

# DRIVEN BY TEAMWORK

PLM Fleet captures spot — for second consecutive year — on **Top Workplaces 2021**

## PLM Fleet LLC, was ahead of the coronavirus curve.

The progressive company had already started allowing employees to work at home one day per week, years before the pandemic hit. With the technology and processes in place to support that employee-pleasing perk, PLM easily pivoted to all-remote work for its corporate staff.

“Everybody jumped right into it,” said Keith Shipp, president and CEO of the only nationwide company dedicated exclusively to leasing, rental, maintenance and comprehensive fleet management of more than 10,000 refrigerated trailers.

“Our employees did a phenomenal job moving into a remote environment,” he added. “We infuse our company with a values system of teamwork, engagement and leadership. Those values really came into fruition, across the company, during the pandemic.”

The company captured a spot, for the second year in a row, on Top Workplaces 2021 for small-sized companies. The recognition is based solely on employee feedback gathered through a survey administered by Energage, LLC, an employee engagement technology partner, reflecting PLM’s employees’ deep satisfaction with their employer.

With 23 locations across the country, PLM has about 125 employees. More than 60 are based in the Newark corporate office.

“If you think about this year and all the divisions and politics, to have your employees feel happy and like they’re part of a team, that’s super exciting,” Shipp said. “They want to continue to build the company to best serve our customers.”

During the pandemic, all staff have been equipped with needed

devices, including cell phones and iPads, and are connected to the cloud where they can access any needed information.

“We went all remote before the rest of the country,” said Christa Rugova, manager, customer onboarding digital transformation. “I’m beyond grateful for how forward-thinking Keith and the managers were. It saved us. I couldn’t be more appreciative to not only keep my job, but be promoted, when so many others were struggling.”

Rugova marvels at the growth the company has undergone in just five years and is proud to be part of that ongoing transformation. In her role, she manages a team that continues to move the company toward automating aspects of operations to free up resources for expansion.

She is also thankful for how PLM’s management supports its employees and the productive professional relationship she has with her co-workers.

“This company genuinely cares for the employees, as human beings, and that’s across the board,” she said. “I also have the greatest co-workers. We are a tight-knit group. We communicate well and support each other, which is a fantastic feeling.”

Rugova also values PLM’s flexibility that encourages a work-life balance.

“It’s critical to success,” she said. “You can be a valued employee and a great wife, mom, friend, sister.”

Shipp expects that flexibility to continue to be embedded in the company’s culture once the pandemic subsides.

“We’re going to send out a survey and get feedback from everyone,” he said, “but we definitely want to help our employees achieve that work-life balance.”



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