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ALTIUS TALENT · GROWTH INDEX · 2026

America's 50

Freight Forwarders

The forwarders, customs brokers and international logistics businesses growing their teams faster than anyone else in the United States, ranked by verified 12-month headcount growth.

Growth you can verify, not growth you claim

Every ranking in this report is based on one measurable signal: how much a company grew its team over the last 12 months. Headcount growth is hard to fake. It means winning business, investing ahead of demand and convincing people to join.

We analysed US-headquartered freight forwarding, customs brokerage and international logistics businesses with 21 to 1,000 employees, measured 12-month employee growth from public professional-profile data, and manually verified every company that made the cut. Trucking-only operators, software vendors, carriers, non-US businesses and micro-teams below 21 staff were excluded, so a high percentage here reflects genuine hiring at scale, not two joiners at a five-person firm.

WHY IT MATTERS NOW

These 50 companies are expanding into the tightest specialist talent market the US gateway trades have seen in years: roughly 14,450 active Licensed Customs Brokers nationally, a 12% broker exam pass rate in October 2025, and customs workloads rising as de-minimis ends. Growing a team in this market is an achievement in itself.

To every company featured: congratulations. You are hiring faster than an industry that is fighting for every specialist it can find.

50



Onboard Logistics Group

Miami, Florida

AMERICAS AIR & OCEAN

onboardlogistics.net

12-month headcount growth: +9.2%

Onboard Logistics runs air and ocean forwarding across the Americas from its Miami headquarters, with 31 offices in 15 countries. IATA, ISO 9001 and BASC certified, it offers weekly air consolidations, FCL and LCL ocean services and project cargo handling.



Pablo Martinez | Founder & Chief Executive Officer

Founder and CEO Pablo Martinez leads Onboard Logistics Group, connecting importers and exporters across the Americas and Europe with dependable air, sea and land freight services.

49



Solvera Global Logistics

Charlotte, North Carolina

AIR & OCEAN NVOCC

solveralogistics.com

12-month headcount growth: +10.0%

Solvera Global Logistics is a certified veteran-owned freight forwarder and NVOCC serving commercial and government clients from Charlotte, North Carolina. Capabilities span ocean and air freight, drayage, trucking and FF&E project logistics with worldwide reach.

48



Mohawk Global

North Syracuse, New York

FORWARDING AND TRADE COMPLIANCE

mohawkglobal.com

12-month headcount growth: **+11.2%**

Mohawk Global delivers international freight forwarding, customs brokerage, and trade advisory services from its Syracuse, New York base. The firm pairs supply chain expertise with hands-on trade compliance education for shippers across North America.



Gar Grannell | Chairman and Chief Executive Officer

Chairman and CEO of Mohawk Global, leading the Syracuse-based freight forwarding and trade services group and its executive team spanning international transportation, compliance, and domestic services.

47



Agramont Worldwide Logistics

San Diego, California

CROSS-BORDER FORWARDING

agramontworldwide.com

12-month headcount growth: **+11.5%**

Agramont Worldwide Logistics runs cross-border freight between the US, Mexico and Canada from San Diego, with operations in Tijuana and Queretaro. The CTPAT-certified firm combines ocean and air forwarding with bonded warehousing and customs clearance.



Arturo Agramont | Chief Executive Officer

Leads the family-owned San Diego cross-border logistics firm, part of the Agramont Group active in US-Mexico trade since 2008.

46



All Trans Cargo Group

Miami, Florida

LATIN AMERICA FORWARDING

alltranscargogroup.com

12-month headcount growth: **+11.8%**

All Trans Cargo Group connects the US with Latin America through air, ocean and project cargo services plus customs brokerage from its Miami headquarters. IATA, BASC and CTPAT certified, it also runs offices in Ecuador, Brazil, Colombia and Venezuela.



Ana Maria Gonzalez | Founder & Chief Executive Officer

Founder and CEO Ana Maria Gonzalez has grown All Trans Cargo into a full-service Miami transportation provider spanning international relocation, trucking and air freight forwarding.

45



RTW Logistics Inc.

Houston, Texas

AIR & OCEAN FORWARDING

rtwlogistics.net

12-month headcount growth: **+12.3%**

RTW Logistics is a Houston-headquartered forwarder and 3PL with around 175 staff and 16 locations worldwide. Services span air freight, FCL, LCL and breakbulk ocean shipping, customs brokerage, trucking and warehousing facilities in Stockton and Seattle.



Shuei Chiu | President

President Shuei Chiu brings over 15 years of logistics leadership to RTW Logistics, powering the Houston forwarder's strategic direction and impressive multinational growth.

44



INTERFRACHT USA INC

Elk Grove Village, Illinois

AIR & OCEAN FORWARDING

interfrachtusa.com

12-month headcount growth: **+13.6%**

Interfracht USA provides air and ocean forwarding, in-house licensed customs brokerage and project cargo services from Elk Grove Village, beside Chicago O'Hare. Offices in Charlotte and Decatur extend coverage, with remote location filing available at all US airports and seaports.



Joseph Friend | President

President Joseph Friend guides Interfracht USA's growth from Chicago, delivering tailored air, ocean and project cargo solutions backed by deep freight and operations leadership.

43



PNG Worldwide

Lititz, Pennsylvania

NVOCC & CUSTOMS BROKERAGE

pngworldwide.com

12-month headcount growth: **+14.3%**

PNG Worldwide is a fully integrated logistics provider offering licensed NVOCC ocean forwarding, air freight and US customs brokerage from Lititz, Pennsylvania. Founded in 2000, it holds CTPAT, FMC and FIATA credentials alongside WCA network membership.

42



Pride Logistics

Valencia, California

MULTIMODAL FORWARDING

prdlax.com

12-month headcount growth: **+14.3%**

Pride Logistics coordinates air, ocean, truckload, rail and white glove freight from Valencia, California, with a UK station in Ashford. The firm specializes in high-value, time-sensitive cargo for semiconductor, aerospace and healthcare shippers with 24/7 operations.

41



Air & Sea International

Murray, Utah

AIR & OCEAN FORWARDING

airseaintl.net

12-month headcount growth: **+14.3%**

Air & Sea International is a second-generation, family-owned freight forwarder that has moved cargo around the globe since 1985. From Murray, Utah it combines air and ocean freight with drayage, FTL and LTL, and multimodal transportation management.

40



OTA America, Inc.

Cerritos, California

AIR & OCEAN FORWARDING

otaamerica.com

12-month headcount growth: **+14.3%**

OTA America delivers FCL and LCL ocean freight, time-definite air freight and intermodal trucking from its Cerritos, California base. Direct carrier contracts, global alliance partnerships and EDI shipment tracking support importers and exporters across transpacific lanes and beyond.



Derek Kim | Chief Executive Officer

CEO Derek Kim leads OTA America's expansion in ocean, air and intermodal logistics, building the Cerritos firm into a fast-rising supply chain partner since 2013.

39



Global Cargo Corporation

Medley, Florida

AIR & OCEAN NVOCC

globalcargo.net

12-month headcount growth: **+14.5%**

Global Cargo has provided air, ocean and NVOCC services from South Florida since 1996, backed by a licensed bonded customs warehouse. Its multilingual team specializes in perishables, pharmaceuticals and hazardous cargo, with bases in New York, Houston, Chicago and Los Angeles.



Homero Hauque | Chief Executive Officer

CEO Homero Hauque heads Global Cargo Corporation, the Medley based forwarder he has steered into a full-service air, ocean and warehousing operation since its 1996 founding.

38



Imperative Logistics

Atlanta, Georgia

GLOBAL FORWARDING & EXPEDITE

imperativelogistics.com

12-month headcount growth: **+14.8%**

Imperative Logistics Group is a diversified supply chain company delivering global forwarding, expedited and mission-critical services, and US-Mexico cross-border logistics. Its network spans Asia, Europe and the Middle East, with more than 30 licensed US customs brokers and brands including Masterpiece International.



Dante Fornari | Chief Executive Officer and Chairman

Dante Fornari serves as Chief Executive Officer and Chairman of Imperative Logistics Group, guiding the specialty forwarder's rapid growth including its acquisition of Atlanta based DTH Expeditors.

37



Aerodoc

Miami, Florida

IOR & GLOBAL FORWARDING

aerodoc.com

12-month headcount growth: **+15.0%**

Miami-based Aerodoc enables technology, telecom and data center companies to ship into more than 170 countries through Importer of Record and freight forwarding services. Founded in 1997, it serves Fortune 500 clients with high-compliance door-to-door delivery.



German Muller | Founder & CEO

Founded Aerodoc in Miami in 1997 and has led its growth into IOR, EOR and logistics coverage across more than 170 countries.

36


MSL USA

Miami, Florida

NEUTRAL NVOCC

mslusa.com

12-month headcount growth: **+15.2%**

MSL USA is a neutral logistics operator serving the forwarding community with wholesale LCL and FCL ocean freight, air cargo and warehousing. Part of the global MSL Group of more than 80 offices, it operates from Miami, New York, Chicago and Los Angeles.

35


InstiCo Global Logistics

Flower Mound, Texas

MULTIMODAL LOGISTICS

insticologistics.com

12-month headcount growth: **+15.4%**

InstiCo Logistics pairs nationwide truckload, LTL and drayage capacity with international ocean, air and cross-border freight from Flower Mound, Texas. The firm adds warehousing, cross-docking and final-mile delivery, supported by 24/7 dispatch and pallet-level GPS tracking.


John Hernando | President and CEO

John Hernando serves as President and CEO of InstiCo Global Logistics, driving the Texas firm's strategic growth across freight brokerage and dedicated fleet services.

34



Safesea Group

Piscataway, New Jersey

MARITIME & MULTIMODAL

safeseagroup.com

12-month headcount growth: **+15.4%**

Safesea Group, headquartered in Piscataway, New Jersey, combines ship agency, ship and commercial management, multimodal logistics and specialized cargo handling under one roof. Founded in 2006, it counts Maersk, Hapag-Lloyd and Siemens among its clients.



Dr. S.V. Anchan | Founder and Chairman

Dr. S.V. Anchan founded Safesea Group in 2006 and has built the New Jersey headquartered enterprise into a multinational maritime and logistics leader with offices across eight countries.

33



Show Me Global Logistics

Springfield, Missouri

FORWARDING & BROKERAGE

showmelogistics.com

12-month headcount growth: **+15.8%**

Show Me Global Logistics blends international freight forwarding with truckload, LTL, intermodal and expedited brokerage from Springfield, Missouri. The firm also runs Midwest warehousing and distribution facilities and has a niche in tradeshow logistics.



Robbie Brewer | Co-Founder

Robbie Brewer co-founded Show Me Global Logistics with Dave Ausbury in 2014, growing the Springfield firm into a full-service provider spanning truckload, intermodal and international freight.

32



WTDC

Miami, Florida

FORWARDING & FTZ OPERATIONS

wt dc.com

12-month headcount growth: **+15.8%**

WTDC is a third-generation, family-owned Miami logistics firm founded in 1977, operating the first Foreign Trade Zone in PortMiami's FTZ 281. Licensed as a freight forwarder, NVOCC, IATA agent and customs broker, it offers air freight, ocean shipping and bonded warehousing.



Sean P. Gazitua | President and CEO

Third-generation leader Sean P. Gazitua has served as President and CEO of WTDC since 2017, expanding the family firm's Foreign Trade Zone and bonded logistics operations in Miami.

31



Porter Logistics

Atlanta, Georgia

PORT-CENTRIC 3PL

porter-logistics.com

12-month headcount growth: **+16.7%**

Porter Logistics is an Atlanta-headquartered 3PL running over a million square feet of hazmat and food-grade warehousing across seven US markets, including port-side Savannah. Services span import and export transloading, drayage, and FCL, LCL and truckload brokerage.



Robert Crump | Co-Founder and CEO

Co-founder and CEO Robert Crump has scaled Porter Logistics into a leading Atlanta 3PL, expanding to 750,000 square feet of warehousing including new cold chain capacity.

30



DNA Supply Chain Solutions

Miami, Florida

AIR & OCEAN FORWARDING

dnasupplychain.com

12-month headcount growth: **+16.7%**

DNA Supply Chain Solutions is a Miami-based global forwarder offering ocean, air, ground, customs brokerage and warehousing. FMC-licensed, IATA-accredited and C-TPAT compliant, its proprietary SAMMIE platform delivers AI-powered tracking and predictive ETAs.



David Rosendorf | President and CEO

David Rosendorf leads DNA Supply Chain Solutions, the Miami freight forwarder he founded, delivering air, sea and land transport solutions for customers across the Americas.

29



Forefront Global Logistics

Elk Grove Village, Illinois

MULTIMODAL FORWARDING

forefrontlog.com

12-month headcount growth: **+17.4%**

Forefront Global Logistics delivers ocean, air, drayage, intermodal and expedited road freight from Elk Grove Village, beside Chicago O'Hare. The firm serves sectors from aerospace and pharmaceuticals to food and beverage with end-to-end supply chain management.

28



C & M Forwarding Co

Rochester, New York

DOMESTIC FREIGHT FORWARDING

cmforwarding.com

12-month headcount growth: **+17.6%**

Founded in 1932, C&M Forwarding is an asset-based freight forwarder headquartered in Rochester, New York. The TSA-approved firm runs next-day service lanes to NYC, JFK, New Jersey, Philadelphia and Chicago, alongside LTL, truckload, warehousing and import and export services.



Michael Erne | President

President Michael Erne leads C&M Forwarding, the privately owned Rochester freight forwarder trusted for on-time, asset-based LTL and truckload service since 1932.

27



WorldCraft Logistics LLC

Ontario, California

AIR & OCEAN FORWARDING

worldcraftlogistics.com

12-month headcount growth: **+17.6%**

Worldcraft Logistics is a Southern California 3PL providing air and sea freight forwarding, customs clearance and bonds, project cargo handling and Amazon FBA preparation. It operates three California warehouses and a partner network spanning more than 35 countries.



Jimmy Tran | CEO

Jimmy Tran has led WorldCraft Logistics as CEO since 2013, building the Southern California firm into a trusted provider of freight forwarding, 3PL warehousing and customs services.

26



Transmodal Corporation

Ramsey, New Jersey

FORWARDING & CUSTOMS BROKERAGE

transmodal.net

12-month headcount growth: **+17.9%**

Transmodal Corporation is a licensed and bonded international freight forwarder and customs broker covering FCL, LCL and airfreight. From Ramsey, New Jersey its network spans 57 plus countries, with offices from Chicago and Los Angeles to Peru, Vietnam and China.

25



Atelier 4, LLC

New York, New York

FINE ART LOGISTICS

atelier4.com

12-month headcount growth: **+17.9%**

Atelier 4 has specialised in fine art logistics for more than 35 years, offering international shipping, customs clearance, museum-grade crating, climate-controlled storage and installation. The ICEFAT-certified firm operates from New York, Miami, Los Angeles and Charlotte.



Jonathan Schwartz | Founder and CEO

Jonathan Schwartz founded Atelier 4 in 1989 and has built it into a leading fine art logistics company with operations in New York, Miami, Los Angeles and Charlotte.

24



PC Global Logistics, Inc

Laredo, Texas

CROSS-BORDER LOGISTICS

pcgloballogistics.com

12-month headcount growth: **+18.2%**

PC Global Logistics runs door-to-door international freight across Mexico, the United States and Canada from its base in Laredo, Texas. The CTPAT-certified firm combines customs brokerage with air, ocean and overland transport for automotive, aerospace and manufacturing clients.



Alvaro Molina | Owner

Owner Alvaro Molina drives PC Global Logistics's rapid growth from Laredo, connecting shippers across Mexico, the United States and Canada with seamless cross-border transportation solutions.

23



Port to Port International

New Castle, Delaware

OCEAN & RORO NVOCC

ptpshipping.com

12-month headcount growth: **+18.8%**

Port to Port International runs ocean freight, RORO and consolidated cargo services linking the US with Central America, Asia, Europe and Africa. From yards in Delaware, Florida and Texas, it pairs NVOCC shipping with customs brokerage and oversized cargo handling.

22



Express Line Corporation

Inglewood, California

AIR & OCEAN FORWARDING

expresslinecorp.com

12-month headcount growth: **+19.0%**

Express Line Corporation provides air and ocean logistics, customs and compliance services, and contract logistics from 11 branches across the United States, Mexico and Canada. The NVOCC-certified, WCA partner firm also handles hazardous materials and special cargo.



Zhiyong Xu | CEO

Zhiyong Xu leads Express Line Corporation as CEO, bringing senior experience from Singapore Airlines Cargo and CTS Global Solutions to the Inglewood forwarder's air, ocean and customs services.

21



New Wave International Cargo

Glendale Heights, Illinois

NVOCC & MULTIMODAL

newwaveic.com

12-month headcount growth: **+19.2%**

New Wave International Cargo is a licensed NVOCC operating since 2003, moving freight by sea, air, road and rail, including oversized project cargo and certified tank transport. Headquartered in Illinois, it runs additional offices in Warsaw and Chennai.

20



A Tiempo Cargo Inc

Orlando, Florida

LATIN AMERICA FORWARDING

atiempocargo.com

12-month headcount growth: **+20.0%**

A Tiempo Cargo has spent more than 25 years moving freight from the United States across Latin America. Services span air cargo including perishables and live animals, ocean shipments of containers, breakbulk and vehicles, plus courier, warehousing and foreign trade consulting.



Alejandro Valencia | President

Alejandro Valencia serves as President of A Tiempo Cargo, leading the Florida firm's growth in cargo and shipping services to Latin America built over more than 25 years.

19



T Customs Broker, Inc.

Los Angeles, California

CUSTOMS BROKERAGE

tcustoms.com

12-month headcount growth: **+20.0%**

T Customs Broker has operated since 2002 as one of the fastest-growing customs brokerage firms in Los Angeles. It handles formal and informal entries, ISF filings and customs bonds, and is a member of the NCBFAA and the Los Angeles Customs Broker Association.



Tirta S. Halim | Chief Executive Officer

Tirta S. Halim leads T Customs Broker, guiding one of Los Angeles's fastest growing customs brokerages since 2002 with a reputation for precise, dependable trade compliance.

18



Bestway International

Kansas City, Missouri

AIR & OCEAN FORWARDING

bestway-intl.com

12-month headcount growth: **+20.6%**

Kansas City's Bestway International has delivered end-to-end air and ocean freight, customs brokerage and North American transportation since 1988. The firm reports 90 percent historical client retention and an average customer tenure above 16 years.



Jay Devers | President & Managing Partner

Second-generation leader who acquired Bestway from his father in 2015, after co-founding and raising over \$50 million for a commercial broadband ISP.

17



Air Van Inc

Jacksonville, Florida

CUSTOMS BROKERAGE & DISTRIBUTION

airvaninc.com

12-month headcount growth: **+21.1%**

Air Van has served Jacksonville, Florida for over 20 years with trucking, warehousing, distribution and first and final mile delivery. Its customs brokerage and bonded facilities, plus cross-docking, transloading and kitting services, make it a one stop partner for import and export shippers.



Ike Sherlock | President & Chief Executive Officer

Ike Sherlock, named one of Jacksonville's Ultimate CEOs, has more than doubled Air Van's size through acquisitions while leading the logistics and warehousing firm founded in 1957.

16



Archgate Logistics, Inc

Oakbrook Terrace, Illinois

TECH-ENABLED 3PL

archgate-logistics.com

12-month headcount growth: **+22.2%**

Archgate Logistics is a technology driven 3PL headquartered in Oakbrook Terrace, Illinois, pairing air and ocean freight forwarding with LTL, truckload, refrigerated and intermodal capacity. Its integrated TMS platform gives shippers quoting, booking, tracking and invoicing in one place.



Anthony Rimland | Founder

Anthony Rimland founded Archgate Logistics in 2015 and has led the Oakbrook Terrace firm to back to back Inc. 5000 rankings for rapid growth.

15



IGL Logistics Inc.

Charlotte, North Carolina

AIR & OCEAN FORWARDING

igl360.com

12-month headcount growth: **+22.2%**

IGL Logistics delivers domestic and international freight forwarding from Charlotte, North Carolina, spanning air freight, ocean cargo, ground transport, warehousing and cross-border shipping. The firm serves manufacturing, energy, automotive, medical and government clients, including specialist tradeshow and disaster relief logistics.



Jim Burke | Owner & President

Jim Burke, owner and founder of IGL Logistics, has rapidly built the Charlotte firm since 2018 into a leading regional provider of freight and logistics services.

14



Cargo Modules LLC

Valley Stream, New York

AIR & OCEAN FORWARDING

cargomodules.com

12-month headcount growth: **+23.1%**

Cargo Modules is a New York based forwarder providing air, ocean and road freight with customs clearance from offices in Valley Stream, Torrance and Rosemont. The IATA certified, CTPAT accredited NVOCC focuses on aerospace, life sciences, ship spares and trade show logistics.



Maurin Michael Semsch | Founder, President & Chief Executive Officer

Maurin Michael Semsch built Cargo Modules from a start up into a multi million dollar logistics company, expanding operations and opening locations across the United States over the past decade.

13



Webtrans Logistics Inc.

Carson, California

AIR & OCEAN FORWARDING

webtransusa.com

12-month headcount growth: **+25.0%**

Webtrans Logistics is a Carson, California forwarder offering air and ocean freight, in-house customs brokerage, warehousing and special cargo handling. Offices in Los Angeles, New York, Chicago, Atlanta and San Francisco, plus Seoul, support transpacific trade as a one-stop logistics platform.



John Park | Founder

John Park founded Webtrans Logistics in 2005, growing the Carson, California forwarder into a trusted transpacific logistics partner for importers and exporters.

12



Accelerated Global Solutions

New York, New York

E-COMMERCE & OCEAN FORWARDING

acceleratedgsi.com

12-month headcount growth: **+28.2%**

Accelerated Global Solutions is a C-TPAT certified NVOCC providing air and ocean forwarding, customs brokerage and cross-border e-commerce logistics. Bonded warehouses at the LAX, ORD and JFK gateways support consolidation, linehaul and final-mile delivery across the US.



Chris Zheng | President & Chief Executive Officer

Chris Zheng, founder of last mile leader SpeedX, acquired Accelerated Global Solutions in 2024 and now drives its ambition to build a billion dollar end to end supply chain enterprise.

11



WEST Forwarding Services

Middleburg Heights, Ohio

FORWARDING & CUSTOMS BROKERAGE

westforwarding.com

12-month headcount growth: **+29.4%**

WEST Forwarding Services has spent more than 40 years moving ocean, air and domestic freight from its Middleburg Heights base. A licensed OTI and CTPAT-validated operation, one in five staff are licensed US Customs Brokers.

10



Advanced International Freight

Secaucus, New Jersey

AIR & OCEAN FORWARDING

aif-usa.com

12-month headcount growth: **+30.0%**

Advanced International Freight offers ocean, air and ground forwarding, customs clearance and 3PL warehousing from Secaucus, New Jersey. CTPAT and TSA certified with FDA registered facilities, the firm draws on 27 years of service and handles over 20,000 TEUs annually.



Wook Cho | President & Chief Executive Officer

Wook Cho serves as President and CEO of Advanced International Freight, which has grown since 1997 into a leading provider of global air, ocean and warehousing solutions.

9



Langham Logistics

Indianapolis, Indiana

COLD CHAIN 3PL & FORWARDING

elangham.com

12-month headcount growth: **+34.0%**

Founded in 1988, Langham Logistics has grown into a \$100 million plus supply chain enterprise specializing in cold chain and pharmaceutical distribution. The Indianapolis firm pairs air, ocean and truckload freight forwarding with temperature-controlled warehousing.



Cathy Langham | Founder & CEO

Co-founded Langham Logistics in 1988 and built it into a \$100 million plus global transportation and warehousing enterprise, with board experience across retail and grocery.

8



Logistics Worldwide

Jacksonville, Florida

INTERNATIONAL 3PL

logisticsworldwide.com

12-month headcount growth: **+36.4%**

Logistics Worldwide is a Jacksonville, Florida based full-service 3PL covering truckload, LTL and intermodal alongside international air freight forwarding with customs clearance support. Its technology platform lets customers quote, book and track shipments door to door worldwide.



Jeff Lavallee | President & Owner

Jeff Lavallee has built Logistics Worldwide into a full service Jacksonville 3PL since 2016, while championing second chance hiring through the local Ready4Work program.

7



PressEx Logistics

Miami, Florida

LATIN AMERICA FORWARDING

pressex.co

12-month headcount growth: **+40.0%**

PressEx Logistics is a Miami-based international forwarder built from the Excel Logistics Group, with over 30 years of market experience. It offers air and ocean freight, project cargo, customs clearance and courier services, with offices across Colombia, Costa Rica, Panama and Venezuela.



Carlos Novoa | General Director

Carlos Novoa, a logistics veteran with over 30 years of experience, leads PressEx Logistics as General Director, driving its freight forwarding and courier growth across the Americas from Miami.

6



MH Logistics

Linden, New Jersey

mhlis.co

PERISHABLES & CUSTOMS BROKERAGE

12-month headcount growth: **+42.9%**

MH Logistics is a customs brokerage and freight forwarding specialist for perishables, handling flowers, live plants, meat, pharmaceuticals and dairy with full cold chain management. Headquartered in Linden, New Jersey, it operates additional hubs in California, Georgia and Florida.



Shreyas Kalaria | Chief Operating Officer

Shreyas Kalaria has served MH Logistics since 2013, leading operations for the Linden, New Jersey customs brokerage and forwarder renowned for cold chain and perishable cargo expertise.

5



KW International, Inc.

Carson, California

kwinternational.com

AIR & OCEAN FORWARDING

12-month headcount growth: **+45.0%**

KW International is a full-service logistics provider offering international freight forwarding, customs brokerage and LCL express services alongside inland transportation. From its Carson, California base it also runs container freight stations, foreign trade zone warehousing and e-commerce fulfilment.

4



Frontier Scientific Solutions

Wilmington, North Carolina

PHARMA AIR LOGISTICS

fs2.com

12-month headcount growth: **+45.5%**

Frontier Scientific Solutions builds temperature-controlled, cGMP-compliant supply chains for the life sciences, moving sensitive biopharma cargo with 24/7 monitoring. Its dedicated transatlantic air corridors and Free Trade Zone facilities link the US and Europe three times weekly.



Steve Uebele | Founder & Chief Executive Officer

Steve Uebele founded Frontier Scientific Solutions to transform temperature controlled pharma logistics, anchoring a \$1.5 billion global gateway investment in Wilmington and earning 2025 Coastal Entrepreneur of the Year honors.

3



ICAT Logistics

Elkridge, Maryland

PROJECT & SPECIALTY FORWARDING

icatlogistics.com

12-month headcount growth: **+56.4%**

ICAT Logistics is an agency-based global freight forwarder headquartered in Elkridge, Maryland, moving air, ocean, and ground freight across 190 countries. Specialisms include live events, luxury goods, aerospace and defense, plus customs brokerage and white-glove delivery.



Brad Stogner | Chief Executive Officer

Brad Stogner brings nearly three decades of global logistics leadership to ICAT, driving the specialized forwarder's expansion across 60 offices with operating capabilities in 190 countries.

2



ACF Global Logistics

Spring Arbor, Michigan

TRADE COMPLIANCE FORWARDING

acfgl.com

12-month headcount growth: **+76.9%**

ACF Global Logistics combines air, ocean, and ground forwarding with licensed customs brokerage, bonded warehousing, and trade compliance expertise. The Michigan-based NVOCC specializes in ITAR and EAR controlled goods for aerospace, defense, automotive, and advanced manufacturing clients.



Kim Chevalier | Chief Executive Officer

Kim Chevalier has grown ACF Global Logistics from a small operation into a thriving mid-sized international freight forwarder, guiding its operations and worldwide network as CEO.

1



Bluebird Express, LLC

Valley Stream, New York

INTERNATIONAL FREIGHT FORWARDING

bluexp.com

12-month headcount growth: **+100.0%**

Bluebird Express provides domestic and international transportation and supply chain services from Valley Stream, New York, with a second facility in Gardena, California. It serves fashion, entertainment, aviation, government, and healthcare shippers, including hazardous materials, around the clock.



James Gillett | Co-Founder

James Gillett co-founded Bluebird Express in 2002, building a time critical courier and forwarding specialist serving fashion, aviation and healthcare, later acquired by life sciences logistics leader CRYOPDP.

What we're seeing in the market

1 • CUSTOMS CAPABILITY IS THE CONSTRAINT

The companies climbing this list are hiring entry writers, licensed brokers and compliance specialists fastest. With around 14,450 active LCBs nationally and an October 2025 exam pass rate of 12% before appeals, licensed talent cannot be minted to meet demand.

2 • GROWTH CONCENTRATES AT THE SPECIALISTS

The fastest growers are rarely the biggest names. Niche forwarders with clear specialisms, in project cargo, pharma, e-commerce and cross-border, are out-hiring the giants in percentage terms while consolidation reshapes the top of the market.

3 • PAY FOLLOWS SCARCITY

In the NY/NJ gateway, our placement data shows entry writers securing 15 to 25% above advertised averages, and the metro pays 15 to 16% above the national median for cargo and freight agents. Fast-growing teams price offers against reality, not job boards.

4 • SPEED WINS THE CANDIDATE

The median journey from role-open to start date is 81 days including notice. The companies on this list compress interview loops and make retention cases before offer stage. That is how they grow while others carry vacancies.

AMERICA'S FASTEST-GROWING FREIGHT FORWARDER 2026

Bluebird Express, LLC

+100.0% headcount growth in 12 months

Bluebird Express provides domestic and international transportation and supply chain services from Valley Stream, New York, with a second facility in Gardena, California. It serves fashion, entertainment, aviation, government, and healthcare shippers, including hazardous materials, around the clock.

READY TO BUILD A TEAM THAT GROWS LIKE THIS?

Altius Talent is a specialist freight forwarding recruitment partner supporting air, ocean, customs, compliance, commercial and leadership hiring across the United States and Europe. We publish the market data in this report because we use it: mapping talent pools before we search, pricing offers against real placement outcomes, and advising clients between hires, not just during them.

TALK TO US

If you are on this list and intend to keep growing, or you compete with someone who is, contact James Hughes at James.hughes@wearealtius.com for a confidential conversation.

