirteen weeks ended April 2, 2022. For additional information, please see the Company’s Annual Report on Form 10-K for the year ended December 31, 2021.

ITEM 4: CONTROLS AND PROCEDURES

Evaluation of Disclosure Controls and Procedures

We carried out an evaluation under the supervision and with the participation of our management, including our Chief Executive Officer and Chief Financial Officer, of the effectiveness of the design and operation of our disclosure controls and procedures pursuant to paragraph (b) of Rule 13a-15 or 15d-15 of the Securities Exchange Act of 1934, as amended (or the Exchange Act). Based upon that evaluation, our Chief Executive Officer and Chief Financial Officer concluded that, as of April 2, 2022, our disclosure controls and procedures were effective in causing the material information required to be disclosed in the reports that it files or submits under the Exchange Act (i) to be recorded, processed, summarized and reported, to the extent applicable, within the time periods required for us to meet the Securities and Exchange Commission’s (or SEC) filing deadlines for these reports specified in the SEC’s rules and forms and (ii) to be accumulated and communicated to our management, including our Chief Executive Officer and Chief Financial Officer, as appropriate to allow timely decisions regarding required disclosure.

Internal Controls

There have been no changes in our internal controls over financial reporting during the thirteen weeks ended April 2, 2022 identified in connection with our evaluation that have materially affected, or are reasonably likely to materially affect, our internal controls over financial reporting.

PART II – OTHER INFORMATION

ITEM 1: LEGAL PROCEEDINGS

On March 17, 2021, the Company received a complaint from the National Labor Relations Board (the "NLRB") based on charges alleged by the International Brotherhood of Teamsters against four of the Company's operating subsidiaries. The charges stem from the Company's decision to close underperforming operations in California in December 2019. In April 2021, the Company answered the complaint by denying it engaged in any unfair labor practices and maintaining that the Company closed the underperforming California terminal due to financial reasons. In October 2021, the Company received an adverse ruling requiring the Company to, among other things, reinstate the terminated drivers and compensate them for back pay. The Company is appealing the decision. The calculation of the amount owed to the drivers will take into consideration any offsetting earnings made by terminated individuals since their separation from the Company. The Company currently estimates the possible range of financial exposure in the matter to be between $4.3 million and $7.2 million. Based on the Company's best estimate of the liability at this time, the Company has recorded an accrued liability for this matter of $5.8 million. While the outcome of these claims cannot be predicted with any certainty, management does not believe the outcome of any of these matters will have a material adverse effect on our business, financial position, results of operations or cash flows.

On January 28, 2022, the Company was served with charges from the NLRB based on allegations of the International Brotherhood of Teamsters against the Company and four of its subsidiaries. The charges allege, among other things, that certain of the Company's independent contractors in California should be classified as employees, rather than independent contractors. The Company has denied all charges and plans to defend the use of independent contractors in conducting its business. A hearing on the matter is schedule for June 2022. While the outcome of these claims cannot be predicted with any certainty, management does not believe the outcome of any of these matters will have a material adverse effect on our business, financial position, results of operations or cash flows.

The Company is involved in certain other claims and pending litigation arising from the ordinary conduct of business. We also provide accruals for claims within our self-insured retention amounts. Based on the knowledge of the facts, and in certain cases, opinions of outside counsel, in the Company's opinion the resolution of these claims and pending litigation will not have a material effect on our financial position, results of operations or cash flows. However, if we experience claims that are not covered by our insurance or that exceed our estimated claim reserve, it could increase the volatility of our earnings and have a materially adverse effect on our financial condition, results of operations or cash flows.

ITEM 1A: RISK FACTORS

There have been no material changes to our risk factors as previously disclosed in Item 1A to Part 1 of our Form 10-K for the fiscal year ended December 31, 2021.

ITEM 2: UNREGISTERED SALES OF EQUITY SECURITIES AND USE OF PROCEEDS

The following table provides information regarding the Company's purchases of its common stock during the period from January 1, 2022 to April 2, 2022, the Company's first fiscal quarter:

Fiscal Period	Total Number of Shares Purchased	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Program	Maximum Number of Shares that May Yet be Purchased Under the Plans or Program (1)
Jan. 1, 2022 - Jan. 29, 2022	-	$ -	-	1,000,000
Jan. 30, 2022 - Feb. 26, 2022	44,855	18.72	44,855	955,145
Feb. 27, 2022 - April 2, 2022	212,406	20.78	212,406	742,739
Total	257,261	$ 20.42	257,261	742,739

(1) On July 29, 2021, the Company announced that it had been authorized to purchase up to 1,000,000 shares of its common stock from time to time in the open market. As of April 2, 2022, 742,739 shares remain available under this authorization. No specific expiration date has been assigned to the authorization.

ITEM 3: DEFAULTS UPON SENIOR SECURITIES

None.

ITEM 4: MINE SAFETY DISCLOSURES

Not applicable.

ITEM 5: OTHER INFORMATION

None.

ITEM 6: EXHIBITS

The exhibits listed on the Exhibit Index are furnished as part of this quarterly report on Form 10-Q.

Exhibit No.	Description
3.1	Amended and Restated Articles of Incorporation (incorporated by reference to Exhibit 3.1 to the Registrant's Registration Statement on Form S-1 filed on November 15, 2004)
3.2	Amendment to Articles of Incorporation (incorporated by reference to Exhibit 3(i)-1 and 3(i)-2 to the Registrant's Current Report on Form 8-K filed on November 1, 2012)
3.3	Certificate of Amendment to Restated Articles of Incorporation (incorporated by reference to Exhibit 3.1 to the Registrant's Current Report on Form 8-K filed on May 2, 2016)
3.4	Fifth Amended and Restated Bylaws, effective December 13, 2019 (incorporated by reference to Exhibit 3.1 to the Registrant's Current Report on Form 8-K filed on December 16, 2019)
4.1	Second Amended and Restated Registration Rights Agreement dated July 28, 2021 among the Registrant and the Moroun Family Holders (incorporated by reference to Exhibit 4.1 to the Registrant's Current Report on Form 8-K filed July 29, 2021)
4.2*	Amendment to 2014 Amended and Restated Stock Incentive Plan
10.1	Credit Agreement dated as of April 29, 2022 among UTSI Finance, Inc., UTS Realty, LLC, the lenders party thereto, and Fifth Third Bank, N.A., as agent for the lenders (incorporated by reference to Exhibit 10.1 to the Registrant's Current Report on Form 8-K filed May 2, 2022)
10.2	Confirmation of Transaction, dated April 29, 2022, between Fifth Third Bank, N.A. and UTSI Finance, Inc. (incorporated by reference to Exhibit 10.2 to the Registrant's Current Report on Form 8-K filed May 2, 2022)
31.1*	Chief Executive Officer certification, as adopted pursuant to section 302 of the Sarbanes-Oxley Act of 2002
31.2*	Chief Financial Officer certification, as adopted pursuant to section 302 of the Sarbanes-Oxley Act of 2002
32.1**	Chief Executive Officer and Chief Financial Officer certification pursuant to 18 U.S.C. Section 1350, as adopted pursuant to section 906 of the Sarbanes-Oxley Act of 2002
101.INS*	Inline XBRL Instance Document
101.SCH*	Inline XBRL Schema Document
101.CAL*	Inline XBRL Calculation Linkbase Document
101.DEF*	Inline XBRL Taxonomy Extension Definition Linkbase Document
101.LAB*	Inline XBRL Labels Linkbase Document
101.PRE*	Inline XBRL Presentation Linkbase Document
104*	Cover Page Interactive Data File (formatted as Inline XBRL and contained in Exhibit 101)

* Filed herewith.
** Furnished herewith

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report on Form 10-Q to be signed on its behalf by the undersigned, thereunto duly authorized.

		Universal Logistics Holdings, Inc. (Registrant)
Date: May 12, 2022	By:	*/s/ Tim Phillips* Tim Phillips Chief Executive Officer
Date: May 12, 2022	By:	*/s/ Jude Beres* Jude Beres Chief Financial Officer

Exhibit 4.2

Plan Amendment

AMENDMENT TO THE
2014 AMENDED AND RESTATED STOCK INCENTIVE PLAN

Effective May 4, 2022

This Amendment to the 2014 Amended and Restated Stock Incentive Plan, as amended (the "Plan"), is effective as of the date first set forth above, such amendment having been approved by the Board of Directors of Universal Logistics Holdings, Inc., a Michigan corporation (the "Company"), on February 10, 2022 and approved by the holders of a majority of the Company's outstanding shares of voting capital stock on May 4, 2022, in each case in accordance with Section 13(a) of the Plan. Capitalized but undefined terms shall have the meanings provided in the Plan.

As of result of the foregoing approvals, the Plan is hereby amended as follows:

1. Section 4(a) of the Plan is hereby amended and restated in its entirety to read as follows:

"(a) Share Reserve. Subject to the provisions of Section 12 of the Plan relating to adjustments upon changes in Common Stock, the maximum aggregate number of shares of Common Stock that may be issued pursuant to Stock Awards shall not exceed Seven Hundred Thousand (700,000) shares."

The undersigned, being the duly elected and acting Secretary of the Company, hereby certifies that the foregoing amendment was duly approved and adopted by the Board of Directors and the Shareholders of the Company effective as of the date first referenced above.

By: */s/ Steven A. Fitzpatrick*
Steven A. Fitzpatrick, Secretary

Exhibit 31.1

CERTIFICATION OF THE CHIEF EXECUTIVE OFFICER
PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT

I, Tim Phillips, certify that:

1. I have reviewed this quarterly report on Form 10-Q of Universal Logistics Holdings, Inc.;

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;

4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

   a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;

   b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;

   c. Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and

   d. Disclosed in this report any change in the registrant’s internal control over financial reporting that occurred during the registrant’s most recent fiscal quarter that has materially affected, or is reasonably likely to materially affect, the registrant’s internal control over financial reporting; and

5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors:

   a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and

   b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: May 12, 2022

/s/ Tim Phillips
Tim Phillips
Chief Executive Officer

Exhibit 31.2

CERTIFICATION OF THE CHIEF FINANCIAL OFFICER
PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT

I, Jude Beres, certify that:

1. I have reviewed this quarterly report on Form 10-Q of Universal Logistics Holdings, Inc.;

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;

4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

    a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;

    b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;

    c. Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and

    d. Disclosed in this report any change in the registrant’s internal control over financial reporting that occurred during the registrant’s most recent fiscal quarter that has materially affected, or is reasonably likely to materially affect, the registrant’s internal control over financial reporting; and

5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors:

    a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and

    b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: May 12, 2022

/s/ Jude Beres
Jude Beres
Chief Financial Officer

Exhibit 32.1

**CERTIFICATION OF CHIEF EXECUTIVE OFFICER AND
CHIEF FINANCIAL OFFICER
PURSUANT TO 18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report, or the Report, of Universal Logistics Holdings, Inc., or the Company, on Form 10-Q for the period ended April 2, 2022, as filed with the Securities and Exchange Commission on the date hereof, each of the undersigned, Tim Phillips, as Chief Executive Officer of the Company, and Jude Beres, as Chief Financial Officer of the Company, each certifies, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, to the best of his knowledge, respectively, that (1) the Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934, as amended, and (2) the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: May 12, 2022

/s/ Tim Phillips
Tim Phillips
Chief Executive Officer

/s/ Jude Beres
Jude Beres
Chief Financial Officer

The foregoing certification is being furnished solely pursuant to 18 U.S.C. Section 1350 and is not being filed as part of the Report or as a separate disclosure document.